



The Power of People



Greetings!

Ask any business owner or leader if they'd rather have loyalty or performance - and they'll answer "YES." Of course you want both. It's not much fun to have loyal employees who don't perform and it's exhausting (and expensive) to have a revolving door - even if they do perform.

What if you viewed these two seemingly different attributes as one? If you're able to build a culture where people perform, more times than not, it will also be a culture of loyalty. For humans, performance is a huge part of our success instinct.

People Possibilities uses its unique and proprietary Employee Lifecycle Model to coach leaders to feel more comfortable and confident with the employer-employee relationship. To demonstrate the effectiveness of this approach, we have included a case study in this newsletter for our client, Catering by George.

Catering by George is located in Houston, Texas. They create both classic and innovative menus for their clients and have done so for more than 20 years. With the holidays upon us, you will want to check out their [holiday menu](#) and consider their service for your upcoming holiday party.

Sincerely,

Kathi Crawford, SPHR, IAC-CC



Case Study - Employee Recruitment and Retention

Staff turnover in catering, as any industry, is high and has been for many years. Given the competitive pressures from other types of work opportunities, the difficulty in the catering industry isn't just one of finding people for the job - it is finding the right people and placing them in the right job. This was an area that Kim George, President of Catering by George, wanted to improve in her business.

[Click here to read the case study](#)

Upcoming Events

OCT 5 - DEC 14, 2010
Tuesdays 6 - 9 p.m.
EMPOWER Leadership Program Instructor Register at The University of Houston:
[EmPOWER Leadership Certificate Program](#)

MAR 8 - MAY 10, 2011
Tuesdays 6 - 9 p.m.
EMPOWER Leadership Program Instructor Register at The University of Houston:
[EmPOWER Leadership Certificate Program](#)

Quick Links

[People Possibilities Blog](#)

This blog is about ... well ... people! We talk about people in careers, as leaders, how they behave, what motivates them, their personal brand ... you name it, if it's about people, we talk about it.

Breaking the Generational Myth: How to use Coaching Skills for Effective Leadership

A one-size-fits-all approach doesn't fit today's age-diverse work force, where the generation gap between the youngest and oldest workers can span more than forty years. For the first time in history, there are four generations of workers. On one end of the spectrum, there are the 20-somethings, who are fresh out of graduate school or college; on the other end are employees nearing retirement.

[Click here to read the article](#)

Using Your Personal Power to Gain Stakeholder Commitment

On September 23rd I had the opportunity to present at the lunch meeting for the [International Association of Business Communicators \(IABC\) Houston Chapter](#). The focus of our discussion was to understand how personal power can gain commitment for the initiatives we are advancing in our organization or with our clients by building relationships rather tearing them down. The main point is **people are not difficult**, they are simply **different**.

In order to gain commitment, we must be aware of our own and others' behavioral tendencies and needs. The group learned about four dimensions of behavior - decisions, environment, accuracy & perfection, and people. They compared their own behavioral tendencies to those of the person they felt was "difficult" on each continuum. Many found this person on the opposite end of the continuum from their own. For example, they realized while they are more socially assertive, the other person was more socially cautious. This difference alone impacts the behavioral response and interaction among people.

Sounds easy, right? In theory, yes. In practice, not so much. The first step is raising awareness of our behaviors and approach. We can then learn how to use our behavioral style and communication differences to work for us, not against us. Once we understand the person we are trying to influence, we can adapt our style accordingly.

About

At the heart of People Possibilities is the belief that transitions are extraordinary opportunities for innovation, relationship building and growth. We empower leaders to transform the workplace by Creating Innovative Solutions for People at Work.

Building a bridge to a new way of thinking, People Possibilities focuses on optimizing the power of positive change.

We partner with business leaders to understand the complexities of human interaction and provide ideas to foster the employee lifecycle and increase productivity.

At People Possibilities we are Changing the Culture of Business One Leader at a Time.

Learn more about our services by visiting our [website](#)

What Are You Curious About?

Is there a "people" topic you would like to read about in an upcoming newsletter or on our blog? Would you like to contribute an article? If so, let me know. Email me at kcrawford@peoplepossibilities.com.

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