



The Power of People



Greetings!

In the last quarter of 2011 we are embracing the cooler weather and energy that propels us into the holiday season. It feels like People Possibilities has been propelled throughout 2011 as we have served many clients to achieve greater success. We have worked closely with our clients through challenges associated with growth, startup operations, succession planning and preparing to exit the business. All of these transitions have a critical people element.

In addition to creating success for our clients, we have been working on two collaborative ventures for which we play a crucial role in delivering. I am excited to announce the Curiosity Board and Forward Results as additional services that People Possibilities offers. If you would like to learn more, please contact me.

Sincerely,

Kathi Crawford, SPHR, IAC-CC



curiosity board

Do you often imagine a new way of doing business, only to put the brakes on? Do you often find yourself talking about what you want to accomplish only to have "people" putting up road blocks for you?

The Curiosity Board is designed for the Entrepreneur and Business Leader who has deep curiosity and ideas for growing a company, creating new products and services, and pursuing ideas full speed ahead. This type of leader needs a special kind of support system. One that follows your light, instead of "taking you out."

We are a team of curiosity professionals dedicated to you. We encourage your most inspiring and innovative thinking. We create the space for you to take action around what is really important to you. This way of doing business will impact the world in ways that only you can imagine. We support you in the innovation of your own road and show you how to clear the path in discovering new roads to travel.

Whatever road you choose to be on, we will put you there.

Upcoming Events

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

FALL 2011
Wednesdays 6- 9 pm
Rice University
Institute for Human
Resource Education
Instructor
[HR Program
Information](#)

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.



Forward Results

Do you think about selling your business or will you hand it off to a family member or your best associate? How will it work? What is the real value of your business today? What would you have to do to improve the value over the next five years. What will potential owners really be looking for? Will you achieve the goals you have for retirement? What about your family?

These are questions we don't often think about while in the midst of creating and growing our businesses. Yet they are the most critical questions. To leave a legacy we must ask and answer them. As the wave of business transitions driven by baby boomers continues, the Forward Results Group is there with a proven process to identify the best choice for your business - whether it's to finance continued growth, create liquidity for its owners or lay the foundation for operations independent of the owner.

The team you have in place today fulfills your day-to-day needs. Our team works with you and your existing team to identify where you are now, where you want to go and how to get there. With our inter-disciplinary expertise and focus on specific challenges in the exit planning process, our team offers a way to create an owner-centered plan based on a proven exit planning process.

We believe legacy is a choice. Make a choice today.

"Entrepreneurial Hopscotch"

Earlier this year I was invited to speak to students in the Entrepreneurship and Business Innovation program at Kent State University. This was very meaningful to me on many fronts - my undergraduate degree is from Kent and I am an entrepreneur. It was an honor to have this opportunity and I wanted to inspire these students to reach for their dreams as I had throughout my life.

Before presenting my topic to the students, I learned about each of their businesses and the way in which Kent supports these students in creating an entrepreneurial experience. We then played a game of hopscotch! I asked the students to put "life step" cards in the order of how they saw their life playing out. These cards included steps like undergraduate degree, family, first job, first company, master's degree, manager, "made it", top job, and the rock.

In our lives, just as in hopscotch, we may be hitting two squares at the same time. So steps were placed either one-by-one or side-by-side. Some found a card was missing. If so, they created the card that fit the vision of their future. They were given a total of ten cards.

I was asked "what is the rock card for?" Great question! In the game of hopscotch, the rock is the marker. In life, the rock is our purpose, reason for being, and motivation to get up every day. As I shared my story, it was clear that I had used more than ten cards! In fact, we moved well past three jobs, a few "made it" steps, along with multiple education and family steps. All the while, I found that the reason I found my rock was self confidence, the ability to adapt and be flexible and an incredible belief in the possibilities available to me.

My personal brand speaks to my purpose - a constantly moving energizer and evangelist for people. The name of my company - People Possibilities - and its tagline - Be More - speak to my purpose as well. Our main goal in serving our clients is to create innovative solutions for people at work and to change the culture of business one leader at a time. Many experiences over the course of my life have opened the door to create a company with this focus.

As I was preparing to meet with the students, the message I wanted to share came in this way - *the path in front of us is the most compelling yet the path inside of us is the most rewarding*. Do you know what your rock is? Are you living your rock? No matter if you are a student graduating from college or someone who has lived a long life and is looking at the next stage, the journey is enhanced in fulfilling your purpose.

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](#)

[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.

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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