



FALL 2011 NEWSLETTER AND UPDATES

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Time Management: Big Impact on a Small Scale

Over the past four months, we delivered a series of Time Management workshops for a governmental agency in the Dallas area. I always like to kick off such programs with the admission that this is my least favorite program and topic to work with a client. Why? Because it reminds me that I have my own such issues! What seems to resonate with any client on this topic is:

- Time management issues never go away; they just evolve over time and in different situations
- No one else really cares about your time issues--they've got their own. However, they want you to solve them because of the effects they see.
- Time issues are of our own-doing. We created a system of tracking time but this also means we can also manage it.

And perhaps the point that people resonate most with is that you can have a large-scale impact on an organization if everyone focuses on just one of their time issues. (This is built on the philosophy that "large scale change occurs when a lot of people change just a little bit".)

When working with an organization or individually with a person, I use the Time Mastery Profile[®] because not only does it diagnose the top issues, it provides concrete actions to employ immediately.

Interestingly, I've heard from about 10% of the students (unsolicited) since the workshop series. They've said that they really like the approach of working on just one issue and they report that such a focus has already provided them with clarity and, most importantly, time savings!

If you'd like a complementary Time Mastery Profile, contact us. If your organization is interested in a time management program, give us a call at 214-801-2708.



Nonprofit Leadership Program Update (and Evolution)

Since spring, I've spent time with many current nonprofit clients as well as other recognized experts in the nonprofit development field. This has led me to establish an alliance with one such consulting agency, The Sandbar Group www.thesandbargroup.com. Based the DFW metroplex, Sandbar is led by Barry Diamond. Barry and I are working to build a new, holistic assessment and development program for nonprofits that will focus on Board development and leadership.

The strong opinions I received from my Advisory Board all pointed to this new need for nonprofits. Not only will we focus on the leadership of the organization (Executive Director, General Manager, etc.) but we will also focus on developing the Board leadership.

Barry and I will launch Constellation Consulting later this year. Stay tuned for information and a chance to attend a showcase session!

If you are interested in learning more, give me a call at 214-801-2708. If you want to be on the Advisory Board, click [here](#).

And speaking of nonprofits, it's time to choose the recipients of our Annual Thank You grants. If you'd like to vote on one of the nominees (or nominate another organization) simply click [here](#).

Nominated this year:

**Ann and Nate Levine Academy
Blondes vs. Brunettes of Dallas (Alzheimer's Association)
Catholic Charities--Senior Program
Children and Community Health Clinic or McKinney
Jewish Family Services--Special Needs Program
Jewish Federation of Greater Dallas
PATH (People Attempting to Help)
SPCA of Texas
Turtle Creek Chorale**

Dallas Morning News Interview

This August, David participated in an e-interview with *The Dallas Morning News* columnist Cheryl Hall. The purpose of the article was to survey a variety of business leaders regarding the state of the national economy along with ideas for improvement. He was quoted in response to her questions regarding the S&P downgrade "Do you think Standard & Poor's downgrade was warranted? What do you see as the longer-term impact of the downgrade? Is there a bright side to it?"

"Whether or not the downgrade was warranted or justified may not be the real issue. What may be the core message from this downgrade (and from the action taken by the Federal Reserve) is that the economic recovery will take longer than we perhaps anticipated (or want) and, more importantly, that it will take leadership from both our government and the private sector to make it happen. I think of it more as "wake up call" that business-as-usual in Washington and on Main Street USA must fundamentally shift. Our leaders

must learn to collaborate, to inspire through visionary leadership, and to allow new ideas to flourish by displaying patience in place of panic.

My biggest fear is that many businesses will be more like Chicken Little and not look for ways to grow. This environment presents great opportunities as long as you don't believe the sky is falling."

To read the entire article, click [here](#).

Updates and Announcements

Blog www.thinkchangedo.com postings these past few months included:

"Mentoring for Entrepreneurs"--ideas and considerations for entrepreneurs and their mentors

"Beer, Safeway, and Midnight"--leaders, the importance of perception, and lasting impressions

"The Value of an Advisory Board"--a brief introduction regarding how trusted advisors can help an organization

Read these and other postings at our blog. Sign-up on the website to receive automatic notification of new postings.

We announced new assessment products on Facebook page. We continue to provide updates and news on our page. We also periodically announce product sales--exclusive to our followers. To become a follower:

