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## I. Huddle Up -- Time For Action



Yesterday, history was made before our very eyes and a hope ignited nationally for what is ahead. Our new president is in office, and now it's time to face our next steps as leaders.

I am curious to know what is happening to you in this time of uncertainty. What you are discovering about yourself, your core business, your team, and your overall view on life? Have you noticed that under stress, hidden parts of people's true selves emerge? If not, you will.

Times like this have a way of exposing weaknesses, challenging false beliefs, and granting opportunities for those who want to grow. As leaders, we need to be in front of this learning curve and proactively searching for land mines inside and outside our organizations. We also need to be highlighting the great strides we are making as a team even if the bottom line is out of our control in many ways.

This is a where I want to turn our focus. These are hard times for sure, and yet something really good is going on that I don't want any of you to miss. We are connecting. Families are coming together as the financial crisis hits the home. Businesses are pruning down to the essentials and defining their core competencies. Teams are coming together after the bloody battle losses of layoffs and missed projections. We are digging deep for what really matters in life. And overall life is getting simpler.

Isn't that what you actually wished for so many times? The season is tough, and yet through this time of pruning—if we employ wisdom—greater health and growth are ours for the taking.

### After the Pruning

Many of you know I traded in my blissful years of condo renting for the responsibility of a homeowner. The house had been empty for a year, and the flowerbeds were a mess. A few weeks ago, I spent an entire day whacking, pulling, and digging to clear away all the unwanted growth those plants had experienced. Now it is the dead of winter, and the beds are bare and ugly.

My choice is now where to focus. Thus I am asking: What plants will come back; what new plants do I need to plan for; when should I buy them; and how do I retrain the ivy to add beauty to the brick (not just let it grow in whatever direction it wants to). I also have a sick feeling that in some spots I cut the ivy too deeply and it won't come back where I need it to. After all, I had no idea what I was doing—I just needed to clear the space. So how do I fix that? And do I take action now, or wait and see?

Time for Action!

Sound familiar, business owners? This is where I see the trend headed for leaders of teams in organizations. Everyone I know has cut and whacked in one manner or another, and every change affects the team's dynamic. The "grateful I have a job" mojo is going to wear off pretty quick, and battle fatigue will set in. The compounding stress of taking on more work as people are let go, and the overall worry and fear of "I could be next" takes a long-term hit to the health of your team.

Now add to that the facts that inexperienced managers are now at the helm, partnerships are stressed, leaders are

uncertain of where they are headed, and communication is compromised by insecurity and lack of trust.

Time for reflection is over. It's time for action, and for leaders to get their hands dirty, take charge, make strong decisions, and energize their people.

Team building is no longer a luxury! Employee morale, out-of-the-box creativity, and keeping your best talent is no longer optional and "touchy feely." It's the survival of the fittest. There is a lot on the line—like the sustainability of next quarter and your sanity as the leader!

### **Get a Tune-Up!**

Building your team, or putting it back together, is not optional. The choice is whether you will be do it from a proactive or reactive state. There is a huge opportunity for people who aspire to be great leaders—but it takes hard work, long hours, and great fulfillment. If you can lead well now you will reap the benefits for a lifetime.

You can get your team tuned up now, or you can wait and take it to the shop when it breaks down. Your leadership decision. I suggest the tune-up model, but you know what is best for you. Whatever that choice is, be intentional. Communicate to your team the steps you are taking to care f or them and then lead wisely and be truthful first with yourself and then with others! You will need help and there are tons of resources out there to help you right now.

Here at True Life, Inc. we are offering a [Team Tune Up](#) starting at \$895 for a team up to 5 people (a shortened, scaled-down version of what costs \$2550). See below in the Game Schedule for details.

INDIVIDUALS: Your proactive step we can help with is [LIFE 301](#) starts in one week. You need to sign up now! We have three spots left.

Your Coach,

*Shandel*

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## **II. Pep Talk -- Monthly Quotes**

Positive attitudes inflate and elevate your team's balloon, while negative attitudes suck the air right out.

- *Rick Pitino*

Do not pray for easy lives. Pray to be stronger men. Do not pray for tasks equal to your powers, pray for power equal to your tasks.

- *Phillips Brooks*

The will to persevere is often the difference between failure and success.

- *David Sarnoff*

Unless commitment is made, there are only promises and hopes; but no plans.

- *Peter F. Drucker*

Character cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, ambition inspired, and success achieved.

- *Helen Keller*

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## **III. MVP Award -- Successful People Living with Intention: Marcia Hansford**



*This month's MVP is a super-fun one for me because this woman glows, and as you leave her presence, you take her glow with you. I met Marcia Hanford while speaking at her company's annual sales retreat. We connected over the material and I knew she had a desire deep within her to grow and be more. When she joined Life 301 (at the time called "Be You"), she was already a successful woman. When she graduated 90 days later she was even more so, because she had made so many choices to do what was right for herself, her journey, and her purpose. This year we did another project together at her company, and as she shared all the amazing things that were happening to her due to the commitments she had made to herself in Life 301 – I gotta admit I teared up! I am so proud of you, Marcia, and the way you are leading your life is an inspiration to many!*

**Here's Marcia...**

Four years ago in January of 2005, I opened an email from Shandel inviting her readers to join her "Life 301" class. I can't remember what grabbed my heart and said yes! yes! This could be what you need. But the message of living through intention was so thrilling that I couldn't ignore it. My life was far from what I wanted. Somehow it had gotten so far off track that I didn't know how to put it back together. I had been dating the wrong man for almost six years. I had wandered far from my faith and who I was. I wasn't contributing my best at work. I was merely passing through time....existing, and I was not happy.

The invitation to join Life 301 beckoned me to make an attempt to change, to live with intention, and to drive my life towards my values. Wow! That sounded so enticing. I signed up, I attended the classes, did the homework, and found others like me who wanted to make a deliberate effort to weed out the bad and bring the good into their lives. It took effort....being honest with yourself, digging for your values, and setting your priorities. There were tears and heart-to-heart conversations, but that is where the courage and the growth developed. Shandel challenged and encouraged me to live by my values. What happened in that class has changed my life.

Each of the goals set during that time have become my reality, thanks to Shandel! I now visit a hospital and retirement home with my therapy dog, Gunner. I have regained an active faith. I left Mr. Wrong only to find the most wonderful Christian fiancé. And I am fully committed and giving my best to my job.

Life is good. I will have the tools she taught us forever. I plan on using them again and again. Shandel is a God send to help us evaluate where we are and help us get where we desire to go.

*Marcia Hanford*

p.s. Next phone class starts January 29th ?

## **IV. Game Schedule -- Manage Your Team In a Slow Growth Economy**



LIFE 301 class starts NEXT WEEK- January 29th

There are 3 spots left - sign up by Friday at 5pm and receive the subscriber discount of \$50.

*"This is not a time to reflect. It is a time to act, decide, and energize your people with urgency... Your new guiding principle must be this: Hands On, Head In."*

– Ram Charan in Leadership in the Era of Economic Uncertainty

### **Team Tune Up**

*Manage Your Team in A Slow Growth Economy*

Not only is **CASH** King in 2009 so are the **Right** people doing the **Right** things. A sad reality is part of reducing costs and expenses to increase your **CASH** this year may be a reduction in your staff. Learn how to use behavioral-intelligence to keep the **Right** people with the **Right** behavior and motivation doing the **Right**

things. A strong, motivated team is needed to drive your company's sustainability in 2009.

**Benefits:**

**For the Leader:**

- Tools to help you acquire personal knowledge of your people, how they operate, what their skills are, what motivates them, whether they are optimistic or pessimistic, team players or loners.
- Find the people in your organization who take initiative and want to drive results.
- Discover which of your employee behaviors will determine (drive) your company's sustainability.
- Find out who on your team can execute with speed, urgency, and flexibility.

**For the Team:**

- Energize your team while equipping them with tools to communicate effectively.
- Top players will be energized, engaged and executing on the material by noon.
- Supply each team player an action plan for their personal growth and development.
- Discover which team members can make and execute decisions with speed and urgency.

**Deliverables:**

- Top 4 ways to communicate with each person so they will listen openly.
- Top 4 things to avoid saying to keep the person from closing down and tuning you out.
- Top 5 Keys to Managing and Motivating each individual.
- 3 Key Areas for Improvement of each team member.
- The Top 3 values each individual brings to the company. Are they being utilized at their maximum potential to drive your sustainability?
- Top 3 motivations of each person that can drive your company's sustainability.

**Here is a sample of outcomes:**

- Gain insights into the top 6 behaviors to drive your company's sustainability in 2009 and during these times of economic uncertainty
- Discover which of your people are naturally equipped with these 6 behaviors and brainstorm the best techniques to apply for maximum results
- Gain insight into which of your people simply are not equipped with these 6 behaviors and may not naturally have what it takes to sustain your company during these times of economic uncertainty.
- Gain insight into which top 5 behaviors will drain your company's resource, energy, and chances to survive in
- Increase the morale of your employees
- Provide your employees the knowledge needed to become more efficient and productive NOW!

What we know for sure is that every team will be tested this year. We want to help you build a confident organization that can weather the storm and come out the other side stronger and focused. It is our intention that each participant will leave the tune-up stimulated and challenged, productive as well as fully engaged and energized.

**Investment:** (offer good thru June 30, 2009)

\$895 for 1- 5 team members

- 1 online team benchmark survey
- 2 online assessments for each employee – over 50 pages of personalized information.
- 3 hour workshop
- 2 X 15 minute calls with the leader to prepare and debrief the event.

\$1795 for 6 - 10 team members

- 1 online team benchmark survey
- 2 online assessments for each employee – over 50 pages of personalized information.
- 4 hour workshop

– 2 X 30 minute calls with the leader to prepare and debrief the event.

*Over 10 members - we will put together a cost effective program for you*

*This is just one of the programs we offer so if you are looking for something different, please contact us what you are looking for and we will design a unique package for your team.*

Email us today!

[Testimonials and more details on Life 301](#)

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## **V. On 3 - Ready...1,2,3 - BREAK**

Thank you for taking the time to read this month's edition of *The Coach's Time Out*. I truly appreciate you forwarding this newsletter to those whom may find it beneficial. If you desire to subscribe, please visit the front page of our website or send an email to [ss@truelifecoaching.com](mailto:ss@truelifecoaching.com) with the word SUBSCRIBE.

If you would be so kind to forward this to a friend - see below for an easy click to help you pass it on.

Life's a blast - go for the 2 EXTRA points!

*Shandel Slaten*

Your Life Coach

[www.truelifecoaching.com](http://www.truelifecoaching.com)

1-877-777-TLC7

*Be You. Be Real. Be the Best You can Be...Today!*

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