

Building Blocks



A Monthly Newsletter for Leaders

Welcome to our first issue! We are excited and hope you will find value in this and all our future publications. This newsletter has been the subject of a great deal of thought for quite some time. Our first decision was to define our purpose in writing a newsletter. There are so many newsletters available to all of us – what is the benefit we could promise our readers that is new and different? Finally, while out for a run on a beautiful New Hampshire day, inspiration came and we knew immediately that we had discovered our newsletter’s reason for being: *to provide ideas and bits of knowledge, or building blocks, that Leaders can combine with their own experience, generating new insights, creativity and solutions.*

The article, [The Secret To Creativity, Intelligence and Scientific Thinking, by Belle Beth Cooper, Fast Company](#), which featured Hugh MacLeod’s famous graphic depicting the difference between knowledge and experience...(continued on page 4)

The Truth About Trust, Engagement and Organization Performance

As managers in today’s organizations, during an economic recovery that is challenging even to the world’s top 1% of businesses, our primary concerns are about building business performance and growing. The fact is, the top 1%, including Fortune 500 companies, [read more](#)

Prism Perspectives Group

We work with clients to improve performance in manufacturing organizations. Using a data-driven and people-focused approach, we provide leaders with qualitative and quantitative information that sparks insights that enable effective action planning and follow-through.

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5 Top Priorities of Outstanding Managers

Managers in today's organizations impact both the business and its people, both short and long term. Our success is determined by what we do and how we do it, so our skills in planning, prioritizing and investing our time are critically important. The earlier a manager masters these skills,

the better equipped he is for this role, which today more than ever before, includes an abundance of tactical and strategic needs and opportunities to make a difference. We often get pulled away from our planned activities [...read more](#)

While these managers typically zig and zag to deal with urgent situations and unplanned organizational needs, they make time for effective work on these 5 essentials. At times they may spend less time than planned, but each of the 5 top priorities is a ball that is not dropped.

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MYTH: *The effectiveness of training can be difficult to measure.*

FACT: Experience shows that mastering new skills and behaviors learned in training is one of the biggest challenges your people face...[Read more about our Training For Impact programs](#)

What You Need To Know About Recognition

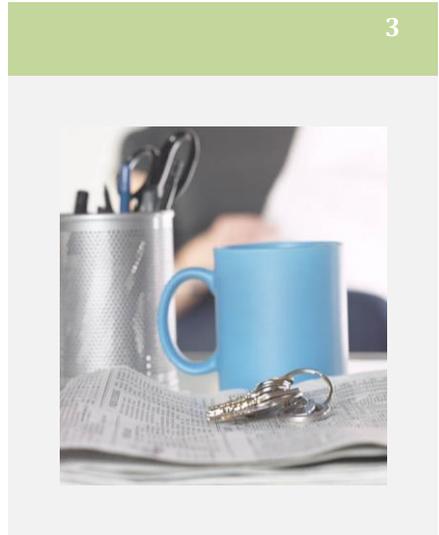
A recent survey conducted by Globoforce with SHRM has data that makes the business case for rewards and recognition programs ("[The Business Impact of Employee Recognition](#)" and experience show that many organizations are not realizing full benefit from their recognition practices.

What is the secret to providing recognition that actually works, benefiting both employees and employers?

We already know much about how to provide recognition effectively. But, in the crush of busy days, we as managers are pressed to get so much done that we make trade-offs on how we spend our time. In reality, effective recognition doesn't take much time — but we look for shortcuts to make it easier and quicker still, by using gift service providers, internal on-line management and peer recognition, and general praise such as "You're the best!" or "Great work!" — which have some value, but are non-specific and often, impersonal — qualities that diminish recognition's positive impact on people.

Following are 3 key actions that can help you take your rewards and recognition efforts from low-impact to high-impact:

[Read more...](#)



Articles Curated For You during June

[The Secret To Creativity, Intelligence and Scientific Thinking, by Belle Beth Cooper, Fast Company](#)

[The Seven Start-Up Metrics You Must Track, by David Ehrenberg, Forbes.com](#)

[Think Leadership Is Logical? Think Again. By Carol Kinsey Goman, Forbes.com](#)

[Leadership Styles, wsi.com](#)

[Hurray For EPA Carbon Rules, by James Conca, Forbes.com](#)

[How Target Built A Brand Story That Benefits Employees, Customers, And Community, by Simon Mainwaring, Forbes.com](#)
[Why Hierarchy Is Outdated: The \(Long Overdue\) Need For Organizational Adaptability, by Jeff Boss, Forbes.com](#)

[Massachusetts Lawmakers Consider Non-Compete Ban, by Michael Giardina in EBN](#)

FREE CONSULTATION!

Are you interested in assessing the readiness and capability of your organization to achieve strategic goals?

Contact us to find out about a free consultation and individual assessment using our uncommon and easy to use tool, the Line of Sight. This is a \$250 value!

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To See All Our Curated Articles [click here](#)

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*Improving Organization
Performance Through Research,
Strategy and Coaching*

Find us on the Web:
<http://www.PrismPerspectivesGroup.com>



New Introductory Offer!

Would you like your employees to develop more passion for the business? Wouldn't it be great if more people in your company shared your passion and could find more meaning and purpose in what they do at work?

Our newest mini-training can help you to make that happen. How? We will train your workforce on your or value proposition.

- First, we will work with you to understand these aspects of your business. Then, we will design and deliver a 2-hour, interactive program for groups of up to 30 participants.
- You will approve the content prior to delivery.
- We'll help you to identify ways you can support, measure and continue to build the impact of the training.
- And, we'll do this as an **introductory offer**, to make it easy and affordable for you to try out our training.

Interested in learning more? Email Us at
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Described the capacity reading and learning has to fuel our creative fires and drive innovation. This is our purpose, the benefit we will drive to provide to you, our readers. We'll be watching for your feedback to continuously improve and add real value to you as you lead your organizations into the future.

