



Alternative Growth

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P/Strada, LLC

To Think. To Plan. To Win.

Exceptional Leaders Encourage The Millennium Generation

The Millennium generation (25 and younger) can be a challenge and an opportunity. How do you deal with employees who operate quite differently than you? They are constantly in contact with their network of friends and colleagues through text messaging.

They write in blogs about anything and everything.

They use technology to self-organize into their

own networks. They use on-line creation and collaboration tools such as Wikipedia to partner with others to create knowledge. They time share in meetings with laptops as they did in class.



Leaders can be put off by all of this. IT departments are reluctant to allow users to use technology that they don't manage. I remember when the president of a \$400 million company stated in 1998 that employees not be allowed to use the Internet. Fortunately he wised up and the company became a leading edge Internet user.

Exceptional Leading, rather than resisting and forbidding, engages younger employees.

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Powerful Body Language Tips For Success

It is true that body language makes up for at least half of our communication with others. Bearing that in mind, it is important to take control of the message you are sending with nonverbal cues. In order to be an effective leader, manager, owner, or entrepreneur, it is important that you send the right message to others at the right times. Here are some messages you're sending through your movements and actions.

Slumped Shoulders – When you slump your shoulders over, you appear to be less confident and have low self-esteem. Even if you do not feel this way, it is the perception of others that this is the way you view yourself. Watch yourself to make sure you aren't slumping whether it be a bad habit or you are just tired one day.



Crossed Arms – Crossed arms is often times the universal sign for someone who feels frustrated, closed off, and unengaged in their environment. This may seem like a comfortable position to you, but it is important to not cross your arms during conversations with others. You will seem less open to their thoughts and ideas, even if you do feel ready to listen and receive their words.

Overly Tilted Head – An overly titled head to one side or the other conveys sympathy or empathy with a situation. If you are in need to communicate that you are truly sorry that someone is frustrated, upset, or sad about something, then leaning your head to the side will communicate that you are sympathizing with them.

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One Minute Ideas



Patrice Manuel, CEO/Senior Principal of P/Strada, LLC

A Sports Model For Teamwork

If you are a manager, consider the following:

Old-line hierarchical companies follow a football model of organization. Everyone lines up in a specific place under the direction of the quarterback. The quarterback is the only person responsible for seeing the whole field and determining strategy. Action stops in between plays, so the company has time to plan and look ahead.

A better model for today's modern corporate environment is basketball. Here, people flow around the floor, instantly adapting to changing circumstances. There's virtually no pausing of play. People form and reform in various offensive and defensive alignments. Modern corporations need flexibility and teamwork, which provides the ability to handle changing circumstances. ♦

Source: Bernard Avishai of Monitor Consultants in Cambridge, MA



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Leaders discover ways they can incorporate this new way of operating in a way that brings increased value for their jobs and for the organization. They are flexible and willing to negotiate new ways of working.

Thought Provoker

- How do you react when you see workers doing new things with technology that you don't understand?
- Do you assume that new technology causes them to waste time and not be productive?
- To what degree have you really tried to understand the technological mentality of younger workers?
- Do you partner with early adopters to discover new ways of working while setting appropriate boundaries when needed?

Exceptional Leaders recognize the contribution of younger workers to an organization and are willing to encourage them, when appropriate, by accepting their news ways of working. ♦

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"You are never too old to set another goal or to dream a new dream." ~ C.S. Lewis

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Fidgeting Feet – You really cannot help the way certain situations or conversations make you feel, but if you control your body language so that it communicates something different than what you are feeling, your communication will be more successful. While talking with others, please don't forget about your feet. If you are standing, be sure to stand still and not shift around so much. When you are shifting back and forth, moving your position often, it will convey that you are not interested in having the conversation. While sitting, try not to constantly tap your feet. This becomes too distracting and again may communicate a lack of interest.

Smiling Face – It can be so hard to remember to smile when talking with someone. Even if you are not unhappy, lacking a smile on your face will convey that you are not interested in someone. Smiling can certainly soften others approach to you and make them more receptive to what you have to say. Allowing your face to stay relaxed will not communicate the pleasantness that a smile will.

Keep these nonverbal gestures in mind the next time you have a conversation with others in your office. Especially if you are having a conversation that is crucial, being sure your actions communicate what you are trying to express is important. ♦



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