



# LMA Enews

January, 2012

## Associates Out & About

Barry Davis, Director of Career Services, received the 2011 Professional Contributions Award from the Mid Atlantic Career Counseling Association "for outstanding contributions to the field of Career Development."

### Did you miss December's Enews?

» [Read Your Employees \(Your Experts\) - Are You Taking Care of Them?](#)

### 2012 LMA Programs

*(Includes Seminars, Webinars & Wellness Workshops)*

- » [Accountability for Results](#)
- » [Anger Management](#)
- » [Building Better Teams](#)
- » [Caring for Aging Parents](#)
- » [Conflict Management](#)
- » [Effective Delegation](#)
- » [Effective Performance Appraisals](#)

The oldest and strongest emotion of mankind is fear, and the oldest and strongest kind of fear is fear of the unknown.

~ Howard Phillips Lovecraft



## Fail Early And Fail Often, But Fail Forward (by Barry Frey)

It's the start of the new year - we look to the coming year with anticipation and sometimes look to the past year at what was not accomplished. Goals not reached aren't fun to contemplate. The truth is, no one is immune from failure. However, how we perceive it and what we do with it makes a huge difference.

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## Accomplishments & Opportunities (by Elaine Boltz)

After reviewing the past year, now is the time to look to the future. Part of setting organizational goals is giving consideration to strategies to help keep employees motivated to do their part in achieving those company goals. »» [Read More](#)

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- » [Managing Passive-Aggressive Behavior](#)
- » [Meditation Classes](#)
- » [Personal Financial Wellness](#)
- » [Positive Assertiveness](#)
- » [Providing Quality Customer Service](#)
- » [Supervising for Success - Basic](#)
- » [Supervising for Success - Advanced](#)
- » [Time Management](#)



## The Blessing of Failure (Blog by Barry Davis)

*"We failed, but in the good providence of God apparent failure often proves a blessing,"* ~ Robert E. Lee

*"You miss 100% of the shots you don't take."* ~ Wayne Gretzky

*"Failure is always an option."* ~ Adam Savage, Mythbuster

*"Make excellent mistakes."* ~ Dan Pink (via Johnny Bunko)

**"Oops! I didn't know THAT would happen!"** Have you ever spoken those words after attempting something that didn't work out? I know I have.

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## The Oz Principle

*Accountability Through the Wizard of Oz!*

**(Book review by Dave Wauls)**

The definition used in The Oz Principle is "A personal choice to rise above one's circumstances and demonstrate the ownership necessary for achieving desired results - To See It, Own It, Solve It, and Do It."

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