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MSBCoach Newsletter February 2009

In This Issue:

[Incorporating Renewable Energy into Your Work Culture](#)

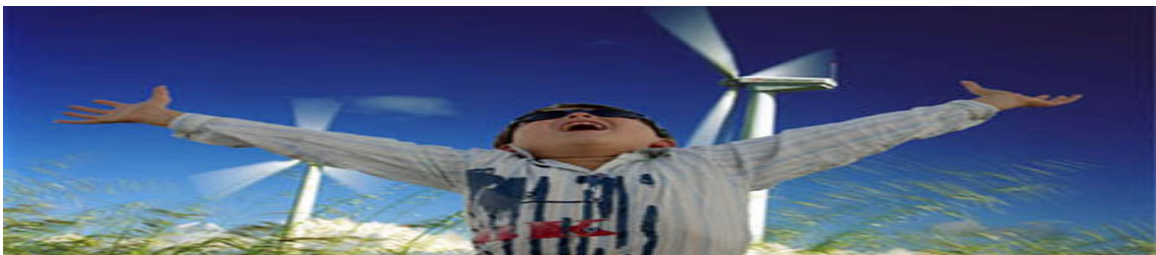
[Renewable “People” Energy Ideas](#)

[Corporate Community Volunteer Opportunities](#)

[Strengthening Relationships Workshops](#)

[GET CLIENTS NOW! Program](#)

[Motivational Corner](#)



Incorporating Renewable Energy into Your Work Culture

Over the past few years I have been captivated by our need for development of renewable energy. It was only recently I realized the parallel between renewable energy through natural resources to effect our environment and renewable energy through investing in people to effect our work environment.

According to Nexen, Inc. Renewable Energy is derived from sources that are constantly replenished by natural processes such as wind, water, solar and geothermal. Wikipedia says it is energy that can be replenished at the same rate as it is used. What happens to the work culture when we are withdrawing more energy than we are replacing? What difference would be created if we were making sure to constantly replenish our people resources through investing in: motivation, conflict resolution, work life balance, trust, seeking feedback and then using it, developing emotional intelligence, listening, customer and colleague service, respect, and so on.... I would dare say if these became renewable energy sources, constantly replenished, a leader's results would be astounding on their corporate culture. They would see drastic improvement in productivity, bottom line dollars, less sick time, higher motivation and an overall more prolific work culture.

Ongoing motivation and energy are difficult enough for an individual to accomplish within them self let alone to encompass the entire team. However, as it is with renewable energy so it is with renewable people energy. People energy seems difficult to harness and redirect but with vision and plans in place it can be accomplished. Excellent leaders realize the importance of investing in their professional development and growth. As a successful leader you have to incorporate the law of multiplicity in your company. The results are staggering when leaders take the high road of not only investing in themselves but also in their team. It is time to get it right. Things are important, but people are more important. Thomas Edison said, “If there is a way to do it

better ... find it.” If there are ways to make your team feel more valued, respected and trusted then find them. The results will be there their when effectiveness and inspiration soar. The return on people investments inevitably yields profitable returns. With a technological society perpetually moving forward your investment in your people is what will set you apart from your competition. Richard Sloma, author of *The Turnaround Manager’s Handbook* said, “People are a firm’s most important asset. If you have an excellent product but only mediocre people the results will only be mediocre.”



Renewable People Energy Idea for February:

Help your employees help your community. According to *Leading for Results Newsletter*, companies that encourage and support their employees’ efforts to get involved in community work accomplish two goals:

- They motivate employees who appreciate company efforts
- They solidify the company’s good reputation in the community

“It’s easy to make a buck. It is a lot tougher to make a difference” – Tom Brokaw.

Opportunities in Our Community for Corporate Involvement:



Building Goodness Foundation:

Connie Jorgensen, 434-973-0993,
cjorgensen@buildinggoodness.org

*Join Building Goodness Foundation to celebrate PEARLINGTON – and learn how to get involved! The eye of Hurricane Katrina passed over Pearlington, Mississippi, leaving water, mud and debris in nearly every building. **Building Goodness Foundation** honors Charlottesville’s ongoing relationship with this Gulf Coast town. For over three years, BGF donors, companies and volunteers have given their time, talents and resources to help this community 1000 miles away. **With special guests Tish Williams, Executive Director, Hancock Co. /Pearlington Chamber of Commerce Dave Norris, Mayor, City of Charlottesville - Wednesday, February 11th, 5 to 7:30, Siips Wine Bar on the Downtown Mall***

Center for Nonprofit Excellence: Cary Anderson, 434-244-3330, canderson@thecne.org

There are numerous volunteer opportunities at www.thecne.org. Simply go to jobs and volunteer opportunities under “resources” pull-down the menu and scroll to the bottom or call Cary for details.

March of Dimes: Bryan Harris, 434-293-2434 or 800-868-5894

We have played a major role in improving the health of each baby born today. The March of Dimes stands for a solution, not a problem. You have the opportunity to be part of the solution moms, families, and companies are looking for.

In 2009, the March of Dimes has two amazing events you can be apart of in Charlottesville, our March for Babies event on April 19th at Lexis Nexis on the Downtown Mall and our Signature Chefs Auction on September 13th at the Double Tree Hotel. Different ways to get involved would be through sponsorship, putting together a walk team and raising money, or volunteering on an event committee.

If you are interested in any of these opportunities, please contact Bryan Harris at 434-293-2434 or email bharris@marchofdimes.com. We are passionate about getting to the day when every baby is healthy and we need partners like you to help get us there.

Haley Pontiac GMC: Barry Moore, 804-320-0954, barry@haleyauto.com

Haley Pontiac GMC has made their facility available for community events, especially those promoting and supporting nonprofits. Some of their upcoming events include:

- *Daffodil Days - today thru Feb 20th to place orders for the week of March 16-22 to support The American Cancer Society - order forms available at Haley Pontiac GMC or contact Barry*
- *Haley Pontiac GMC will highlight Todd McCandless from Coffee News of Chesterfield Sunday, Feb 15th at 8:50-9 am on Ch 8 WRIC ABC with Chip Tarkenton on Showcase Richmond – Coffee News gives free publicity to local nonprofits in their weekly paper*

JABA: Marguerite David, 434-817-5229, mdavid@jabacares.org

WANT TO FIND A GREAT VOLUNTEER OPPORTUNITY?

Are you new in town? Want to make a difference? Want to connect to the community? JABA's (Jefferson Area Board for Aging) volunteer services office can help you find a great place to volunteer.

JABA has volunteer opportunities assisting seniors such as being a Friendly Visitor, delivering meals, taking people to the store and to doctor's appointments, and doing activities in one of our community centers.

In addition to volunteer opportunities within JABA's programs and facilities, JABA partners with more than 100 other nonprofit agencies. Find a volunteer opportunity that fits your interests and schedule. For example, a special intergenerational volunteer

opportunity is tutoring in the public schools through JABA's FISH (Friends in Schools Helping) Program.

JABA:

Beth Hochstetler, 434-817-5271, bholchstetler@jabacares.org

Volunteer Ombudsmen work to improve the quality of life for those in long-term care facilities and to provide necessary support to their families. It's a job that demands understanding, good listening and mediating skills, and the ability to be assertive, but patient. And they do it for free.

A Volunteer Ombudsman visits a facility weekly to monitor conditions, provides a listening ear with regard to any complaints or concerns, and helps residents or their family members resolve problems they are unable to handle alone. Volunteer Ombudsmen are not 'fixers', they are advocates and they empower the residents.

Currently we have 20 active volunteers who serve as volunteer Ombudsmen in the Thomas Jefferson Planning District, an area that includes the city of Charlottesville and Albemarle, Fluvanna, Greene, Louisa and Nelson counties. However, with approximately 2100 long-term care beds in 12 nursing homes and 17 assisted living facilities, volunteers are always needed in all of the counties we serve.

*JABA is now recruiting volunteers for this rewarding work. Becoming a JABA Volunteer Ombudsman requires participation in a 22 hour training program and a minimum commitment of four hours of per week. **The next training program takes place April 1, 8, 15, 22 & 29 at JABA, 674 Hillside Drive, Charlottesville from 8:30 AM – 1:00 PM.***

Note for nonprofits: Hilary is looking for opportunities to partner with nonprofits to give back to through volunteering, helping them grow and raise money. If you would like to contact her please do so at:

*Hilary Warthan
Silpada Designs Star Leader
804-681-0276
HilaryWarthan@hotmail.com
www.mysilpada.com/hilary.warthan*

Upcoming Events:

Strengthening Relationships Workshop

Feb. 16 from 5:30 PM – 8:30 PM

Only \$100 a couple or \$75 individual

- **Discover the Personality Temperaments of Yourself and Your Partner**
- **Take a DISC Personality Profile Together**
- **Discuss Challenging Differences**
- **Learn to Work Through the Rough Spots**
- **Raising Children and Keeping Peace**
- **Step-Parenting Insights**
- **Discuss Emotional Insight as a Source of Energy**

- Understand and Value Emotions in Yourself & Others
- Build Stronger More Rewarding Relationships

**Montague, Miller & Co. Realtors Office,
245 Ridge-McIntire Road #1 (Next to Staples), Charlottesville, VA 22903**

Register on line at msbcoach.com or call 804-502-4319

And....

Grow



Your Business

***Discover the power of a group format providing
coaching, accountability & networking!***

You Receive With Enrollment (entire program is tele-class):

- 6 focused group coaching sessions
- Toolkit of sales and marketing techniques
- GET CLIENTS NOW! book to use over and over
- Develop a customized 28-day results driven marketing plan
- Coaching, accountability, perspective, support, networking
- More clients
- All for only \$275

Session begins: Tuesday, Feb. 24, 2009

11 AM & 7 PM class available

Register or more information on line at:

<http://msbcoach.com/getclientsnow.htm> or call 804-502-4319

MSBCoach we don't sell coaching we empower success!

Motivational Quotes:

As the tree is fertilized by its own broken branches and fallen leaves and grows out of its own decay, so men and nations are bettered and improved by trial and refined of broken hopes and blighted expectations – F. W. Robertson

The great sin of maturity is losing one's zest for life – Stanley Hall

Success doesn't come to you – you go get it – Marva Collins