



Embrace the fear . . .
and **Just Jump!** out of your
comfort zone and into your
infinite potential!

Is Change in the Air?

Are you struggling to let go of the fun, exciting days of summer? If you are like many, you're disappointed the days are shorter, in disbelief the children need jackets in the morning, and in denial the holidays are right around the corner.

Whether the seasons are changing, or our organizations are changing, the phases we all go through are the same. At first, we experience denial; We act as if things really aren't happening, or at the very least, they aren't going to affect us.

Next, we experience resistance; "I can't believe this!" "This isn't fair!" "What so they think they're doing?" During resistance, productivity decreases while anxiety and gossip increase. While I'm sure you won't find people gathering around the water cooler to exchange "insider info" about the seasons changing, this *will* occur when substantial organizational changes are occurring such as downsizing, new leadership, or new directions in the company. Change comes down to one thing: Our perception that we are "losing" something.

Once you have experienced enough pain, confusion, or frustration in this phase, you will begin to "explore" your options in the third phase of change: Exploration. This is an exciting phase of change where you begin to think about new possibilities, despite your resistance. Once you've explored all of your options, including new and exciting opportunities, you will regain your productivity, moral will increase and water cooler rubbish will decrease.

Ultimately you will transition into the fourth phase of change: "Commitment." So, in a few weeks when you pull out your Fall wardrobes, stoke those fall fires and sip hot cocoa in the evening...enjoy your commitment to Fall, because winter is just around the corner and we'll begin the four phases all over again. As you know...the only thing that is constant is change!

Join us for our **FREE** change management tele-senimar at 9am MST on Monday October 22, 2007. Simply call 208.376.3634 or e-mail Jenny@JohnnaJohnson.com.

"Innovation is fostered by employees who have a strong identification with their profession and a positive attitude toward change."

Steve Jex, Organizational Psychology



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Executive Women's Retreat
September 2008 in Cascade, Idaho



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Sometimes . . . the Missing Piece is You!

Setting, Supporting & Achieving Goals

Are you and your staff on track to achieve your 2007 goals? Or have you derailed? It's not too late! Here are a few last minute tips to achieve all you set out to accomplish in 2007:

1. **Goals must be acceptable** by the person striving for the goal. In essence, setting goals for others doesn't work regardless of the reward/consequence.
2. **Goals must be measurable.** How will you know when you've reached your goal of 'communicating more effectively'? A better way to phrase the goal may be 'when I communicate my expectations, I will ask for feedback/confirmation to ensure my message was clear'.
3. **Goals must be written down.** Would you take a road trip from Alaska to Florida without writing down directions? Goals are your roadmap to life! Write them down to ensure you arrive at your destination!

For more ideas on setting, supporting and achieving your goals, call us today to schedule a private "From Good to Great in 2008" workshop for your team or organization! 800.694-4487



Upcoming Events You Can't Miss

October 9, 2007

From Good to Great in 2008

Chamber of Commerce Luncheon in Caldwell, Idaho

October 22, 2007

Recognizing Opportunities during Times of Change

FREE Teleconference @ 9am MST

October 23, 2007

Delivering Excellence to Every Customer, Every Time!

Public Workshop from 10am to 12pm

Small Business Development Center in Boise, Idaho

November 1, 2007

Keynote Speaker

Holiday Gala & Dinner (Ticket's Available for \$40)
Chrysalis Women's Transitional Living in Meridian, Idaho

November 27, 2007

Embracing the Value of Differing Personalities (DISC)

FREE Power Hour Workshop from 9am-10am

Idaho Career Institute in Boise, Idaho

**For additional details or to register,
please call 208.376-3634.**



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