

# LMA E-News

LMA Consulting Group / LMA-EAP

June, 2011

**The only limit to our realization of tomorrow will be our doubts of today.**

~ Franklin Delano Roosevelt

---

## OPTIMISM – CAN IT BE LEARNED?

Optimism is a "gift that keeps on giving." Research has shown that optimistic people tend to be more well-adjusted, handle pressure better, tend to perform better at work, have less health issues, etc. With all of the positives coming from an optimistic approach to life, the question remains: Can anyone, even those who are not predisposed to "look on the sunny side" become more optimistic? The answer is a resounding "Yes!"

## HAPPINESS IS CONTAGIOUS - PASS IT ON

When you are around someone who is happy, how do you feel? Conversely, when you are feeling happy yourself, do people around you seem happier as well? Current research shows that happiness does indeed spread through human networks. The lessons for a happier work environment are very simple and can be applied throughout an organization, and managers who are optimistic can raise the aspirations of people to achieve their individual best.

## **Strategic Thinking - A Wise Business Investment**

There was so much interest generated from our first group we are holding another informational meeting on a new **Strategic Thinking Leadership Group!**

Glenn Ebersole, Director of Strategic Marketing, will provide information on June 21st at 7:30AM about the start of a new group that will focus on strategic thinking leadership (or June 28th specifically for not-for-profits). Reserve your seat for this informational meeting (email: [info@LMAConsulting.cc](mailto:info@LMAConsulting.cc)).

Read Glenn's recent article on [Strategic Thinking - A Wise Business Investment](#).

## **LMA Recommends...**

Dave Wauls recommends "**The Courageous Follower**" by Ira Chaleff. We all look to leaders within organizations, focusing training and education efforts on them, seeming to forget that it's the followers who are accountable for 80% of the work. "The Courageous Follower" presents a different view, bringing into focus the parity between leaders and followers and reminds us that without followers, there would be no leaders.

## **ASSOCIATES OUT & ABOUT**

**Barry Davis, Director of Career Services and Barry Frey, Director of Strategic HR**, recently presented "**Hiring, Developing & Retaining Great Employees**" at the annual LMA-EAP Coordinator's Meeting.

**Dave Wauls, Director of Training**, recently facilitated a **Strategic Leadership Retreat** for the Horse-Shoe Trail District Council of the Boy Scouts of America.

## **PUBLIC SEMINARS / WEBINARS**

We are finalizing our schedule of public seminars & webinars for September - December, 2011. Schedule of events will be available mid-July.

**Supervising for Success - BASIC** - next session begins July 21st. Information is available online at [www.lmaconsulting.cc](http://www.lmaconsulting.cc)

Barry Davis recommends "**Authentic Happiness**" by Martin Seligman. A follow-up to "Learned Optimism" this book is designed to enhance the application of "Positive Psychology" to improving one's lot in life. There is an "Optimism Test" to provide a perspective on the reader's natural explanatory style, as well as a measure of "Signature Strengths," personal resources to enhance personal happiness and satisfaction. A number of additional information assessments are included for areas including Happiness, Satisfaction and Gratitude, among others. All of these measures are available on-line (after a free registration) at [www.authentichappiness.org](http://www.authentichappiness.org)

All book reviews are on-line. Full book reviews for this month and for all previous months can be found at [www.lmaconsulting.cc/book\\_recommendations.php](http://www.lmaconsulting.cc/book_recommendations.php)

If you missed our May Enewsletter - "Employee Engagement calls for Engaged Leadership" here it is.

- [Why you should consider leader - employee assessments](#)
- [Waking up to sleeping on the job](#)



LMA Consulting Group | [www.lmaconsulting.cc](http://www.lmaconsulting.cc) | 717.509.8889  
LMA-EAP | [www.lma-eap.com](http://www.lma-eap.com) | 717.394.6688  
1848 Charter Lane  
Lancaster, PA 17601

**BEST PLACES** to work in **PA** 2010