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Smart Strategies

Solutions for Workplace Challenges

Issue #11-1
January 2011

Dear Alan,

Happy New Year! I hope your holiday season was a good one and that you've entered 2011 refreshed, recharged and ready to go!

In this issue:

- summary of feedback from readers about webinars,
- article about key leadership strategies
- announcement about some new webinars I'm conducting

I've got several new initiatives planned for 2011, one of which is the launch of my public webinar series.

If you have suggestions for topics you'd like to see us address in the newsletter in 2011, drop me a line - alan@krsol.com

Alan Krieger



Feel free to forward this to friends and colleagues.

People Don't Change That Much

Last issue I shared the quote: *"People don't change that much. Don't waste time trying to put in what was left out. Try to draw out what was left in."*



Alan Krieger
President
Krieger Solutions, LLC

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In This Issue

People Don't Change That Much

Webinar Survey Results

Upcoming Webinars

It's a new year... some thoughts on happiness. Hope your new year is a happy one.

*"Don't put the key to your happiness in someone else's pocket - keep it in your own."
(unknown)*

I spoke about the need for focusing on positive feedback, the importance of setting clear expectations, and of using the Platinum Rule. Fred Siegel in a guest column spoke about the benefits of increasing employee engagement and interdependence. ([October 2010](#))

I've pulled these and other ideas together for my first public webinar (see announcement to the right). It's called "Leading and Managing in Difficult Times" and focuses on some key leadership strategies to get your staff to do more with less and feel good about it!

It has three core strategies and each strategy has a number of tools to successfully implement it. The three strategies are:

1. Engage Your Team
2. Choose the Right Path
3. Manage the Process

I've spoken a lot in previous issues ([KS NL Archives](#)) of this newsletter about Engaging Your Team - it involves both building a strong team and listening in a productive and Platinum Rule way. The webinar will expand on this and offer participants a link to a free on-line communication style self-assessment tool.

"Choosing the Right Path" is about leading with vision, integrity and flexibility. The key to flexibility is having it based on a grounded compass, so you maintain integrity and people feel they are treated fairly, but are able to adapt to rapidly changing circumstances and to the different styles of your staff and co-workers.

Finally, "Manage the Process": People these days are very focused on "leadership" and "leading". Managing is seen as dry, bureaucratic, boring. While leadership is critically important and difficult to do well, management is its full equal, and fortunately, much easier to learn. For most supervisors and managers, more time should be spent on management than leadership. Management is where the rubber hits the road. Leadership is drawing the road.

I'd like to hear your thoughts on this and invite you to participate in my first public webinar where we'll discuss this in more depth. Feel free to email me in advance - do you have other critical strategies to suggest for the top 3? Do you think these hit the mark?

Webinar Survey Results

"Happiness isn't about waiting for the storm to pass... It's about learning how to dance in the rain"

[Matt Perelstein's emotional intelligence](#)

Upcoming Webinars

My first public webinar:

Leading and Managing in Difficult Times
The 3 Critical Strategies for Success

Wednesday, February 9th
10 am to 11 am

Offered at No Charge

This free, one hour webinar will present three critical strategies all leaders need to be successful.

You will learn strategies to increase performance, motivate staff, lead by listening, and how to stay ahead of the work.

To register for the webinar, please email the following information to pam@kriegersolutions.com

Name
Phone Number
Company/Agency
Email Address

For more information go to www.kriegersolutions.com

Another Webinar, but this one's not free:

Why Do They Do That?

Open to the public, but it's not free (and, unfortunately, you can't use your coupon for this one). However, it's a great price - only \$29.

I'm doing it for the [Consulting Alliance](#), an organization of top

Over 150 of you completed to the survey! Thanks so much for responding during the very busy pre-holiday time. By now you should have gotten your coupon for a free webinar. If you haven't, let me know and we'll get one out to you. For those of you who didn't get a chance to respond, send me an email with your thoughts about webinars after you read this article and I'll give you a coupon to a free session as well.

We hope to start our paid webinar series later in 2011 and we'll keep you posted. Meanwhile, feel free to register for our free introductory webinar. (No coupon needed for this one.)

80% of you have had some experience with webinars and 42% have attended 4 or more webinars in the past year. Webinars are not for everyone. One respondent states: *"webinars are a waste of time and money."* But some people find them very helpful *"some webinars I have found completely engaging and learned useful information and gained insight"* and others find them a necessary route to training in times of limited budgets and no opportunity to travel: *"I wouldn't attend if I had to travel"*.

88% agreed or strongly agreed that webinars "are a convenient way to learn" 71% said they are "an effective way to learn", but only 52% agreed or strongly agreed that webinars "are engaging and hold my attention" although many commented that that's true for good webinars, but there are many duds. So my challenge is to design and lead webinars that are engaging. I hope you'll all give me feedback about what works and what doesn't so I can keep improving my webinars.

In terms of pricing, 94% liked the \$39 rate with 63% calling it a bargain, 86% were happy with the \$49 rate and 52% felt \$69 or higher were too high.

67% felt 60 minutes was about right for a webinar and I agree. The traditional webinar format has very limited time for interaction and listening to even a great speaker is tough for more than 60 minutes.

Let me know what you think about all this. I'm excited about launching this new initiative and hope it is helpful to you in meeting some of your training needs.

About Krieger Solutions, LLC

independent consultants in the greater Capital Region.

Thursday, February 3rd
10:00 am to 11:00 am

In this webinar you will learn:

- The four core styles of communication
- How to adapt your style to better connect
- How to read behavior in a new way
- Strategies to prevent conflicts at work

To register or for more information, go to:

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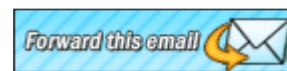
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We are a training and consulting company dedicated to helping people work together more effectively.

at alan@krsol.com:

We offer training, leadership coaching, facilitation, team building and organizational consulting services.

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Visit our [website](#) to find out more about our programs and services.

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Or email us at: info@krsol.com

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any comments
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Alan

NEWSLETTER

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