

# IMPACT MONTHLY

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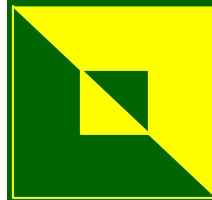


global-springs, Ltd.



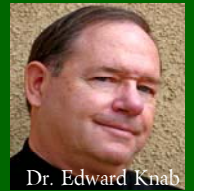
is now

Global-Springs will be putting on a new face for 2009 to serve your needs better. **Productivity Constructs**, will continue to offer all of the distribution and supply chain design and implementation services previously offered by global-springs' and will be adding a host of additional services focused on helping your organization adjust quickly to the challenges of the new economy.



Productivity Constructs, Inc.

... energizing your business ...



Dr. Edward Knab

## Why Hire a Consultant?

In the complex environment of business "usually, there is more than one approach or solution available to most any problem". The identification of potential solutions is normally affected by time, resources, and knowledge. There can be a range from short-term solutions to long-term solutions; the financial considerations can range from minimal cost to significant cost, and similarly, knowledge can range from the organization needing little to requiring significant amounts of new knowledge.

Knowing the client and client's organization is essential for two reasons; one concerns *what* advice is given, and the other affects *how* the advice is given. The first is about substance, and the second about process. Good advice must always meet the client's needs and circumstances, and the client is usually the best source of that information. A second reason for knowing your client's needs and concerns is the manner in which the consultant goes about giving advice. An effective advisor or consultant shapes the process to fit the client's abilities and background and to do that, he/she must know the client's requirements. A relationship can develop only if the consultant and the client know something about each other. Effective consulting requires a good working relationship.

The process of identifying the appropriate solution to any problem can only come after some form of due diligence or discovery. A consultant must understand the problem and issues thoroughly; he/she must consider the perspective of the client as well as understanding what the potential solutions will mean to the organization. One of the primary roles of a consultant is to help the client define the problem. In many cases clients have not defined the problem accurately; which resulted in their inability to resolve the issues and caused them to solicit help from consultants. Appropriately understanding the problem is an essential element for developing effective solutions.

If you would like to know how this can benefit you call Ed at +1(800) 660 8718.



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designed to make your  
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operate at peak  
performance.

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**Productivity Constructs** will provide your organization with a free assessment of your companies effectiveness, identifying in writing the areas of opportunity and the associated action plans. Call Ed at +1(800) 660 8718.

## ECONOMY



Economists and seasoned business executives are now in agreement; the global economy is facing the most significant downturn in more than five decades. Significant reductions in consumer spending, the deepening credit crunch, increased energy and transportation costs, and fluctuating currency have all contributed to a major economic recession.

Lower demand in the building materials markets and retail sectors are leading the downturn in the USA and are forcing business organizations to look at every aspect of their operations and supply chain for cost savings and improved efficiencies. The complexity of the problems businesses are dealing with are significantly greater now; organizations are getting leaner and must get better at integrating operational and supply chain efficiencies into their day-to-day operations.

With corporate budgets under significant pressure, many businesses are readjusting to the lower demand from the markets; resulting in unplanned and unstructured downsizing and layoffs. Businesses are attempting to lower their costs as quickly as possible, often with little regard for the long-term implications of their decisions. The targets of these efforts usually include labor, sales and marketing expenses, and their supply chain.

## What is going on?



The Port of Long Beach will begin collecting a Clean Trucks Fee on February 18, 2009 to accelerate the replacement of thousands of polluting cargo trucks. At the same time, the Port will kick off an electronic gate access system that will enable the fee collection and improve security at shipping terminals.



It is imperative that the Port begin collecting the fees so they can move forward and achieve their clean-air goals. The truck financing fee is a critical, long-planned part of our Clean Trucks Program to protect public health and improve air quality and security."

The Clean Trucks Fee is expected to raise about \$1 million a day or about \$1 billion over the next few years at both San Pedro Bay ports to help finance the replacement of many of the 17,000 trucks that are a leading source of air pollution in Southern California.



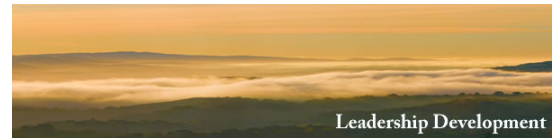
With the current credit crisis, it will be impossible for most truckers to replace all their trucks without the financial assistance program. Collection of the fee was scheduled to begin in November, but was delayed twice due to Federal Maritime Commission (FMC) review.



## WHAT CAN COACHES DO FOR YOU?

"Today, coaching is a real solution for ensuring top performance from an organization's most critical resources", according to Tom Peterson. In a recent Harvard Business Review Research Report. Peterson indicated that coaches work on developing high potential talent, facilitating organizational transitions, and most often act as a sounding board on organizational change or strategic matters. While it can be difficult to draw explicit links between coaching

intervention and performance, it is certainly not difficult to obtain basic information about performance improvements in an organization's behavior.



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*"The task of the leader is to get his people from where they are..."*



*"...to where they have not been."  
- Henry Kissinger*

I'll paraphrase Einstein and state: amidst great difficulty lies big opportunity. Every setback holds an even bigger gift. Leadership is all about seeing it and then leveraging it to make things even better.

It seems that everywhere I travel people are focusing on the bust. Too many people are spending their waking moments focusing on the dramatic changes, the challenging situations and the fact that business will never be the same again.

"Leaders Without Title" are oh so much different. They are realistic optimists. Yes, they have the discipline to recognize the current market realities. But they never lose sight of the fact that hard times are rich with giant opportunities. So they constantly pay attention to them. And prioritize around them. And take passionate and concentrated action to realize them. And that's what makes them special. Look for "Leaders Without Title" in your organization.

**If your organization is in transition and you feel you could use some positive influences, call Ed Knab at Productivity Constructs for a free evaluation +1 (800) - 660 - 8718.**