

The NEWTIMES E - NEWSLETTER

Issue: June/July 2011

Since September 2006

A COMMUNICATION TO CEO'S / BUSINESS EXECUTIVES

Welcome to our incisive Newsletter that touches on personal, business and national development strategies. We analyze the ongoing trends and share with you our own unique perspective. Let us all study and understand our national and business trends, so that we can make important decisions, based on informed positions especially at work. This has been our consistent contribution towards inspiring change, in search of progress, since September 2006. Remember to contact us for the respective practical training & consulting solutions.

Note: This is a Free Subscription Newsletter aimed at inspiring change

INVALUABLE STRATEGY LESSONS

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THE LEADERSHIP CHALLENGE

Are you compliant with a fast Changing 'future'?

In the year 2006, a patriotic Kenyan experiences and research. At the same time, he reported on his efforts of leading organizational training delegates into singing the National Permanent Secretary. The senior Anthem since early 2008. This was officer who received the document was unable to comprehend the contents of the same, until after two weeks. The respective contents had borrowed widely from global trends on entrepreneurship development. Eventually, the guides provided the framework for not only disbursing the new youth enterprise development fund but also focusing on youth entrepreneurship training and development.

Alongside, Mr. Patriot discussed in person and in writing with a number of banks on how and why they needed to partner with small and medium enterprises (SMES) in mutually developing entrepreneurship in this country, especially through business clubs. Those who listened are today reaping full benefits of the efforts, which may not be revealed at this stage.

In the same 2006, Mr. Patriot started writing broadly on the area of culture, values, business leadership, ethics and governance. His articles were then published widely by the daily and periodical press. Some of course were challenging in that they were discrediting the very norms that many were accustomed to. Is it not surprising that the same issues have now been recognized by our new constitution? Are integrity and ethics issues not the same ones that are now constantly threatening careers of earlier untouchables in politics and public service?

In 2009, Mr. Patriot wrote an incisive article on attitudes towards money and work ethics. The same was informed by continued

ally adopting innovatively conceived ideas brings immeasurable joy and feeling of success to Mr. Patriot. Surprisingly, he is none other than the Author of this Newsletter. Is that not what inspiring change is meant to be?

Meanwhile, the same author has been writing numerous on organizational human resource challenges and ongoing trends. This has included constant recommendation of solutions especially on employee re-branding and other interventions, based on not only clear comprehension but also interrogation of the management principles and the respective practices.

Needless to emphasize, organizations are going through enormous challenges especially on account of the highly dynamic social cultural evolution, mostly driven by erosion of our cultural values. Naturally, positive values impact positively to organizational growth and development whereas negative values do the exact opposite.

The focus therefore should

be building on positive values and minimizing on the negatives. Remember that organizations are artificial legal persons with rights and obligations just like we human beings do. Note further that we are the ones who act on behalf of the same organizations. Impact of challenged values will naturally transcend to the same organizations that we work for.

In the meantime, the country is focused towards becoming a middle income nation by year 2030, which is only 18 years away. Naturally, these aspirations will not be achieved by the government but collectively by all of us. The Government largely provides frameworks for us to fit ourselves into. Ours is to exploit ensuing opportunities therefore creating employment and wealth. That is how social, political and economic aspirations envisaged in the crucial vision will be achieved.

But, there is need for all of us to realign our mindsets towards new cultures guided by strong work ethics and values especially in a renewed state. More importantly, we need to realize that the future will be driven by knowledge, creativity and innovation. Notably, most industries are achieving fast-tracked maturity, courtesy of global competitiveness. Technology is becoming standardized in most cases and may therefore not provide competitive edge any more.

Thinking outside the box leading to continued innovation will ultimately provide the desired competitive edge. This shift could be boosted by alignment of talent or inborn abilities. What are individual members of organizational teams good at? What skills enable them to achieve results with ease? What can be improved to yield more progress and transformation? These human capital based considerations are indicators of what will determine the degree of future success.

Consequently, strategic approaches demand that we anticipate the desired future today and chart the necessary causes of action. This may only happen if we can as individuals and organizations embrace renewed shifts on learning. Indeed, that is what leadership is all about - yes, being visionary. Are you set?

Mwangi Wanjumbi, Newsletter Author



Attention: Attention: Is your organization encountering Staff attitude, values and performance skills related challenges? If so do not worry; It is not your fault. However, don't leave it to fate; iko dawa (there is a cure). Just call on us for free discussions on how we can help you to get out of that situation, like we are continually doing for others. Meanwhile browse customer experiences @ <http://www.newtimesconsultants.com/testimonials.html> for more. Welcome!!!

BUSINESS Strategy – Change Inspiring Reflections

Allow Business Growth to Take Shape Naturally

As the training session progressed, Brenda could not conceal her uneasiness.



The situation worsened when she rushed out to receive an urgent call. Eventually, she opened up after some prodding. “My mind is constantly racing to and from the workplace. Actually, I have just learnt that my boss is admitted in hospital, contrary to what I had been made to believe. Even more worrying is that he is signing company cheques from his hospital bed, rather than his house where I expected him to be relaxing,” volunteered a restless Brenda.

As the company's General Manager, Brenda was entrusted with everything else except signing cheques, a role left exclusively to both the chairman and financial director who are not only husband and wife, but also the only group directors and shareholders.

Interestingly, the micro-business entities which, Brenda had been engaged to manage 5 years before, have now matured into a forceful group of companies. The turnover which has been boosted by horticultural exports has leaped, from just about a quarter billion Kenya shillings to the present 2 billion plus. The business has therefore expanded invaluable in terms of performance, but sadly not on all other fronts. Something has certainly not been happening right. The management structures have not been growing at the same pace as the business turnover, a situation that could now be presenting challenges.

In management terms, business is supposed to outgrow its founders. It needs to take its own path. Needless to emphasize, we are only agents of the businesses that we found. As artificial legal persons particularly, businesses are supposed to acquire their own independent identities, sometimes distinct from the founders. Further, that independence and growth is supposed to be supported by the right management

structures and well thought out succession plans.

Notably, even huge ventures like General Motors, Toyota Corporation, Barclays Bank, Coca Cola and many more were founded by individuals. Long after these veterans are gone, the companies have taken their own shapes as well as lives, and have even been acquired by new owners. The same companies have gotten established across numerous borders and even oceans.

Meanwhile, demands from management continue increasing as companies continue growing. Those demands are sometimes fulfilled immediately. Other times, they are not. The latter leads to what is known as diseconomies of scale. The same can simply be referred to as disadvantages occasioned by the growth process. The faster the growth rate, the higher the chances of these drawbacks, which are likely to irreparably haunt the company.

One clear cut challenge in growing businesses is the control process. A company's growth stretches the existing management to the extent of losing ability to be in charge. This loss may revolve around losing grip on its own operations, products and resources. Things start happening as a matter of course. Before long, the company gets into a decline stage resulting from inability to cope with the challenges attributable to growth. Apparently, many companies have at one time or the other gone through these growth challenges. Some have overcome the same, whereas others have succumbed. I am sure you can identify some glaring examples right where you are or somewhere in our own country.

Another major challenge at the top of the table is the organizing process. This refers to the allocation of organizational roles and responsibilities. Less than optimum attention to some roles leads to inefficient management. Failure to execute operations on time for example can lead to serious challenges sometimes. Accumulation of these challenges leads to crises management situations. Here, action plans are not clearly defined. Poor allocation of re-

sources leads to organizational inefficiency and ineffectiveness.

On the other hand, crises management situations are the bedrock of improprieties in not only businesses, organizations but also government departments. The same facilitate urgent and unplanned causes of action aimed at sorting out ensuing challenges. Alongside, this exposes organizations to exploitation and other malpractices.

In the case of Brenda's company, the most visible challenge is that of the leadership process. When the very core authority endowed with allocation of financial resources depends on somebody who is hospitalized, there is clear indication of serious trouble, which may inevitably affect other resources.

In fact, the company may be sick as well. It is more likely that it is undergoing crises management situations. The faster, the authority is distributed to other office bearers in the company, the sooner it can get out of the sick bay. Indeed, this business could more appropriately benefit from structured succession planning process.

Ideally, as companies continue experiencing growth, the management process and structures are supposed to be allowed to grow as well. Besides, the growth risks could be too high when left to be absorbed by an individual or a few individuals. That is why companies grow from start ups (by an individual or a few) and then to private companies owned by a few individuals. The ultimate growth is into public companies whose shares are traded in the stock exchange.

Some outgrow operations within borders leading to expansion into multinational corporations. Whatever the case, growing organizations inevitably demand amplification of structures and processes as the bare minimum expectations. How is your business organization fairing this far? You can call for help on this as may be necessary.

Mwangi Wanjumbi (MKIM)
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ATTENTION: ATTENTION: We have a proven track record of inspiring change in numerous organizations in Kenya. We have been reaching the global situation as well especially through a renowned International training Centre. We have ready to customize solutions on such areas as .holistic Business Leadership and performance management training for all levels of organizational staff . Team building and strategic Leadership . Effective and intercultural Communication skills . Management of Change . Business Strategy . Marketing management and Customer Relationship Management for marketing staff . Customer service excellence for all staff . Business skills and entrepreneurship training as well as**Our uniqueness borrows from experiential and motivational learning process coupled with usage of unique workbooks in lieu of notes. We also employ usage of unique digital lectures to enrich the training process. Welcome for the unique experiences !!!!!**



Strategically Thinking – Thought for June 2011

Ethnic And Race Based Communication Prejudices Could be Avoided

Almost every time when conducting training on communication skills I ensure to walk through some content on intercultural communications besides the internal and interpersonal aspect. The former is an extract from cultural studies which brings to light why we have so much ethnic and even race based communication challenges. Sometimes, this turns into entrenched hatred especially in our own country. This training module is aimed at toning down the challenges as has been witnessed by numerous past beneficiaries.

But, some experience in the month of May, was rather interesting and therefore worth sharing. This time, I was not handling our Kenyan brothers and sisters only. Rather, I was engaged with a mix of people from diverse backgrounds and different countries assembled in a Nairobi based international training centre. The delegates comprised Sudanese, Malawians, an Italian, an Afghan, a Nigerian and just a few Kenyans. The instructions were of course in English, a language that each of us has adopted, courtesy of the different education systems. Inevitably, each of the speakers in the training room is used to varying accents based on own vernacular. It is no wonder then that there was evident pronunciation based misunderstandings, until covering this section on intercultural communications.

Notably, the Italian constantly clarified the pronouncements of various simple English words. The Nigerian kept repeating herself for everybody to understand. It was a struggle following the Afghan's Arabic accent. Even following the discussions by the Sudanese was another great challenge. As the facilitator, I never came out clean either. Without doubt, this is attributable to the language spoken where I was born and bred. The same does not have such letters as s, v, x and z amongst others. Almost always, there is no distinction between the pronunciation of L and R. Further, D and J must always be preceded by N. These observations may appear to be obvious or awkward to some. However, they are surprisingly rich sources of prejudices not only in workplace communication situations, but also national and social circumstances as well.

Apparently, none of the delegates had experienced that kind of training before. They had only witnessed comedians making fun of similar communication situations especially on television. It is no wonder then that this section of the training became an eye opener and eventually the most highly praised area of the learning process, during the two days spent with these international trainees.

Conversely, it pays to realize that these intercultural communicational studies could provide solutions to numerous organizational, social and national interaction challenges that we are persistently experiencing. At the same time, these studies give credence to our challenged value systems, whose continued abandonment has led us into becoming cultural orphans – we have indeed blindly embraced other people's values, sometimes at great costs to the society. We for example want to ride on the fast lane when our circumstances do not allow. We end up getting involved in malpractices, which could otherwise have been avoided.

Seemingly, we need to embrace serious shifts on our value systems if we expect to achieve our organizational and national aspirations. However, the change must inevitably start from each one of us. Perhaps, it may be appropriate to borrow a leaf from experiences of the international class that has just been discussed.

By Mwangi Wanjumbi— Newsletter Author

JUST FOR THE RECORD: This writer is also the Author of a 2005 published international research titled "[The impact of training and education on entrepreneurship development in Nairobi, a case study of Barclays Bank Business Club.](#)" (The research has since been turned into a guide for targeting the SME sector, by the Banking Industry in Kenya. Ref: [Business in Africa Journal–July 2007](#)). Meanwhile, the same research had first been presented by the Author in an International Entrepreneurship Conference whose theme was, "[Fostering Entrepreneurship and SMES in Africa,](#)" which occurred in [USIU, Nairobi, May 2006](#). The same research enabled the author to guide the Kenyan Ministry of Youth Affairs on implementation of the Youth Fund as well as promotion of Youth Entrepreneurship.

Attention: Attention:

GOOD NEWS : GREAT NEWS :

Could your organization be at the mercy of Challenged Attitudes , Values and Performance Skills?

Continued research indicates that one of the greatest challenges to business today is dealing with employee attitudes. The same are sometimes impediments to expected personal and organizational performance. When unchecked, these attitudes can slowly make prosperous businesses to either ground to a halt or fail to achieve their full performance potential. Interestingly, there may be nobody to blame on this. The GOOD NEWS however is that improvement measures can be put in place at any time, whatever the situation.

Apparently, our flagship program branded as **STAFF MOTIVATION AND CAPACITY BUILDING TRAINING SOLUTIONS**, provides organization-wide attitudes management and performance/productivity enhancement training solutions. This innovative bottom up product of Newtimes Business Solutions also doubles up as a Corporate Re-Branding as well as organizational culture change solution. This highly experiential and motivational program has content for :-

- Non Management Staff —2 days
- Supervisory/ Mid Mgt Staff and Professionals— 3 days
- Senior Corporate Managers — 3 days

NOTE: Our training follows unique experiential processes, enhanced through digital lectures, workbooks in lieu of notes, Case Studies and interactive discussions etc. WELCOME!!!!

Applied Business Leadership Skills (2 days) for CEOs and Senior Corporate Managers is the 4th tier which crowns the improvement process. The same blends well with our innovative programs on Customer Relations Management, Marketing Management & Business Strategy training which provide great opportunities of continually transforming business from GOODNESS to GREATNESS. Welcome!!!

All Our Courses are DIT approved. They are intended to empower participants with soft skills and/or emotional intelligence irrespective of professional background. The key benefit is achievement of sound foundation for continually improving performance.

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Heard of Attitude Management tools? Yes! Only at Newtimes B. S.



PERSONAL STRATEGY: INSPIRATION FOR THE MONTH

You can re-claim your earlier evasive opportunities even now.

Listening to Dorothy a 29 year old, narrating her story of life was certainly a refreshing experience. Having been brought up in a relatively well up and stable family which afforded her all the niceties of life, was just one phase. But, achieving early personal successes capable of guaranteeing her desires was the unforeseen side. It is no wonder then that Dorothy was now telling it all, about her new focus towards life.

As has been pointed out in an earlier newsletter as well as published articles from this author, there are three compartments of the brain. The left brained people largely think logically whereas, the right brained are attributable to artistic therefore creative orientations. Finally, the whole brained combine both logical and artistic thinking. As pointed out, the whole brained people are the minority. So, most people are either artistic or logical thinkers but not both. Scientists and mathematicians are largely logical thinkers and mostly credited with thinking around formulas or within the box. Outside the box thinkers such as marketers and designers are on the other hand credited with artistic brains.

Against this background, it is easy to understand the challenges that Dorothy is currently trying to correct, more than 10 years since leaving the school system. As explained on air through this popular FM Radio Station, Dorothy had like most other students decided to pursue studies in an area she now understands was not meant for her. Indeed, it is only now that she realizes that she was meant to align herself with arts (languages, humanities etc) rather than the sciences (physics, chemistry etc) which had finally made her score a grade C- in the Kenya certificate of secondary education. And with that score, the pathways towards success in Dorothy's life had seemingly been reduced to the bare minimum.

Certainly, chances of ever acquiring university education were ordinarily out of sight even in private universities. And without the minimum of a university degree, one can hardly be said to be educated especially going by the definition of what it means to be educated. Without this education, it is difficult to comprehend the worldly or global view and place oneself at the rightful place. Worse still, one cannot fully realize personal potential. This is so because the inner power is more often than not driven by knowledge and talents. Inevitably, higher knowledge levels present opportunities of discovering and applying high order talents such as writing and research.

Luckily and with invaluable support of her family, Dorothy tried everything she could after school in an attempt to find her line of best fit. And when nothing could work the way she may have wanted, Dorothy marched back to school, this time in form 3, but careful to re-align her studies with her brain orientation (as she thought). Indeed, she decided not to mourn over her past choices. It is no wonder then that she was freely sharing her experiences with fellow Kenyans live on air. Are you there still mourning for becoming a victim of past wrong choices of whatever form? Wake up and do something in line with your brain orientation. Your opportunities are not exhausted unless you decide against reclaiming them. The minimum you need to do is help others to discover their brain orientations early in life. That way, lost time and opportunities will largely be minimized for all. Better still, the majority will acquire the most ideal learning opportunities and eventually basis of life long rewarding careers and/or vocations.

Mwangi Wanjumbi—Author, Newtimes E- Newsletter



Did you know?

- That there are no limitations to the mind except those that we acknowledge? (Napoleon Hill)
- That you can get whatever you want in life if you can help as many people as you can to get what they want in life? (Zig Zigler)
- That we have now refined our highly effective attitudes change and management tools for easy application in all our training programs?
- That the Author of this newsletter has written a book on Personal Empowerment Strategy, which is still undergoing the publication processes?"

Our Motto: Inspiring Change

Our Guiding Principle: Continually Taking Business to the Next level.

This is a bi-monthly Communication to (both existing and potential) Corporate CEOs/Business Executives from Mwangi Wanjumbi. He is himself the CEO and Chief Trainer of Newtimes Business Solutions. He enjoys Business Strategy Consulting and Management/leadership Skills as well as Motivational Training

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THE YOUTH CHALLENGE

Youth Mentoring

deserving to be in those positions today. Additionally, if the leadership is left only to the senior citizens, shall we not get into situations of leadership gaps at some stage?

On the other hand, it has continually been pointed out that leadership is for those who are financially endowed rather than lightweights — money bags may be more appropriate. The truth is that age and financial status are ideally not pre-requisites of leadership either in our country or elsewhere. Notably, the current British Prime Minister got into power in May 2010 at 43 years.

Indeed, there have been many other cases of young leaders who have attained these positions out of sheer merit even when not financially endowed. Remember that President Obama's campaign was substantially financed by his supporters. Even more encouraging is that our new constitution has embraced unprecedented guides driven by integrity and leadership principles as outlined in chapter 6. Moreover, if we can learn from the trends in the recent interviews of senior judicial officers, then the expected leadership standards have started falling in place. Most likely, it is only people with impeccable credentials including character that may in the future venture into public leadership. Is this then not an opportune moment for the youth to start considering their options in leadership?

Further, as has numerously been indicated in the leadership section of this newsletter, anybody can rise into the various situations of leadership. In whatever case, the principles are always the same. However, it pays to realize that leadership is about the power of influence, which can be articulated in several ways. One of them is power of rewards where financial endowment becomes the key consideration. In this situation, you use financial might to buy your way into leadership. But does everybody have to use that route?

Careers/Vocations

Another popular source of influence is derived from charismatic power. Gifted speakers and more appropriately social communicators fit quite well in this category. Sometimes, they need nothing else other than pulling and influencing people through their oratory skills. Without doubt, you are familiar with many such people.

Unfortunately, the power of influence may not work on its own in leadership. In fact, one is unlikely to be successful in leadership when there is no purpose for being in the same. More still, the position may not be sustainable for long. That is why you find that there are only a few leaders who sustain these positions for a lifetime. The ideal situation is to be in leadership as a way of life. So, what does it take to achieve the desired success?

One sure way of venturing into leadership anywhere is identifying the challenges or aspirations that prospective constituents could easily identify with. What in other words is destabilizing them, which you think you can contribute in helping to achieve the desired results? What is their vision or more appropriately their expected achievements? Do you prescribe to that vision and would you walk with them as they pursue the same? If this can be a shared vision, then you are on the first steps towards acquiring devoted followers.

Mind you, it may pay dividends to work out dreams that are realizable during the leadership term. Further, it is advisable to be with the followers as they strive to achieve their dreams. When the dreams are not achieved and you are unavailable to discuss and face the respective challenges with them, mistrust is likely to set in. This situation alienates you, the leader with the followers. In the end there may be no wins for any of the parties. This may lead to eventual severance of the relationship and therefore loss of the leadership position. Ultimately, every leader's desire is to stay on and serve for as long as is practically possible. Are you that leader?

Author - Newtimes E- Newsletter

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Heard of Attitude Management tools? Yes! Only at Newtimes B. S

Nurturing our Future Leaders

Opportune Moment For Youth To Venture into National Leadership Careers.

As the elections for 2012 close in, it is necessary to encourage the youth who may be interested in building careers revolving around national leadership. This discussion is motivated by the fact that Kenyan youth have constantly been reminded that they are future leaders and therefore not ready or

Focused youth training and development now available through **NEYODA Forum**—Newtimes Youth Development Agenda Welcome to monthly forums held every last Saturday from 1.45— 4.45 pm at YMCA Nairobi Central. More details @ <http://www.newtimesconsultants.com/NEYODA%20Forum%20-%20Newtimes%20Agenda%20for%20Youth%20Development.html>

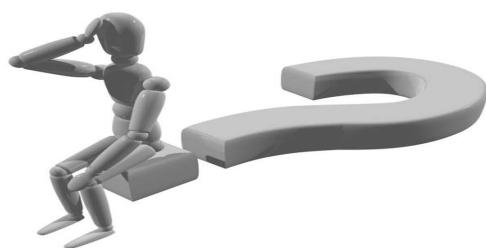
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ORGANIZATIONAL STRATEGY: THE CEO'S DILEMMA



Welcome to the continually growing list of past and ongoing beneficiaries of our diverse solutions. Some of them include:-

- Barclays Bank Ltd
- British American Ins. Co.
- Sasini Limited
- Corporate Insurance Co
- GIMCO Limited
- Fresha Dairy Products
- Telkom Kenya Ltd
- Equity Bank Ltd
- Parastatal Pension Fund (PPF), Tanzania
- Pacific Ins. Brokers Ltd & First Reins. Brokers Ltd
- Dunlop Industries Ltd
- Simbi Roses (Sansora Grp)
- Pacico E.A. Ltd
- Dunlop Industries Ltd
- Kenya Tourist Dev. Corp
- Kenya Reinsurance Corp.
- CIC (Co- opt. Ins Group) Ltd.
- AMREF Int. Training Centre
- SME Solutions Centre (Back Off. Intl)
- Basco Products Kenya Ltd
- Medlink Labs & Surgicals Ltd
- Centro Food Industries – Thika
- Wida Motel Ltd
- Alfa Paints Kenya Ltd
- Catrina Camp Ltd
- Mullard Fire Protection Ltd.
- Assa Abloy E.A. Ltd

Securing Organizations from Employee Attitudes & Performance Challenges

If you are a keen reader of this newsletter, you may have noticed something about a tool that we have been using for moderating people's attitudes about money, work, employer and themselves too. The truth is that, it is a serious tool especially when administered on in-house training situations. That explains why two articles on achievements of the tool have been published in two different authoritative publications.

The first one titled *Change attitudes on work and money*, was published in the September 2009 issue of the Management Journal of Kenya Institute of Management (KIM). The second one titled *Ethics and money could invariably drive vision 2030*, was published in the January – March, 2011 issue of the Industrial Training Magazine, a publication of the Directorate of Industrial Training (DIT), Ministry of Labour. The first issue relates to a case study on senior organizational managers. The second one discusses results achieved after this writer administered the tool on professional trainers, as he conducted his session of a regular trainer of trainers (TOT) program. As detailed in the articles, which are uploaded in our URL, the findings have always been eye openers to the different training delegates.

Whereas the tool comically achieves the desired results, it can also be used for purposes of determining and correcting organizational culture challenges as recently experienced by a Nairobi based firm. Our team administered the tool on senior organizational managers, who were attending our 3 day Business Leadership and Performance Management Training, about two years ago. As we jointly analyzed the results with the participants, we all realized that there was a challenge and laughed it off. Networking/socializing followed by just getting occupied had come out tops as major work attributes in the existing engagement. This outcome for a team comprising 16 (72 %) university graduates (many of them professional degree holders) out of the 22 delegates was no doubt surprising.

Apparently, the company MD who was one of the participants was visibly restless as he witnessed these findings emanating from his team. Nonetheless, the lead trainer quietly conferred with him and urged him to calm down. "Indeed, the results are indicators of some challenges, which we should be able to help you sort out," indicated the lead trainer. Subsequently, another study was quickly carried out. This time we needed to determine the trainees' key attraction to the then employment situation.

Notably, none of the trainees had the faintest idea of our intended achievements, as is expected of any research process. As we later came to learn, the employees could not have volunteered the same answers, had they known that we were deriving valuable conclusions from our seemingly harmless questions. But then, is training not supposed to inspire change that is evident to the various stakeholders, for it to be worth the efforts?

We have no doubts that the attitude management tools not only boost our unique training process but also fast-track the desirable change. Meanwhile, even though it may be unnecessary to diverge the exact benefits, the said company started experiencing serious transformation, immediately after the training experience. Above all, the company was able to not only initiate performance based systems but also rationalize the workforce levels. Today, the company is continually reclaiming its market share based on renewed unity of purpose and direction that is backed by unprecedented favorable employee attitudes.

Naturally, these positive developments for this company are somehow attributable to the findings occasioned by administration of this highly effective attitude management tool. As you find out more from the listed articles, you are invited to consider experiencing the same as well. Your organization could invaluablely be transformed through both the training process and application of these unique attitude management tools.

Mwangi Wanjumbi, Newtimes E- Newsletter Author

Newtimes Pictorial Profile

Herebelow is a representation of our organizational re-branding experiences as recorded through the few samples



The Production Manager of a Manufacturing Company looks on as a company employee receives his training certificate

The CEO of an Insurance company witnesses as his HRM receives her Training certificate

The CEO of an Insurance Broking firm receives her Training participation Certificate as her General Manager looks on

The CEO of a Real Property Consultancy firm receives his training participation Certificate after a 3 day session as his General Manager looks on

The Chief Consultant and Trainer of Newtimes B. S. stresses a point, as he conducts a regular Trainer of Trainers—(TOT) session for the Professional Trainers Ass. Of Kenya—PTAK.

The General Manager of a flower growing and exporting farm receives his certificate after a 3 day organizational Leadership & performance Management training, as his HRM looks on

Experiential Learning knows no race or seniority of training delegates



Post- Staff Motivation & Capacity Building Training



Participants from Insurance/



From a Nairobi tourist Industry Development firm



Delegates of Customer Relationship Management Training go through the paces of experiential learning



This is David Muriuki who tells an interesting story @ <http://www.newtimesconsultants.com/testimonials.html> Yes, he was so fired up that he finally got an international job.



The story of this Inspired mother (testimonial) started right from the training process, as is evident from her pose

You can click @ <http://www.newtimesconsultants.com/pictorials.html> for more pictorials