



# Stop and Reflect

Issue: # 158

October 2013

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## The SUSTAINABILITY pick of the month:



**Akinori Ito has developed a machine which converts plastic back into oil**  
[Click here to watch the You Tube.](#)

## UPCOMING EVENTS

### WEBINAR



***Creative ways of developing people when costs count***

### **Reserve the Date**

**Nov. 11 2013  
9pm Shanghai  
9 am New York**

[Find out more](#)



Dear Reader,

Have you been recently involved in a corporate restructuring, resizing or downsizing? That shouldn't come as a surprise, since every week more organizations are announcing acquisitions or sales of companies or business units. Others are divesting units to become more competitive. However, during a resizing (also called 'rightsizing' in a wishful thinking), there are often many more questions than answers, and uncertainty doesn't create the best working environment. And what makes an organization successful is ultimately not its products, but the people. So what can be done to minimize the undesired impacts of 'good' strategic measures?

This month **Ernie Turner**, President of LIM and author of [Gentle Interventions, Little Things that make a Big Difference](#), shares what we need to pay attention to.

Enjoy the reading!(And check out the **Quote of the Month** at the bottom - inviting you to Stop and Reflect...)

## **Developing people in down times: Combine people development with business development**

By Ernie Turner

## Coaching Teams for High Performance

Find out more about the powerful design to become a [High Performing Team](#)



### Quick Links

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**Stop and Reflect**

Editor: [Isabel Rimanoczy](#)  
Co-Editor: Tony Pearson

**Start the Day with a Breath of Fresh Air**



[Sign up for Isabel's Quote of the Day](#)

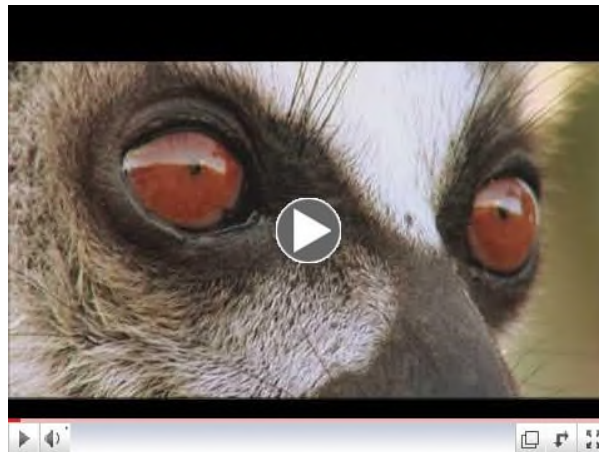
In these highly competitive times, many companies have to face some particularly challenging decisions. We now see how pharmaceutical companies, in particular, are having to re-size and downsize, re-structure, divest or merge as they address the considerable challenges of lucrative drugs coming off patent, thinning pipe lines, compliance problems, increased governmental requirements, standardizing processes, managing generic drugs and increased competitiveness overall.

The solutions and strategies selected to address these challenges, however, can bring either stability or instability into any organization; they can have an impact on the working atmosphere, and on employee motivation and productivity. Changes can, unless carefully planned and monitored, easily turn what is intended as a good solution into an avalanche of unanticipated (and undesired) consequences. Successful organizations anticipate change, wherever possible, and figure out how each change can be transformed into new opportunities.

In over four decades' of consulting, I have witnessed all kinds of crises. [Read More..](#)

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## Give yourself a little gift



Discovery Channel - The World Is Just Awesome

**It's Out!!**



**GENTLE INTERVENTIONS for TEAM COACHING**  
**Little things that make a BIG difference**

Have you wished there was a book with simple tools, that you could just read and try out next



morning with your team, and that would be so powerful that it would qualify for the "best of the day" for everyone?

Wish no more and check out Ernie Turner's latest book with stories and tools that are powerful, simple and fun. [Click here](#)

## QUOTE OF THE MONTH

*When roots don't receive the nourishment they need, the fruit and even the branches eventually wither.*

*Margaret Benefiel*

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