

JTS Associates Newsletter

Issue 1, Volume 1



Welcome to JTS Associates first email newsletter. Our goal is to assist clients, associates, and friends with "words of wisdom", helpful tested information from my consulting, coaching, and teaching activities, tips, Q & A, and recent anonymous consulting accomplishments.

Our focus statement: Providing specialized leadership, selling, and influencing skills to Business Owners, Executives, Entrepreneurs, Management, Professionals, and Mavericks (including a few near-miracles), since 1985.

We hope you find the information we bring to you informative and helpful in growing your business. If you have suggestions or ideas, please let us know how we can improve our newsletter.

Note: Our new Email address is shown below.

Sincerely, John

Helping People Succeed

Human Resource ("People") problems are costly. The untapped potential of a business organization's people is significant. Working with business executives, managers, and other professionals, and their people, I have gained extensive practical experience with both sides of this equation. Over the past few years, I have developed a summary of the practical elements that reduce "people" costs, expand "people" potential, and help people succeed.

The main elements for helping your people succeed (and therefore your organization) are:

- Finding the right people.
- Conducting effective interviews and selection.
- Managing the entry of new people into your organization.
- Articulating Purpose, Vision, Mission in a way that people will invest, follow,

and take initiative.

Communicating expectations.

Insuring organization/person fit.

Providing training, feedback and coaching.

Establishing relationships based on strong two- way communication and mutual respect.

Rewarding people who exceed your expectations.

Correcting and redirecting people who aren't meeting or exceeding your expectations.

When correcting and redirecting people becomes necessary, leaders and managers must use a "success oriented" incremental process of corrective action to redirect and shape employees who don't contribute their best attitude and effort.

The goal of corrective action is to help people succeed. Corrective action is a vital activity for the following reasons: legal, organization profit and growth, employee relations, development of human resources for continuous organizational growth and stability, documenting your help, and the prevention of upward delegation.

More information can be found in The Management of Human Resources, ©2001, JTS Associates, Inc. Contact us for more information about our customized approach to the management of human resources.

- [Visit JTS Associates website](#)

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Need help? Find out how our on-site, customized consulting and training can help your organization succeed. Call us: 440-247-3472