

Tim's Monday Morning "Notes From the PIER™"

Tim's Monday Morning "Notes From the PIER™" mission is to help Busy Business Executives Succeed

October 24, 2011

ISSN: 2163-0976

This Week's Note:

In this Month's newsletter, I mentioned a quote from Steve Jobs where he talked about out-innovating IBM, while spending a 100X less money on R&D. Steve said it was able to happen because he had the best people. If we truly believe that people are the greatest assets in a company, then why do we treat them so bad? Always looking to out-source or lay them off?

An article in the Wall Street Journal on Friday 10/21/11 interviewed the ex-CEO of TYCO, Inc. L. Dennis Kozlowski stated that he had gotten "piggy" when it came to his pay. He felt like his compensation was a reward for taking the company to higher levels. But at what expense to the regular employees? This is the issue. When pays get out of line, where the top person is making 500 times what the lowest person makes, you have to ask why? Is the lower worker that bad? If people are adding value to the process, then pay should be in-line with contribution, but not at other people's expense.

As Leaders, it is our job to hire good people, provide the right environment and realize they are your organization's best partners to get value added to our clients, which if enabled properly with great leadership will cause great things will happen. If there were more "true" leaders, then we would not be facing the issues we face today. So, as I once heard "Lead, Follow or get out of the way."

Business Quote:

Peter Drucker once said "We now accept the fact that learning is a lifelong process of keeping abreast of change. And the most pressing task is to teach people how to learn."

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