



As we celebrate our independence, made possible by the courage of our Founding Fathers, there probably isn't a more fitting theme for our July newsletter than Leadership. We'll help you identify the critical competencies experts suggest future leaders develop now, how you can manage the desired impact you have as a leader and how top executives can create an organizational culture of health and productivity.



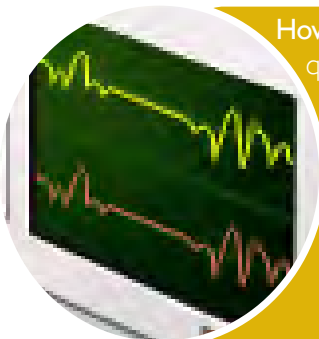
Developing Your Leadership Skills in a Changing World...

According to Colin Powell, former Secretary of State, effective leaders are made, not born. Leaders learn from trial and error; when something fails, a true leader learns from the experience and puts it behind him/her. "You don't get reruns in life," Powell said. "Don't worry about what happened in the past." Leaders know how to define their mission, convey it to their staff and assure that adequate training and resources are available to accomplish the mission. **READ MORE**

Training Spotlight

Remember that effective July 1, 2009 all employees have access to our latest free service enhancement, My Guide through our website My Plan After 50 (MPAF). **Read** about all of the benefits of this membership and how to get started.

For Better or For Worse... If you think about your operations over the last 60 days, what changes have occurred as a result of your behavior as a leader? While leaders may be highly aware of the influence they exert on processes and strategy, it is "people, not plans, that deliver outcomes." Are we, as leaders, as attuned to how our behavior can either bring out the best or the worst in our employees? **READ MORE**



How Do You Define a Healthy Organization?... This is the kind of question corporations and organizations should be asking themselves. Has our organization focused only on increasing or maintaining our bottom line or is our organization healthy in every way? Given unprecedented world events - it's time to ask, "How do you define a healthy organization?..." **READ MORE**

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Did you know... Employee & Family Resources' EAP offers Leadership Coaching. A professional leadership coach can guide and support managers at all levels in setting development goals. Leaders learn to inspire others, improve relationships, make effective decisions, and achieve success for themselves and their organizations. For more information on the availability of Leadership Coaching, contact a Workplace Services Consultant at 800-871-4532 or email eapinfo@efr.org. To access your EAP services call (515) 244-6090, toll free (800) 327-4692 or TTY (877) 542-6488.

What's Ahead in our next Issue?

- Sustaining productivity through motivation
- Resources for downsized employees when you can't offer outplacement services

Contact Information:

To explore any of our family of resources, current EAP and WPS clients please contact your Workplace Consultant; My Plan After 50® and Wisdom Worker Solutions® members please contact Kris Jensen (kjensen@efr.org) or Tom Farley (tfarley@efr.org).