

ECLIPSE

Newsletter

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Quote Pick of the Month

Times are tough and they're getting tougher, it's getting more and more difficult to do business, might as well pack up and go home, right? Wrong. Very wrong indeed.

TEAM MORALE IS VITAL!!

Businesses are facing probably the most challenging time. In times of boom it feels easier to motivate and enthuse people because there is always the promise of a bonus or of promotion.

The picture becomes very different if cash flow is short and there is constant threat of having to reduce the workforce. When the decision makers are feeling under threat and constantly face the stress, it is very easy to make decisions which might seem right in the short term but can have far reaching negative effects on themselves and their workplace.

When things are going well economically, there is always a paradox. Team and organizational leaders can choose to use money as their major motivator. The size of the bonuses was at times mind blowing. Staff were led to expect financial rewards for completing targets and it appeared to keep well qualified and able staff on the payroll.

The reality is, When there is plenty of work about people have a sense of security and know that if things get tough in their current place of work they can always look for and find another job. Their loyalty can be to themselves rather than to their organization. Where unrealistic expectations are created around bonuses they can create massive de-motivation and a hemorrhaging of able people to other organizations. In times of financial difficulty there is an overriding need to have experienced, enthusiastic staff who are as committed to making the business a success as the Senior Management

As the competition gets more cut throat, It is the teams who work together, creatively and cohesively, who will win out. Morale, enthusiasm and having the key skills and competencies are absolutely vital if organizations are to survive in the long term.



Testimonial

"JET has been able in a very short time to understand the Company's culture and challenges. They've acted as a very strong and reliable partner to successfully organise our Management conference, and to find truly innovative ways to convey our messages. They engaged the audience with an amazing level of energy. The event truly made a difference, people often refer to it, always as a strong experience. And even more important, we could feel the difference the day after, when back to work." - Head of Human Resources, Nestle, Egypt.

A MESSAGE FROM THE GM



In fact, this is the perfect moment to make 2011 the year you start getting things right.

Small and medium enterprises (SMEs) need to look at the current economic climate and realize this is the biggest opportunity they've ever had.

Make a success of things now and think how well you'll be doing when the wheel turns again – as it surely will do – and everything picks up.

Too many businesses focus on current results and get mired in negativity. They end up stuck in a rut and condemn themselves to repeating the same results over and over again.

Instead of focusing on what you don't want to happen, focus hard on what you do want to happen. And feel optimistic about things in general; going about your business in expectation of positive outcomes is half the battle.

The Law of Polarity teaches us that there's no left without a right, no inside without an out, no bad without good. So, if the economic situation is bad there must also be something good about it.

Trust in your own ability to find that opportunity and to make the most of it.

Our Model: Experience, Learn, Grow, Change

JET is all about team building and training. We help organizations build stronger teams, more dynamic leaders, more effective communication and a higher level of trust. A day with JET – even one – will provide powerful lessons, meaningful insights and real benefits that translate back to the office by changing the way people interact with one another. During our programs, leaders emerge from surprising sources, already acknowledged leaders become even stronger, people try on new roles, learn to appreciate new perspectives, find potential they never knew they had, and as a result teams get stronger.

Our model for how behaviors become habits and how teams become efficient is simple: Experience, Learn, Grow, Change. We have developed, tested and fine tuned experienced based programs that transform teams from groups of individuals to cohesive units with shared vision, common goals and mutual respect.

Teams get stronger



How will a day with JET make a difference?

JET programs use an experiential approach to promote individual and group learning, enhance the groups' performance and set a foundation for continued development. Success comes from how the group analyzes each problem, identifies and allocates resources and creates and executes a plan. Participants will see how group support enhances individual achievement and will leave with fresh perspectives about themselves as team players and leaders and with concrete ideas about applying these insights back to the workplace.

We offer ...

Outdoor and indoor team building activities, simulation games, soft skills training, corporate coaching programs with an emphasis on "bringing the core values to life", team diagnostic assessments, inspirational leadership retreats, motivational keynote presentations.

OUR PROGRAMS



JET programs are designed to:

- Create positive change
- Align peoples understanding
- Inspire participants to achieve things they never thought possible
- Increase productivity
- Improve internal communication skills
- Act as a catalyst for change and innovation.

TOP TEN PRINCIPLES TO DEVELOP ENTHUSIASM & COMMITMENT!

BREAK
THROUGH
PARADIGM
SHIFT

It is important that staff believe in what the organization stands for: A mismatch of values between the organization and the workforce will cause stress and a sense of dissatisfaction within the individual.

Have Integrity: Trust must be earned and it is vital that there is trust between leader and those who are led. When this is in place the team can face the most challenging circumstances together.

Be consistent: There should be a consistent approach to decision making. Staff should be confident that decisions are being made for the right reasons and that decisions will be changed only when there is a valid reason.

Value each individual & the contribution they make: Feeling that they are valued as individuals by the organizations success has a consistently higher rating as a successful motivator than money alone.

Give staff a voice which is heard: When staff have high levels of stress, this comes from where people feel that they have no control over what is happening. Creating the opportunity for people to have their say, to be listened to and a real opportunity to influence what is to happen can significantly reduce stress and dissatisfaction.

Create realistic expectations: Creating expectations which are dashed creates huge levels of dissatisfaction on both sides. Only promise what you know you can deliver and be entirely up front about what you expect from them.

Give staff a sense of certainty: Certainty or safety is one of the most basic needs. It is possible to give people a sense of control and safety even when there are huge levels of uncertainty around.

Involve staff in finding a solution: When each individual within the team takes responsibility not only for their own contribution but also for doing everything they can to help each other to contribute fully, the team becomes incredibly powerful.

Know what motivates them: Listen carefully and you can discover what motivates them

Know the power of THANK YOU! : A thank you which recognizes the efforts people have made makes a HUGE difference to the way they feel.

Thank you as usual, the coaching session was perfect." -

*Human Resources Manager
Philips Egypt LLC., Egypt*



JET'S BLACK HORSE

WHAT MAKES DRUMMING AN EFFECTIVE TOOL OF COMMUNICATION?

Corporate drumming is an amazing tool to use for team building, as all the metaphors of working together as a team you can apply to drumming together as a tribe. Exactly the same principles used for creating unity in tribal villages can be modeled in the corporate environment where drumming and rhythmic activities serve to help people work together as a team. Apart from being amazingly energizing and lots of fun, participants experientially learn concepts of leadership, listening, dealing with stress and cooperative teamwork. When you involve people and get them to actually experience and "do", they understand and most importantly remember! So there is a lot of important learning that gets taken back to the workplace.

It facilitates interaction. When participants hear the rhythm of the drumming group and contribute their beat, they are both listening and playing and being receptive and creative at the same time. People have to be aware of the team/tribe members sitting on either side of them, and if anyone loses the beat, the group can carry them, until they find their place again which creates great team spirit and support, and interaction.

HOW DOES DRUMMING HELP THE GROUP LISTEN TO EACH OTHER?

Listening skills are highlighted as people can witness first hand how a rhythm can

"collapse" if members do not truly listen to one another. In drumming, if there was just a collection of soloists, there would only be noise, so the group realize very quickly that an important aspect is to keep their part of the rhythm going, whilst still listening to the rest of the group and allowing the group rhythm to evolve. Participants experience that each layer of the rhythm is of vital importance to the collective "sound", and this metaphor allows everyone to see that each member of the group is vital! Everyone brings his or her own "gift" to the final outcome, which is a validation of individual and team achievement.

Individual & Team Achievement

communication is clear and open, rhythmic entrainment will happen a lot quicker. It is felt as a synchronization of rhythmic energy.

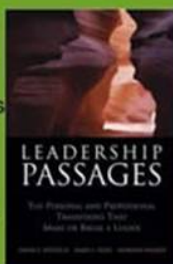
CAN GROUP DRUMMING REVEAL TEAM DYNAMICS?

Interestingly enough, yes! It can indicate the inter-personal level of the group. When a team already has a synchronized energy they can create harmonious rhythms much quicker than a team that still have unresolved communication and bonding issues. Organizations are like 'living organisms', they have personalities all of their own and the spirit of group energy can be felt during a team drumming experience where inner forces are at work. When a team is already bonded and

A GOOD READ

leadership passages: The personal & professional transitions that make or break a leader.

By David L. Dotlich, James L. Noel, Norman Walker



Book Review:

http://www.goodreads.com/book/show/838367.Leadership_Passages



"The drumming session was one of the most successful sessions in Tetra Pak Egypt 2010 Kick-off event, everyone enjoyed and appreciated it!! it also built on our core values and brought them to life" -

PR & Communications Manager, Tetra Pak, Egypt.



Why Choose JET ...

Our methodology is cutting edge and we believe in innovation and the unlimited possibilities of human potential when given awareness and empowerment.



Different services and activities for unique situations

We have lots of other activities and we focus deeply on corporate coaching and organizational relationship systems coaching with of course, team building icebreakers and energizers. Our custom programs are designed to deliver the business results that come from increased team performance, so we select from our menu what is appropriate for the particular client. Among the deliverables of these highly energetic programs are for participants to have fun in a non-hierarchical setting, form business relationships with people in a way that easily transfers back to their daily environment, communicate on a deeper and more personal level, and to feel an increased sense of motivation and appreciation for a job well done.

Increasing Team Performance

We offer customized programs in strategic visioning, high performance team building, leadership development, communication enhancement skills, change and stress management, conflict resolution, unity through diversity, and more...

We meet with the client to analyze and understand the current situation. This can lead to different services and activities for unique situations. We offer a wide variety of experiential learning opportunities that place individuals and groups out of their comfort zone, where learning really takes place. Their responses and the choices they make are all part of their learning process.

HUMAN RELATIONS	HEALTH TIP	PROFESSIONAL TIP
The six most important words: "I admit I made a mistake."	Make time to de-stress each day. Even if it's just a walk on your lunch break or a few minutes alone in silence, it will help you focus for the rest of the day. Try to make a decent chunk of time for yourself at least once a week - do whatever relaxes you.	Make a list of tasks you have to do, and tackle them in order of importance. Do the high-priority items first.
The five most important words: "You did a good job."		
The four most important words: "What is your opinion."		
The three most important words: "If you please."		
The two most important words: "Thank you."		
The one most important word: "We"		
The least important word: "I"		

Contact information

Tamer Fahim

Cell: 011 836 1836

e-mail: tamer@jupitereclipse.com

Basil Khattab

Cell: 012 746 0778

e-mail: basil@jupitereclipse.com

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e-mail: tamer@jupitereclipse.com

Cell: 012 746 0778

Basil Khattab

e-mail: basil@jupitereclipse.com

Cell: 011 836 1836

Tamer Fahim

Contact information