



TIP OF THE WEEK

March 6, 2007

I hate to exercise. If you know me, you can tell that just by looking at my waist. But I just turned fifty and I know that I NEED to exercise. What I needed was a program to achieve my goal, and a mentor to keep me on track and help me reach it. So I hired a personal trainer. Mike is a thirty-something former army fitness sergeant. And it's clear that he enjoys kicking my butt. So here's the tip. It is our job as managers to be the personal trainer for our employees. Start with their annual review; don't just tell them where they need to improve; design a program that will teach them how. Then follow up so they stick with it. You don't have to be a sadist, like Mike, but when you mentor, everybody wins.

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Good luck. Work **ON** your business. Stay in touch.

The Markens Group

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