

PHL|HP Consulting Group

Building & Sustaining High Performing Organizations



A Message From Dr. Philip H. Levy, Founder & President



**NOW IS THE TIME
To UPDATE Your
MISSION STATEMENT!**

Organizations benefit greatly when their stakeholders have a clear understanding of the mission and values of the company. Motivating staff during challenging economic times requires a shared vision and strong belief in the values and mission of your company.

*If you don't have a mission statement, or haven't updated it in a while...
NOW is the time!*

**PHL HP Consulting Group
specializes in
developing mission
statements.**

**www.PHLConsultingGroup.com
is now LIVE!**

ABOUT PHL HP Consulting Group & Dr. Philip H. Levy

In my many years as the leader of one of the largest and most successful private health and human service organizations, a psychotherapist, and management consultant, I have developed proven strategies for growing and sustaining high performing companies.

PHL HP Consulting Group was created in response to numerous requests for the 'secrets' to creating an award winning company where staff loved where they worked, gave 110%, and became essential stakeholders in the innovation, quality, and 'can do' attitude of the company.

This newsletter is intended to share management ideas. Your feedback and experiences in this challenging economic environment are encouraged. Let us hear from you about your challenges, strategies, and victories.

REMEMBER: Your Staff Is Your Greatest Resource

"WHEN TIMES GET TOUGH, GET MORE JOINED..."

I've noticed that there is a paradigm shift evolving, in which many businesses are responding to the economic downturn by adopting a more autocratic approach to management. This often results from a need to feel more control, but is counterintuitive. Unfortunately, an autocratic approach typically leads to a 'lose/lose' relationship where staff feels less motivated, more resistant, and less empowered and, as a result, profits decrease and management ultimately feels less control.

There is a proven alternative - **become more joined with your staff!** When times get tough, it is more important than ever to educate your staff, hear their ideas to overcome challenges, empower them through 'participatory management' and reward them for success. This creates a 'win/win' relationship where staff will take ownership, be motivated, and contribute to enhancing the bottom line.

Your attitude as a leader is more important than ever! You must project a sense of hopefulness, optimism, and respect and value for your employees. You must allow for risk taking and self control, rather than solely external control. And, there must be a *continuous* commitment to the "pursuit of excellence".

The **GOAL**: A *shared* vision and mission to overcome real challenges through creativity, high energy, and the belief that, as a team you can out-perform others, innovate, and capture a larger market share.

This is **ACHIEVABLE: NOW IS THE TIME!**

Allow us to help you create a strategic plan to maximize the performance of your company. **Contact:**



Philip@PHLConsultingGroup.com

Know someone in need of consulting? **Forward** this email to a them!

Suggestions? We want to hear from you!

In future issues, look for:

- *Ways To Motivate Your Employees Without Money*
- *Thinking Outside The Box*
- *Finding Your Inner Leader*
- *Principles of Participatory Management*

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www.PHLConsultingGroup.com