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Rock and Talk

Recently my brothers and I spent a weekend together riding ATV's, getting wet and dirty, playing poker, eating unhealthy foods and just enjoying our freedom to let loose (I have 4 older brothers and 1 younger sister; my sister was unable to join us). What started as hunting trips years ago has now evolved into "rock and talk" weekends. I have such a love for animals that in previous years I never participated much in the hunting trips but did once just as an observer. That was when we stayed in cheap motels, wore old clothing, ate out of lunch boxes, drank coffee from plastic canteens, laid quietly on the ground in the woods or sat in carefully built tree stands and avoided shooting the many other hunters in the confined area who were all focused on the one or two deer that might possibly expose themselves peacefully.

Years later, we have a 300 hundred acre wooded farm in beautiful Huntsville (thanks to the generosity from one brother's success) with a private lake, miles of trails and a nicely built house with all the conveniences of home. It even has air conditioning so we don't have to suffer the bugs and heat. We can see the roaming deer from inside the house and shooting them now involves a camera.

Lazy-Boy Rocker/Recliners were purchased rather than couches so we can just sit back and "rock and talk"! I like rocking! I have been a rocker for most of my life (but not the music kind). I rocked myself to sleep as a kid and now whoever I visit if they

have a rocking chair, great! My mom gave me her mother's rocking chair (over a hundred years old!) and it sits at my cottage as a reminder to me of the "rock and talk" times in years gone by.

Getaways at the family farm still have the same purpose. While the location and the event has changed, the intent still remains; an excuse to separate ourselves from the daily grind and just spend time together telling jokes, reliving memories, sharing stories about our families and friends, criticizing politicians, declaring how we could do it better and just acting silly. I'm the youngest of the male clan, but recently turned 50. As I look at my "older" brothers with their receding hairlines, grey hair, wrinkles and pot bellies (thank goodness I'm not like that!), time has passed but that is ok because every year we have new jokes, new stories and new memories. I am so thankful my brothers never stopped taking the time to "rock and talk" and have allowed me to be part of it.

As the brief Canadian summer comes upon us, take the time to invite your family and friends over for a "ROCK AND TALK". Enjoy and play safe!

Sincerely,

Merv Hillier
Merv Hillier, President

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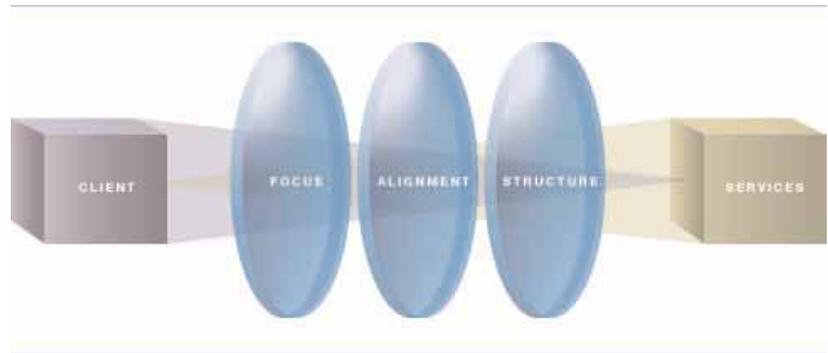
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Alignment

As a continuance of their focus on developing a high performance driven culture, the creators and authors of A Strategy Focused Organization, Strategy Mapping and the Balanced Scorecard, Harvard Professors Kaplan and Norton, have followed up with a new book simply titled “**Alignment**”.

From our experience we can categorically state, “The major reason why our clients have failed to achieve desired results is the lack of alignment throughout their organization”. As business and organizations become more complex, the goal of alignment seems elusive. But it is not! This book is not an easy read but an important one. Aligning vision, mission, strategies, goals, objectives, actions and people throughout your organization both horizontally and vertically is the most important thing you can do as a leader. Aligning these elements takes commitment, discipline and perseverance. But the payoff is immense. Those companies that have taken and completed the journey have realized tremendous results. In their most recent book, Kaplan and Norton have carefully outlined for you the steps required to align your organization to achieve maximum performance.

You cannot create value without alignment. But don't just read the book, do it!



making your LIFE better!

CLCi is pleased to announce a formal business partnership with the Balanced Scorecard Collaborative (BSC), from Harvard University. Using the research and knowledge provided by Harvard Professors Kaplan and Norton and the processes, templates and tools of BSC, CLCi has greatly improved the ability of SME's to create a performance driven culture and achieve greater results.

CLCi has developed business partnerships with those companies that allow us to provide our clients with leading best practices, tools, processes and technologies in the areas of Strategic Planning, Organizational Design, Performance Measurement and Talent Management. Our valued business

partners include:

- The Balanced Scorecard Collaborative
- QuadRed Strategic Performance Assessment
- The Centre for Organizational Design
- Success Factors
- Profiles International
- The Executive Coaching Network
- 360 Solutions

The CLCi team is committed to “Making Your L.I.F.E. Better”!

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