

News Broadcast

Team-up For Success

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FISH! Philosophy- 4 Quick Steps For Success

- Have Fun!
- Make Their Day!
- Be Present!
- Choose Your Attitude!



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Three Teaming areas to be created in FS. Their purpose is to enhance employee involvement and obtain ideas and support that will move us in the right direction.

“Team leadership is the welding of individuals of diverse backgrounds, experience, and personalities into a productive working group.”

* see page 4 for details on Effective Teaming *

FS MANAGERS TEAM

A combined team lead by Dave Quigley and Patricia Lack who will select their Operations and Fiscal Management managers. The team may work on such projects as issue resolution, benchmarking, coaching, and consulting. Their first meeting was July 31st.



FS Teams help build employee and customer relations.

adding value in specific areas to better ourselves and the jobs we perform.

The Fun Team is already in the works and have social events planned. We gained great feedback from FS employees for future events as well.

CROSS FUNCTIONAL TEAMS

This area is aimed at forming four functional teams. The Fun Team, Communication Team, IDP Team, and the Process Improvement Team. These groups will work together to help FS build their strengths and unify our staff. Each team is aimed at

FS LEADERSHIP TEAM

Howard Pizzo will work with Dave Quigley and Patricia Lack to implement this team. A Director's Support Team has already been established to assist them and help implement goals and projects.

Show and Tell

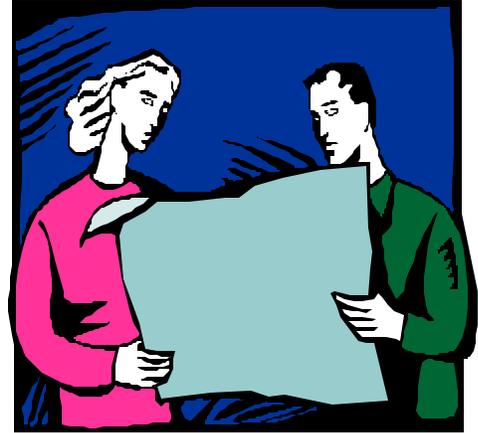
We always encourage you to share your ideas and stories with the FS newsletter. We would love to hear from you and include your ideas and events to share with the entire FS staff.

We hope you find the information helpful and beneficial for yourselves as well as the services that you provide. We strongly encourage suggestions or stories for the upcoming editions.

30-60-90 Day Goals

During the month of August all Individual Development Plans (IDP's) will be reviewed at meetings between the supervisor and employee.

For those IDP's initiated one year ago the employee and supervisor will develop a competency assessment. They will review training in addition to developing a new IDP to be followed in the next year.



DMB Objectives

Organization Development – Rose Wilson and Tim McCormick continue to make great progress with new courses being scheduled and planned. See your supervisor and review your IDP to see if there is a course for you.

Acquisition Services – Kathy Jones will soon be announcing new contracts to assist State government.

New Retirement System – A new automated system was implemented. The system was tested and met all expectations.

Portfolio Planning – Tom Saxton and Dave Winters are working to sell the Detroit Plaza Labor Building and state property in Northville.

Capital Renewal – Okey Eneli and Joette Yauk are designing a process for maintaining DMB buildings via a life cycle approach.

Quality Assurance – Joyce VanCoevering and Dave Ancell are developing tools to assure DMB delivers quality services to exceed the customer's expectations.



Fail to honor people, they fail to honor you; But of a good leader, who talks little, when his work is done, his aim fulfilled, they will all say, "we did this ourselves."
- Lao Tzu

Pick A Name!

Pick a name—win a prize! Its that simple.

Ok, so News Broadcast isn't exactly the most eye grabbing, exciting name for the FS newsletter. So here's what we're going to do:

We want you to put on your creative hats; come up with the most fun, relative, attention grabbing name you can think of. Just send us your ideas and we will select the best one. Once all of the suggestions are submitted we will send everyone an email to vote for the best name. The person who's newsletter name is selected will win a gift certificate to Barne's and Noble.

Please send your suggestions to Erica Waltmire via email no later than August 9, 2002. Don't limit yourself to one name, send as many as you like!



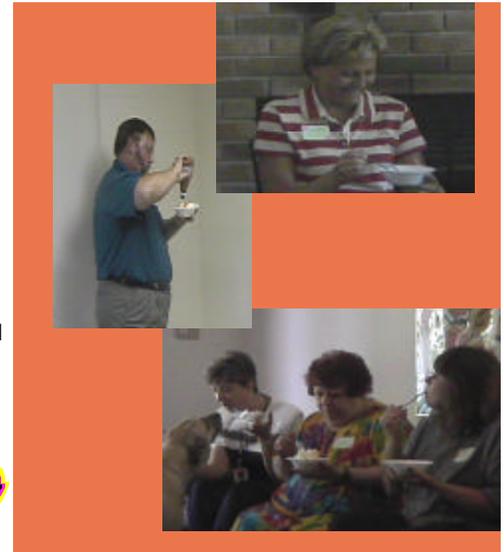
*"The brain is a wonderful organ. It starts working the moment you get up in the morning and does not stop until you get to the office."
- Robert Frost*

...with a cherry on top

FS Operations staff meeting came complete with a cherry on top. The gathering, hosted by Dave Quigley, was a picnic, staff meeting, and ice cream social all in one.

A meeting unlike any other. The entire Operations staff started off with a picnic lunch; burgers and hot dogs on the grill. After lunch it was time to get down to business and conduct the staff meeting. With good behavior all of them were given the pleasure of making ice cream sundaes just the way they like 'em!

A relaxed environment, food, talking, and sharing, a staff meeting doesn't get much better than this!



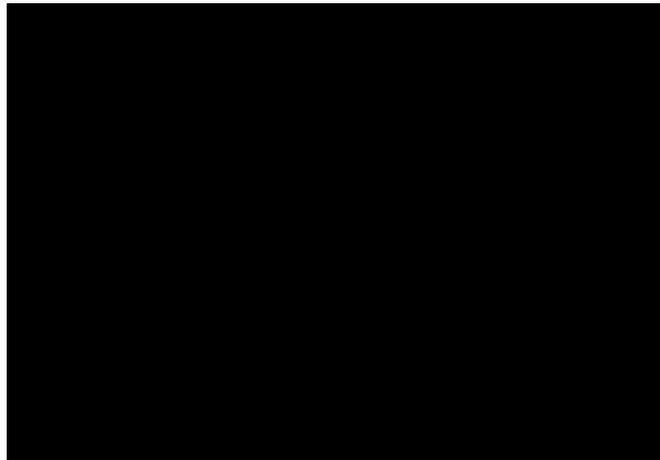
Special News



Welcome to the world!

Jennifer Ashton brings home a bundle of joy! On June 25th, 2002, Jennifer and Michael Ashton were blessed with a healthy baby boy. Andrew Michael was born at 10:11 AM weighing 6 pounds 13 1/2 ounces and 20 1/2 inches tall.

Event Calendar



Effective Teaming

Article by Christopher Van Hoof

While teams and team charters may seem cumbersome, they serve several valuable purposes.



Team Charters:

- 1) bond the team together by putting on paper what the purpose of the team is.
- 2) state the deliverables of the team; this helps the team decide if the projects they are working on will produce the stated deliverables. This allows the team to identify the steps needed to achieve the desired outcomes.
- 3) acts a mechanism for people to hold themselves accountable for what they are trying to achieve. The charter forces them to state the goal for all the public to see.

4) communicates to all participants in the group what the ground rules and behavioral expectations are in the group.

5) working on a charter with other unique individuals is a lot of fun!

Working on a team:

- 1) develops structured leadership skills for those involved. Teams help prepare individuals for future roles where they will have people reporting to them.
- 2) grooms individuals to take over for retiring employees or individuals who are pursuing other career avenues.
- 3) develops interpersonal skills that are necessary to communicate with team members, external managers, and the community.