

# The Page



Notes and comments for friends and clients of Lisk Associates

July 2011

## Declare Victory, Move On

### Nothing Lasts Forever

As June winds down, so does my involvement in Lisk Associates. As of July 1 Ryan will be the sole partner and owner of the business. That means that he will set direction and be responsible for more of the business over time. I plan to stay involved as an independent contractor and I look forward to continuing to work with many of our clients, as appropriate. We expect this change to be invisible to our clients in the short run.

Ryan has been in the business for over five years and during that time he has become an excellent consultant and partner to our clients. I am proud of what he has accomplished and I know the business is in capable hands.

### Declare Victory

One of my favorite sayings is from Marshall Goldsmith, the well-known executive coach. When someone is stuck on an issue or worrying about something they can't control Marshall tells them to, "Declare victory and move on." Some of you have been the recipient of that advice from me. Now I am going to "Declare victory and move on" as it applies to running Lisk Associates.

### It's Not Really Work

I had been with IBM for over 23 years when I left and started Lisk Associates at the end of 1991. It has been a

short 20 years. As I reflect back, I can't think of anything I would have rather been doing. There is an old saying, *"It's not really work unless you would rather be doing something else."*

Those of you who have used our DISC and Motivators reports will understand when I tell you that my top two values are Theoretical and Utilitarian. So, give me a business where I can solve problems and get paid for it and I am a happy camper.

But that is not the full story. There is another reason why the last 20 years have been particularly enjoyable.

If you are familiar with our TriMetrix assessments you may note that my Theoretical value relates to Hartman's Systemic or 'thinking' dimension and my Utilitarian value relates to Hartman's Extrinsic or 'doing' dimension.

The third Hartman dimension, the Intrinsic dimension, corresponds to the uniqueness of people and the emotional part of the whole.

### Clients and Friends

Intrinsically, the last 20 years have given me the opportunity to become friends with many of our clients and to experience so many wonderful relationships that I dare not start mentioning them by name, for fear of leaving someone out. I have many great memories of time

spent with those clients and colleagues.

One of the greatest compliments that a client can give is to refer to us as "trusted advisors." To me that implies an intrinsic connection built on trust over time. A trusted advisor would never do anything that was not beneficial for his clients. I am happy that we have a number of clients who see us as trusted advisors.

### What's Next?

I have been asked what I am going to do next. Although we teach strategic planning there is a part of me that thinks the most valuable part of a strategic plan is the ability to change it, as long as the changes are in line with the values of the organization. This applies to individuals also.

In the near future I am committed to completing a book with co-author and great friend, Ron Price. We hope to get it out by the first of next year. I am also working on another writing project.

### Taking Care of The Asset

I also plan to be more intentional about taking care of myself. The tenth assumption in The Page states, *"Organizations and individuals grow and prosper to the extent that they take care of and improve the assets and resources that create the results desired by the stakeholders."*

As an individual one of the main assets that I have at least partial control over is my health. If I want to "grow and prosper" during the next chapter of my life I will be spending an appropriate amount of time taking proactive care of my body. Then, no matter what I want to do, I will have a quality of life that supports my efforts.

### Thank You

I am proud of the business we created and the work we have done over the past twenty years. Thanks to all of you who allowed us to do that work.

### Coaching Workshop

Just to show you that I am not leaving yet, I will be facilitating a two-day Real-Time Coaching™ workshop August 24-25 in Lexington. This workshop is for "people managers," executives, and /or business owners.

The price, including an on-line assessment and 50-page individualized report, Participant Manual, books, handouts and other goodies, plus two light breakfasts and two great lunches is \$895.

If you are interested in attending please contact me at [Randy@liskassociates.com](mailto:Randy@liskassociates.com) or call me (859) 224-8367.