

Mission Ready

Volume 1, Issue 1

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Preventing Workplace Violence

Years ago it was unheard of for an employee to go on a shooting rampage. Today, executives who fear for their safety - and who fear litigation for not having taken precautions against "foreseeable" workplace violence, spend millions on security systems within the workplace.

But video cameras and security guards, while probably inevitable, are not the answer. What is needed is a workplace characterized by mutual respect and self esteem. A case in point is the U.S. Marine Corps. Although every Marine is armed to the teeth, no officer is concerned about workplace violence. Marines work within a brotherhood, in which all are dedicated to mission readiness. Temper tantrums and threats do not occur because mission readiness would be jeopardized. When a Marine has a personal problem, he (or she) will be approached by concerned team members. If they can't find a solution, a sergeant or officer will be brought into the picture. Together they will resolve the prob-

lem - not by barking orders, but through personal and compassionate intervention.

In the business environment, executives and managers would do well to emulate the Marine Corps model, by creating a workplace in which the welfare of the individual is paramount and where team members care for one another. No employee should feel lost, or estranged from his or her associates. Remember, the Marine Corps has a fairly large "workforce" of 175,000 individuals who come from disparate backgrounds; yet they all consider themselves to be a vital part of - not only their team - but of an elite organization. That kind of esprit de corps can be created in the workplace, when management proactively makes each individual feel part of the whole.



Stop it before it starts

Welcome to Mission Ready

This is the first issue of a free Newsletter designed to help business leaders deal with the critical personnel issues they confront every day. Issues like Recruiting, Training, Retaining, and Leading to Victory on the competitive battlefield of the marketplace.

The powerful principles revealed in our best-selling business book - *Semper Fi: Business Leadership the Marine Corps Way*, and in our seminars, are abbreviated in this Newsletter for your consideration. (Dan Carrison & Rod Walsh)

Semper Fi Consulting
Rod Walsh & Dan Carrison
14852 Ventura Blvd Ste 210
Sherman Oaks CA 91403

818-385-2999 or 1-800-944-1398
818-385-2900 FAX

www.semperficonsulting.com
SemperFiConsulting@usa.net

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read and refer to again and again"* - Dan
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