

Beyond the Horizons Consulting

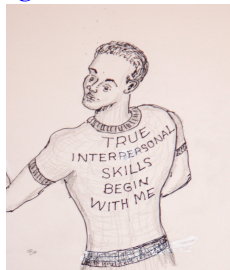
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Therapy for Business ®

Have you ever wondered why some organizations function so well, while others seem to have nothing but logjams? — Leaders need to have vision which they communicate clearly to their employees. Leaders also need to engage their workers emotionally in the tasks at hand. **Sometimes an organization needs a little therapy!**

In our September Newsletter we offer you a sneak preview of Jean Eva's new book, *Soft Skills for Tough Issues: Fostering Interpersonal Communication in the Workplace*. **Our September article begins on page 2 of the Newsletter.**



Beyond the Horizons Consulting offers a variety of services for individuals, teams, and organizations.

- ◆ Individual coaching for managers is a process that begins by identifying your style, what you want to retain and strengthen, and what you want to modify. Objective assessments are part of the process, as are also a mutual give-and-take process of creative problem solving and supportive guidance.
- ◆ We offer group seminars on identifying and dealing with stress in a relaxing and supportive environment.

- ◆ Our team building seminars will help your team or department run more smoothly, whether it is a brand-new team or one that has been put together after a reorganization.
- ◆ Our communication seminars identify crucial parts of the communication equation and help you put them all together by using role play, among other practical, hands-on experiences.
- ◆ Critical Incident Stress Debriefing (CISD) is a special tool we are equipped to provide to your business whenever there is a traumatic incident — death of a coworker, robbery, layoffs, etc. — in the workplace.
- ◆ We also offer group seminars utilizing excellent tools, including the Myers-Briggs Type Indicator or the DISC, to help you see *in black-and-white* differences in personality type and behavior.
- ◆ Our conflict resolution services help opposing parties identify mutual purpose(s) and restore harmony to the workplace.
- ◆ It is our pleasure to tailor a seminar to your company's, department's, or team's needs!

Our serene, off-site location appears featured in our May and June 2005 Newsletters.

Call us to schedule a complimentary consultation for yourself or your business!

Our helpful Office Administrator, Stan, will work with you to schedule a meeting time that fits your schedule.

Stan and Jean Eva can be reached at (505) 466-4990, or on-line at info@beyondthehorizonsconsulting.com.

Press Release

Soft Skills for Tough Issues: Fostering Interpersonal Communication in the Workplace by Executive Coach and Workplace Trainer Jean Eva Thumm, LMFT, CPC

New Book is Practical Guide to Interpersonal Communication in the Workplace — **The Must-Have Handbook for Conflict Resolution and Personal Growth**

Santa Fe, NM, August 25, 2008 — As a key decision maker or future business leader in your organization, you will want to know about an exciting new interactive book authored by executive coach and workplace trainer, Jean Eva Thumm.

Soft Skills for Tough Issues is a comprehensive guide to workplace challenges, which offers a variety of assessment tools for working with both individuals and teams. It also examines such cutting-edge issues as ethics/spirituality in the workplace, the effectiveness of coaching and mentoring, opportunities in the learning organization, and the value of long-term thinking and planning.

As the work arena of our lives continues to demand more time and energy from each of us, the workplace has become “the family away from family.” According to Jean Eva, workplace families need strong *and* compassionate leaders who can model exemplary behavior for employees and who can provide both the support and the discipline that their direct reports need in order to perform optimally. *Soft Skills for Tough Issues* helps you look squarely at the issues and provides the necessary guidance to make good choices and decisions for yourself and for those under your supervisory care. Illustrations by Stan Bochenski capture key concepts and utilize humor to drive them home.

To order a copy of this educational and engaging read, visit your local bookstore or log on to www.Xlibris.com, www.barnesandnoble.com, www.amazon.com, or www.borders.com.

TABLE OF CONTENTS FOR *Soft Skills for Tough Issues*:

Part I: Creating a Superior Workplace

Chap. 1: The Three K's: Kommunication, Kommunica-tion, Kommunication!

Chap. 2: Follow the Leader (topic: team building)

Chap. 3: Personality or No Personality? (topic: personal-ity type in the workplace)

Chap. 4: A Diagnostic Toolkit for Hiring and Re-tention (topic: assessment devices to aid in making key business decisions)

Part II: Behavioral Issues in the Workplace

Chap. 5: The Elephant in the Break Room (topic: alcoholism in the workplace)

Chap. 6: Stress Disaster

Chap. 7: Gloom, Gloom, Gloom (topic: dealing with depression among employees)

Chap. 8: Violence Isn't Just on TV (topic: understanding and dealing with violence and trauma in the workplace)

Chap. 9: Perform, Review, Perform, Review (topic: performance appraisal as an ongoing process in your organization)



Part III: With a Broader Stroke — Long-term Projects for a Future Workplace

Chap. 10: When the Student is Ready, the Coach Will Appear (topic: coaching and mentoring)

Chap. 11: Spiritual IS Real (topic: ethics and faith in the workplace)

Chap. 12: Visioning the Future Workplace

Appendix A: More on Personality Types

Appendix B: The Process of Forgiveness and Rec-onciliation

Appendix C: Some Facts about Substance Abuse

Fall is a time of renewal, which includes new learning opportunities. We hope you will make *Soft Skills for Tough Issues* one of your autumn reading projects.

To receive a free examination copy of the trade paperback, please call the publisher at (888) 795-4274, ext. 7876 and request ISBN #978-1-4363-2878-4.

HAPPY READING, Jean Eva and Stan