

IN THIS ISSUE:

- Greetings
- Right Start
- June Discounts
- Partner Honored
- Upcoming Events
- Executive Recruitment

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**Who is Johnson & Associates?**

If you're receiving this news brief for the first time, you're probably wondering who in the world is Johnson & Associates (J&A) and why am I receiving this information? We've been in operation since 1986 providing economic development, community development and executive search assistance on both a national and international level. Review our web site at [www.jatoday.com](http://www.jatoday.com) and learn more about us and our products. And if you decide you don't want to receive any mailings ever again, just let us know and we'll **remove** your name immediately. But remember, if we remove your name, you won't be receiving notice of what may be the perfect position or program for you. If you are receiving duplicate e-mails, let us know which e-mail address you prefer we use. Keep JAToday coming! Please add us to your address book or approved sender list.

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Greetings

Hello across the country to all our friends and clients!



As we look to summer, we are reminded of what summertime represents: freedom, creativity, exploration, growth, and of course, heat! What wonderful memories we have of our own youth as we see our children or grandchildren enjoying the respite between school years! I hope that you will take time this month to do something that makes you feel happy and carefree, too! Something about summer makes me want to dip my toes in the pool or beach and escape into reflection and gratitude.

The Texas heat has reached repeated record highs over the last several weeks! We hope that you are staying cool and safe where you live.

Check out our specials this month! We and our partners have never offered such valuable discounts and we hope you will take advantage. While some of you are traveling this summer, others are working hard, so we want to reward you with our Start-of-Summer specials!

We hope to hear from you soon!

Chloe

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**Begin with the *Right Start* . . . and Achieve Success!**

**A** new leader has been selected and their first day on the job has been determined . . . but what are they going to do day one, week one and beyond?? How can you make certain that the new leader will begin with the **Right Start**???

Often the primary focus of filling key positions is the recruiting and selecting a new leader. That focus is essential, but too often not much attention is paid to what the new leader should do in order to hit-the-ground-running. Solution: Begin with the **Right Start** . . . and immediately set in motion what needs to be done to achieve success.

New leaders should not waste valuable time and energy as they haphazardly learn about their organization, its staff and its crucial needs. There is a proven alternative that incorporates a structure to their learning process. The process enables them to be in touch with what their staff and clients require, how to adjust support/services to meet expectations, how well their staff is achieving goals and where the organization needs realignment in order to excel. *They need not pursue a hit-and-miss, seat-of-the-pants process!!*

New leaders and managers --- or the team that selects them --- can add an element of science to the art of becoming familiar with the organization's needs by having an organizational survey conducted either before their first day on the job, or soon after it. The survey will quickly and professionally identify the types of actions required in order to begin with the **Right Start** . . . and achieve success!!!

The need for an accurate and timely assessment of organizational performance priorities has never been more important than in today's rapidly evolving workplace. Achieving success begins with the **Right Start**!!

Please contact us to explore how our customizable surveys will address your unique objectives.

- **Organizational Survey**
- **Employee Satisfaction Survey**
- **Customer Satisfaction Survey**
- **360-Degree Feedback Survey**
- **TEAMS Survey**

These programs are offered through our partnership with HRGroup. Please contact J&A today to learn more about these valuable survey tools.

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## June Discounts

If you respond and schedule an HRGroup survey (described above) for your organization by August 1st, you will receive a 10% **discount** on the initial survey! Even if you schedule for later in the year, you can still secure the discount by booking by August 1st!

Our new partner, Armillary Inc. is pleased to offer a special discount. Spherical images are priced at \$300.00 each and there are packages of 10 sphericals for \$2500.00 (paid in advance) or 25 sphericals for \$5000.00 (paid in advance). Each of the packages have a one year time frame after payment is made and require a minimum of three or five be done at time.

During June and July 2008 Armillary inc. will provide three individual sphericals for the price of two or \$600.00. Each image must be completed during the same visit and can be ordered during June and July for delivery at a later date. Anyone outside the areas of northern Virginia, central Georgia and central Texas will need to negotiate some reasonable travel expenses.

Interested parties can visit the Armillary Inc. web site at [armillaryinc.com](http://armillaryinc.com) for contact information or call Jim Lair at 703-966-7003.

Remember, you must book by August 1st.

J&A didn't want to be left out of the discount frenzy this month, so we are also offering a special promotion this month! If you hire J&A for an executive recruitment search by August 1st, we will give your organization our Dynamic Communication workshop absolutely **FREE!** See [www.jatoday.com](http://www.jatoday.com) for details of the workshop. This promotion ends August 1st.

We have never offered these kinds of summer specials, so take advantage now!

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## HRGroup Honored

Ted Szaniawski, principal of our partner, HRGroup, LLC, was recently honored with a Chairman's Award for Superior Performance at the Target Training International (TTI) Winners' Conference in San Diego, Calif. TTI is a leading developer and marketer of research-based, validated, Human Resources assessment tools.

Szaniawski received the award for his longevity and development: for more than 10 years, Szaniawski has consistently shown business growth as a TTI Value Added Associate.

"Our clients get results through TTI's assessment tools," Szaniawski said. "They help our clients define 'the ideal employee' in any number of positions, and provide insight into employees' needs."

As a member of TTI's Chairman's Club, Szaniawski has continually shown loyalty and dedication to TTI and its network of professionals. Bill Bonnstetter, Chairman of TTI, said, "Szaniawski is an outstanding representative of what TTI stands for. He is dedicated, knowledgeable and will go the extra mile because he is truly passionate about making a difference in both a company's bottom line, as well as an individual's personal life."

### About the Companies:

Tempe, Ariz.-based HRGroup, LLC, has consulted with businesses since 1995 to help recruit, hire, and retain the right people in the right jobs. Principals Ted Szaniawski and John Guettler are veteran Human Resources consultants who work to increase employee productivity and revenue in small- to medium-sized businesses. HRGroup conducts assessment profiles, helps teams work together through training and coaching, increases employee retention, and enriches the employee experience. HRGroup's work has been described by one client as "a gift to any business struggling with HR issues."

Based in Scottsdale, Ariz., Target Training International is the leading developer and marketer of research-based, validated assessment tools to help businesses and organizations effectively meet their human resource needs. Its products are distributed by more than 7,000 Value Added Associates in more than 50 countries and are available in 26 languages.

Ted Szaniawski stands ready to tell you more! Call or email Ted at HRGroup to learn how HRGroup can take your organization to new heights! Tell him Chloe sent you!

Phone: 480.753.6188  
 Email: [ted@hrgrouponline.com](mailto:ted@hrgrouponline.com)  
 Web: [www.hrgrouponline.com](http://www.hrgrouponline.com)

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## Upcoming Events

See Chloe Johnson – Live!

**Southern Economic Development Council (SEDC) 2008 Summer Seminar  
 July 9-11, 2008 in Orlando/Kissimmee, Florida**

**Gaylord Palms Resort and Convention Center**

SEDC is planning their Summer Seminar with a theme of “**Improving Self, Organization and Community.**” This two day seminar will be held at the Gaylord Palms Resort and Convention Center. Plan to attend this mid-year meeting and hear the latest trends and tips for improving your personal, organizational and community performance. And, a separate one-day track will be offered providing attendees a better understanding of economic development finance issues delivered by the Council of Development Finance Agencies.

Chloe is a panelist for the session entitled “**Trends in Hiring Economic Development Professionals.**” This particular session is scheduled to be on Wednesday, July 9th from 2:00 - 3:30 PM.

Make plans now to attend this relevant and timely Summer Seminar. Every organization can benefit from attending! More information and registration at [www.sedc.org](http://www.sedc.org) or call SEDC at 404/523-3030 or 800-969-7432.

We'll see you there!

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**Executive Recruitment**

At J&A, we specialize in executive placement services for City Managers, Professional Chamber Executives and Economic Development Professionals. Our network is worldwide and our strong reputation helps fuel our repeat customer base. Executive Recruitment has been the foundation of our business at J&A and we find ways to improve the process a bit every year. We go to great lengths to identify qualified applicants for your position, screen them for your selected criteria, present you with ideal candidates, and orchestrate the interview process to meet your needs. At J&A, we recognize every client has different needs and we tailor our services to exceed your expectations. You can see from our website at [www.jatoday.com](http://www.jatoday.com) the testimonials from happy clients. Call J&A today to learn about our unique process and very affordable rates.

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**Johnson & Associates, A Full Service  
Community Economic Development Provider.  
We deal in futures ..... yours!**  
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