

Valuable News

The News Engine of Valufacture Solutions



Valufacture Solutions are Business Architects; professionals dedicated to the Art and Science of *execution excellence* that achieves results.

"The trouble with holidays is that their essence doesn't remain with us long enough"

"Managers have not capitalized on the general mood of their employees after their return from holidays"

The trouble with holidays.....

The trouble with holidays is that when people return from them, they are still in the holiday mood. The talk around the water cooler generally is light and relaxed with an air of optimism about it. Smiles are handed out with gay abandon and people tend to support tans whether obtained from the snow fields or from the shores of some sandy beach in a far away place.

The trouble with holidays is that it takes us too long to settle into them when they start which then means that they are too short for us to really enjoy

them by the time they are over. It is for that reason that when we do return to our work routines, we hold on to our holidays for as long as possible. Their memories linger with us as we recapture the moments that made us smile or laugh or as we recall books read, movies seen or people met.

Five days – that is usually the length of time that we allow ourselves to hold on to those moments. 5 lousy days – and then it is back to our working routines; back to the pressures of work and the expectations of others; and back to

doing something we probably don't even want to be doing.

The trouble with holidays is that their essence should remain with us longer. Imagine, just imagine - if we could capture that so-called 'first-day-back' essence and bottle it as though it were some expensive perfume and release it through the office air-ducts whenever we felt that the mood was leaving us or the memory of the holiday was fading. Just imagine being able to have the mood remain within the office

Capturing the holiday mood will increase Productivity

environment for 365 days of the year. The result would be staggering:

- Productivity would increase because people would work together
- Communication would improve because people would be listening to others
- Communication would increase because people would be wanting to talk face-to-face rather than through e-mails
- Sales would increase because everyone would be willing to help the customer and

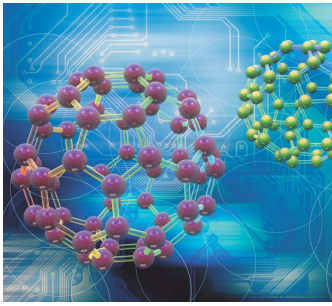
those people who support them.

The trouble with holidays is that people let down their guards and for 5 days allow you to see them as the nice, wonderful, caring people that they really are. No airs, no status, no superficial barriers. Thank goodness it doesn't take long for people to realize that this is not reality and that they have stepped out of character. Yes, it is not long before the talk around the water cooler reverts back to finding and comparing problems rather than solutions; for criticizing and pointing

fingers rather than talking face-to-face and finding common ground.

The trouble with holidays is that not only do their after-effects not remain with us for long but we very seldom capitalize on the mood that prevails during those first 5 days back; a mood that is receptive, relaxed, and generally positive and upbeat.

A new manager tends to be judged on their first 100 days in office because it is believed that that is the time it will take for them to become familiar with the business, the people; to understand



“The first 5 days back after the holiday period is critical to setting the emotional mood that employees will take with them for the next 3 months”

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The ‘emotional quotient’ of the holiday mood

the industry and the market and to set the strategy and direction of the department or company.

However, managers should also be judged on how they tap into the general mood of employees during those first 5 days back when people begin to return to work after long national holidays. It is those first 5 days that will set the ‘emotion’ quotient which people will take into the year or at least into the next 3 months.

There are two aspects of the general mood that are

relevant: The first is to do with happiness. Happy people have a sense of cheerfulness and enthusiasm about them.

The second aspect relates to optimism. Optimism is for our purposes, simply a positive approach to daily living. It is the ability to stop thinking or saying destructive things about yourself and the world around you, especially when you are suffering personal setbacks.

Integral to happiness is a wholehearted participation and dedication to a particular

task or activity. When a person’s skill level is perfectly attuned to the challenge posed by an endeavor, the person tends to be more satisfied and happier.

Happy people have an infectious and buoyant mood and their attitude enhances their relationships.

Optimistic people, on the other hand, are resilient and hardy; they face situations with a realistic “can do” attitude. They persevere and they keep on trying. They are also flexible and willing to try new and different

Managers need to tap into the emotional mood of their people

approaches. By tapping into these two aspects (happiness and optimism) during the first 5 days that employees are back from their holidays, managers will be able to set the emotions of the company for the next 3 months.

The trouble with holidays is simply....that there just not enough of them.

From all of us at Valufacture Solutions, welcome back and we hope that you have all had a wonderful holiday.



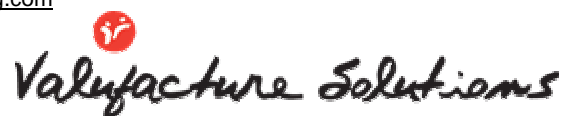
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Creating Outstanding Value