

## "UP"

### - What does it really mean?

***Peter Legge O.B.C. is Chairman / CEO of Canada Wide Media Limited, a \$30-million publishing company based in Vancouver with a staff of 140. He posted the following article in his newsletter this week ... Just to make you think a bit. Enjoy !!***

Being a member of the Speakers Roundtable is a real honour. This group of North America's top 20 speakers consists of some of the best thinkers around.

Member Ty Boyd from North Carolina sent me this bit of wisdom. Read until the end - it cracked me up.

This two-letter word in English has more meanings than any other two-letter word. The word is "UP." It is listed in the dictionary as an [adv], [prep], [adj], [n] or [v].

It's easy to understand UP, meaning toward the sky or at the top of the list, but when we awaken in the morning, why do we wake UP?

At a meeting, why does a topic come UP? Why do we speak UP and why are the officers UP for election and why is it UP to the secretary to write UP a report?

We call UP our friends, brighten UP a room, polish UP the silver, warm UP the leftovers and clean UP the kitchen. We lock UP the house and fix UP the old car.

At other times this little word has real special meaning. People stir UP trouble, line UP for tickets, work UP an appetite and think UP excuses.

To be dressed is one thing, but to be dressed UP is special.

And this UP is confusing. A drain must be opened UP because it is stopped UP.

We open UP a store in the morning, but we close it UP at night. We seem to be pretty mixed UP about UP!

To be knowledgeable about the proper uses of UP, look UP the word UP in the dictionary. In a desk-sized dictionary, it takes UP almost a quarter of the page and can add UP to about 30 definitions.

If you are UP to it, you might try building UP a list of the many ways UP is used. It will take UP a lot of your time, but if you don't give UP, you may wind UP with a hundred or more.

When it threatens to rain, we say it is clouding UP. When the sun comes out we say it is clearing UP. When it rains, the earth soaks it UP. When it does not rain for awhile, things dry UP.

One could go on and on, but I'll wrap it UP, for now...my time is UP!

Oh...one more thing. What is the first thing you do in the morning and the last thing you do at night?

U

P

*"Unless you try to do something beyond what you have already mastered, you will never grow."*

Ronald. E. Osborn

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## KEEPING MOTIVATION UP IN A DOWN ECONOMY

If you believe ... And I do, we are slowly emerging from the recession. How do I know ?? The airwaves are beginning to fill with talk about inflation. Companies can no longer suppress their costs ... But now a new challenge emerges ... How to retain your talent pool ... Read the following excerpt from Jim Pinto.

Recessions challenge leadership skills. Some managers simply downsize to meet budgets and outsource to reduce costs, without recognizing the long-term disadvantages and inefficiencies involved.

When cutbacks start, good people quickly leave, reducing motivation and increasing the frustration of remaining employees who are further burdened by trying to take on additional workloads. Managers quickly become isolated and embattled, leaving workers trying to guess what may be happening and who will be next. The frustration quickly becomes unmanageable.

Many surveys have shown that most negative impact on employee morale is caused by lack of honest communications.

This is followed closely by failure to recognize achievements and excessive workloads for extended periods.

Similar surveys show that the best remedies for low morale during tough times are open communications, personal recognition, rewards for exceptional performance and teambuilding events or meetings.

During lean times, many employees consider themselves actively disengaged - they blame management, consider themselves not involved, don't see a promising future and don't take pride in company achievements.

They don't intend to stay and simply drag others down.

Strong management motivates good people to do what it takes to win during hard times. They create mechanisms for the workforce to share their feelings, and provide outlets to release pent-up emotions.

Weblogs attract thousands of responses specifically because they are anonymous. Anonymity seems necessary because people believe that they will be penalized by the managers they criticize. Many frustrated employees feel that they have no other way to vent their frustrations and hope that perhaps higher management will heed their criticisms.

The problem is that anonymity generates some bogus complaints, by disgruntled employees and by outsiders simply wanting to cause trouble. I moderate several blogs, eliminating offensive comments and personal attacks.

But, it is becoming burdensome for me, and I wish I didn't have to do it.

I am constantly amazed by how companies just fail to acknowledge that they are fodder for blogs and other social media outlets. Get in touch with them and in control.

If your company is the subject of one of these blogs, get in touch. I'll help.