

Mastering the FISO Factor[®]

Fit In, Stand Out

The Key to Leadership Effectiveness in Business and Life

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by Blythe McGarvie

TIMELESS ADVICE SPREADS TO CHINA

At some point in your life, you probably have heard of Margaret Mitchell's *Gone with the Wind*. And, if you've been reading the FISO newsletter, you certainly have heard of Peter Drucker and his writings on business, economics, and leadership. So, you may ask, what do *Gone with the Wind* and Peter Drucker's writings—such as *The Effective Executive*—have in common? They are both considered *classics*. *Gone with the Wind* is one of the greatest novels and films of all time; Peter Drucker is considered one of the top management thinkers of all time. Although Mitchell wrote only one novel while Drucker wrote 39 books, each author made a difference on how we perceive life and effective relationships.

Even though we are living in a world of continual change, I believe that great classics should not be forgotten. The classics contain timeless knowledge that readers of any generation or culture can appreciate.

LIF's Lessons

Tell me and I'll forget.
Show me and I'll remember.
Involve me and I'll understand.
— Confucius

Drucker's work has been read for insight and motivation since 1942. He has as large of a following today as he ever has. In China he is considered to be the "man of the moment" according to the recent *Wall Street Journal* article, "**Drucker's Teachings Find Following in Asia.**" Drucker's emphasis on integrity parallels Confucian themes and is a contributing factor to his growing popularity in China. Last year, more than 6,000 Chinese graduated from one of the fourteen Drucker academies located in major cities throughout China. Today in China, students are taking the initiative to study Drucker's teachings and apply them to their businesses. Other Asian countries are sending enthusiasts to schools and think tanks to study his timeless principles. These



National Speakers Association
President Mark Le Blanc and
McGarvie at the national
convention.



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learners hope to master the management basics that will help their own businesses thrive in a growing economy. Business history is considered a virtue in these cultures which believe “the truth will not be outdated.”

In order to *Fit In and Stand Out*, you must grasp the management basics and know how to manage your employees. Knowing the right approach to take when managing your employees will make you a more successful FISO Leader. How does good management make the worker effective? The answer is work productivity. It sounds simple, but as a leader you must develop people in order to make the work productive and the worker effective.

In his book *The Effective Leader*, Drucker recommends many ways to become a better leader, but I’ve chosen three management basics that I’ve found to be helpful. First, focus on the employees’ strengths. If the employee is creative and has writing talent, don’t have that person crunching numbers. Use the employees’ strengths so the maximum contribution will be received. Second, make high demands based on employees’ strengths. Third, periodically review your employees’ performance. This last step is often the most important because evaluation is the key to figuring out what is considered a success.

LIF’s Lessons

The successful man will profit
from his mistakes and try again
in a different way.

— Dale Carnegie

If you want to have a Fit In Stand Out career and produce work that will stand the test of time, think about Margaret Mitchell’s *Gone With The Wind* and Peter Drucker’s *The Effective Leader*. These are the classics from which we are reminded of timeless lessons about the importance of integrity and humility. You too can produce work that will stand the test of time. Remember, it’s *quality*—not quantity—that counts. Take the time to be FISO leader and join the Chinese in studying Drucker’s teachings.

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The **FISO** Factor®
Fit In, Stand Out

The *Mastering the FISO Factor Newsletter* targets leaders who recognize the critical importance of financial acumen and global perspective to achieve outstanding, sustainable results for their businesses. FISO means *Fit In, Stand Out*. Developing the FISO Factor is the key to leadership effectiveness in business and life.
URLs: www.fisofactor.com and www.LIFgroup.com

ITEMS OF NOTE

Chicago Architecture Today features an **exclusive interview** of LIF affiliate **Stephen Yas**, and **profiles his company**, YAS Architecture.

Laura Martin of Capital Knowledge releases updated media company research reports on **CBS, Google, Viacom**, and **Yahoo**.

Cathy Higgins, a LIF affiliate, releases volume 5, issue 1, of the **Straight Talk Coach: “Don’t Break Down, Break Out,”** and volume 5, issue 2, **“Building the Future with New Generation Leaders.”**

