



## Spring Your Meeting Forward...

### MPI Sacramento/Sierra Nevada Chapter's Tabletop Tradeshow Is March 20

Looking for a fresh perspective to renew your meeting? Join us for MPI Sacramento/Sierra Nevada Chapter's upcoming Annual Tabletop Tradeshow on Tuesday, March 20, 2007, at the Doubletree Hotel Sacramento's Grand Ballroom. Mix and mingle in a relaxed, intimate setting with more than 40 of our chapter's premier industry suppliers. Take this opportunity to exchange new and innovative ideas with a wide range of suppliers to make your next event the experience of a lifetime for your attendees! Festivities begin at 4:00 p.m. with the opening of the table top trade show and conclude at 6:30 p.m. Hosted hors d'oeuvres will be served.

MPI member planners and non-member planners are invited to attend **free of charge**, and fabulous raffle prizes, including a video ipod, will be awarded! We encourage each member to invite a non-member to attend and experience the benefits of MPI membership! Plenty of free parking is available at the Doubletree Hotel.

One of our planner members had this to say about last year's event, **"This wasn't your typical tradeshow, rather, this smaller, intimate event allowed me to spend quality time meeting one-on-one with potential suppliers. It was time well spent!"**

For exhibitor and planner registration information, please call Cindy Miglino, CMP, MPI Chapter Administrator, at 916-624-2627 or visit the MPI chapter website at [www.mpissn.org](http://www.mpissn.org).

## Embrace the Tsunami of Web Seminars and Online Events

By Cindi Williams, CMP

**Every month, globally 3.5 million people use Web collaboration solutions to meet.**

Even though participants at the MPI Sacramento/Sierra Nevada and a CalSAE partnership presentation held during the Seasonal Spectacular educational sessions this past December, were meeting in person, Web solutions were definitely on their minds.

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## WORTH YOUR TIME

- March 20** Table Top Trade Show, DoubleTree Hotel Sacramento
- April 17** Platinum Series "Excel" Workshop and Educational Luncheon "It's a Seller's Market Again in Many Places," Sheraton Grand Hotel
- May 15** Educational Luncheon, "The New Economy: Life in the Trenches," Doubletree Hotel Sacramento
- June 5** Annual Event, Hilton Arden West
- June 6** Golf Tournament, Timber Creek Golf Course

Watch your mail and e-mail for details on these upcoming events.

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## CONNECTS

EDITORIAL/GRAPHIC DESIGN  
**Debbie Pate-Newberry, CMP**  
*Communications by Design*  
debbie@commsbydesign.com

ADVERTISING  
**Sara Maitri**  
*Maitri Graphics*  
sara@matrigraphics.com

PRINTING  
**Karen Leland-Dolce**  
*Copeland Printing*  
karen@copelandprinting.com

STAFF  
**Cindy Miglino, CMP**  
*Chapter Administrator*  
P.O. Box 2338  
Rocklin, CA 95677  
916-624-2627  
Fax 916-624-2648  
cindy@mpissn.org  
www.mpissn.org

**Editorial and Advertising Deadlines:**  
Summer Issue – April 25, 2007

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# PRESIDENT'S MESSAGE

**Margie Starr, CMP**  
*Sheraton Grand Sacramento*



I hope that everyone is having a great 2007! Our chapter leaders met recently for a mid-year review, and I am very happy to say we have achieved, and in some cases exceeded, our goals for the first six months. Our membership is strong, our programs are well-attended and our volunteers are enthusiastic.

We have several great events coming up, including the **Table-top Tradeshow March 20** at the DoubleTree Hotel Sacramento, the **Annual Dinner and Silent Auction June 5** at the Hilton Arden West and the **Golf Tournament June 6** at Timber Creek Golf Course. These are all wonderful events that could use your help and ideas. It's a great way to meet new people and get the most out of your membership. All of our committee chairs are listed in this edition of *Connects* but if you cannot decide which committee you would like to join, call me and I'll help you find a good fit!

A huge thank you to everyone involved in publishing our *2007 Membership Directory*. **Cindy Miglino, CMP**, Chapter Administrator, and our Communications team of **Sara Maitri, Debbie Pate-Newberry, CMP, Joy Florentino, CMP, Carolyn Tienken, CMP, Amy Orr, CMP** and their committee members have created a very useful resource for MPISN information. Keep your directory close at hand and use it often to do business with your fellow chapter members.

If the winter weather is starting to get you down, just remember that Punsxutawney Phil saw his shadow, so we're looking forward to an early spring. Set up your golf lessons now so that you'll be ready for the tournament in June!

## Mark Your Calendars!

The **New Member Committee** would like to extend an invitation to all new members and continuing members to come join us for the informational new member orientations. If you're interested about Chapter people and plans and how you fit in...plan to attend!

*Topics:*

- \* Who is MPI
- \* Benefits of being an MPI member
- \* Local networking
- \* Volunteer opportunities
- \* And much, much more

The orientations are just prior to the Educational Lunch and Program.

**May 15, 2007, 10:30 - 11 a.m., DoubleTree Hotel**

**July 17, 2007, 10:30 - 11 a.m., Location: TBD**

If you have any questions, or for more information, contact one of the committee's co-chairs, **Lisa Bispham**, 916-446-6700, lbispham@csdaca.org; or **Betsy Kennedy**, 916-920-7367, bkennedy@radissonsac.com.

**Hope to see you there!**

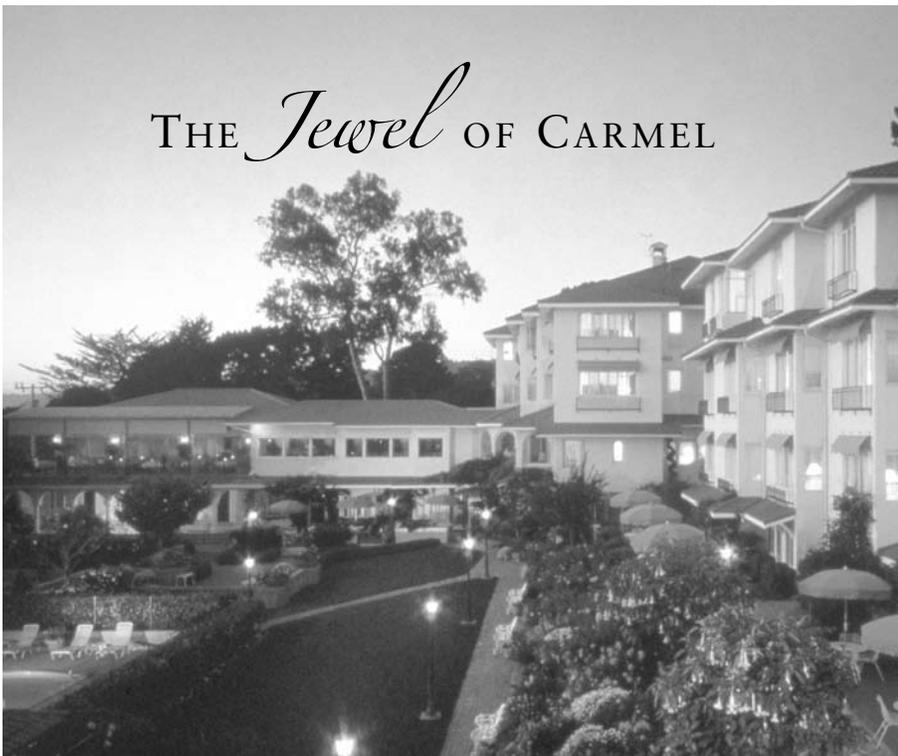
# News From International

## ***Bridge Global Culture Gap With Cutting-Edge MPI Tool***

MPI is very excited about the CultureActive® Tool--it's easy and fun and the results are impressive! It doesn't matter if you're a planner or a supplier, we all work and interact cross-culturally and need to have a firm understanding of other cultures.

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laura@bohannon.biz

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amy.orr@calchamber.com

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kimber.chavez@ucdmc.ucdavis.edu

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karen@copelandprinting.com

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carolyn@calsae.org

*Director, Member Care & Recruitment*

**Kris Keesling, CMP, CHME, CTP**

kris\_keesling@hilton.com

*Director, Monthly Programs &*

*Professional Development*

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cwilliams@whfa.org

*Director, Publications & Marketing*

**Joy Florentino, CMP**

joy.florentino@marriott.com

*Director, Special Events*

**Amanda Flangas**

aflangas@janugget.com

*Director, Strategic Alliances & Sponsorships*

**Becky McGuire**

bmcguire@hotelzoso.com

# Message Is Critical to Successful Special Event

By Katrina Duncan, CMP

How do you deliver a spectacular special event with the desired outcome? Very often it is not what you say... but how you say it. There are three important steps I have learned from planning special event functions for seven years:

- Identify your message
- Create and deliver your message
- Practice makes perfect – execution

The message? It's the vision for the function. As the meeting planner you create an experience, and this experience should be the same as the company's brand. For example, one of my clients is a large, international business that operates in 24 countries. The company is quality driven; this is evident in their business philosophy, products and employees. Every event I produce for this client needs to reflect this quality. Their message is quality, and attendees at their events should experience that quality.

As another example, in November I had the opportunity to manage a VIP luncheon for 800 association attendees two blocks from the White House. Federal Reserve Chairman Ben Bernake was the featured keynote speaker at the luncheon. In addition to Chairman Bernake, there was a head table for 12, eight reserved bank-sponsored tables, national press and media, including CNN and CBS, a live Web cast and secret service in attendance.

This was an important opportunity for the association to showcase its professionalism on a national level and to be viewed as a major player. With this successful event they delivered that message loud and clear! Why? Because the luncheon was executed flawlessly. No one would have ever known this was the association's very first time hosting a luncheon of this magnitude.

Once you have identified your message, I suggest you follow the Event Management Summary, listed below.

### Event Management Summary

- 1) Meet with employer or client, confirm message to be delivered and set budget parameters
- 2) Call for quotes
- 3) Select sub-contractors
- 4) Prepare proposal of function for employer or client
- 5) Prepare timeline for planning, purchases & staff action
- 6) Confirm all elements and contractors
- 7) Attend tasting
- 8) Prepare staging guide and event timeline
- 9) Produce the event
- 10) Post event - payment of invoices and post-event report



*Katrina Duncan is a meetings consultant with more than seven years producing VIP events. You can reach her at kduncan1@surewest.net.*

# Mingle, Mingle, Mingle

By Laura C. Bohannon, CMP

Give some of us a chance to talk, and we can ramble on for hours about the challenges and the ever constant changes in our industry. MPI Sacramento/Sierra Nevada Chapter members had that chance to mingle and share challenges and successes at the Chops Steakhouse during the January 16, 2007, evening networking event. The evening was attended by nearly 70 members and guests. It was casual and fun for everyone and was held in the unique downstairs lounge at Chops.



**Carol Berry, CMP**, ABC Management Services, **Karen Leland-Dolce** of Copeland Printing and **Litza Coughlin, MAS**, Graphic Promotions share a conversation while enjoying the music and atmosphere at Chops.

accommodate 75 people, please contact Cindy Miglino, CMP, Chapter Administrator, at 916-624-2627.

The venue, which was a real hidden treasure, is perfect for many meetings and events but is highly suited to networking and evening functions since its contemporary decorations are warm and relaxing. The appetizers were enjoyed by all and the wine was highly complimented by those self-proclaimed connoisseurs of our industry!

Did you know MPISSN is always looking to showcase unique venues for its evening networking events? If you know of suitable location in Sacramento that could

*Laura C. Bohannon, CMP, owner of Bohannon & Associates, Inc., has been an active member of MPISSN for many years. She is immediate past president of the chapter and recipient of the Planner-of-the-Year Award in 2002-2003. Reach her at [Laura@bohannon.biz](mailto:Laura@bohannon.biz).*



## Attention Independent Planners

***If you accept hotel room commissions,  
this information may be of importance to you.***

Marriott has instituted a group commission program, effective January 1, 2007, that may affect you. In short, you are required to have a valid ARC, IATAN, TSI, IATA or TIDS number in order to receive commissions. There is a five-month grace period until June 1, 2007, to enable you to secure the appropriate accreditation.

For more information, please go to [http://meetingsnet.com/MARRIOTT\\_FAQS\\_FOR\\_MECO\\_12-12-2006.DOC](http://meetingsnet.com/MARRIOTT_FAQS_FOR_MECO_12-12-2006.DOC) and/or contact your Marriott representative.

MPISSN takes no position on the Marriott program and provides this information only as a courtesy to its members who may be affected by this program.

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[sara@maitrighraphics.com](mailto:sara@maitrighraphics.com)

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[bobbin\\_c@yahoo.com](mailto:bobbin_c@yahoo.com)

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[jwaldie@lakemont.com](mailto:jwaldie@lakemont.com)

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[mariekcole@aol.com](mailto:mariekcole@aol.com)

**Litza Coughlin, MAS**

[litzac@graphic-promotions.com](mailto:litzac@graphic-promotions.com)

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[lbispham@csdaca.org](mailto:lbispham@csdaca.org)

**Betsy Kennedy**

[bkennedy@radissonsac.com](mailto:bkennedy@radissonsac.com)

*Membership Recruitment, Chair*

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[msteuber@calcsea.org](mailto:msteuber@calcsea.org)

*Monthly Programs, Chair*

**Mary Zavislan**

[mzavislan@caltransit.org](mailto:mzavislan@caltransit.org)

*Professional Development, Chair*

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[kmerchant@rcsis.com](mailto:kmerchant@rcsis.com)

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[jkw@gbis.com](mailto:jkw@gbis.com)

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[debbie@commsbydesign.com](mailto:debbie@commsbydesign.com)

*Special Events, Chair*

**Jessica Lewis**

[jessica\\_planner@yahoo.com](mailto:jessica_planner@yahoo.com)

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[tamalon@coavision.org](mailto:tamalon@coavision.org)

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WebEx Director of Product Marketing **Marcario Namie** shares his insight with workshop attendees.

When companies initially started evaluating the benefits of moving training online, the key consideration and value propositions were the reduction of travel expenses and other related costs (such as facilities, instructors, and cancellation and materials fees). These considerations and much more were discussed and shared during a very innovative session presented by WebEx Director of Product Marketing Marcario Namie.

Namie has spent the last six years helping businesses embrace the Web as a collaborative business platform. Companies are exploring ways to align and integrate technology-based learning into business processes and strategy. They also want to provide employees, clients and partners with the information and skills they need to solve immediate meeting problems.

While many uses of e-learning were discussed, the common theme throughout the presentation was that businesses, and specifically the meetings industry, must learn to value the approaching tsunami that is Web-based collaborative meetings.

Using Web seminars to generate sales leads is the #1 application for online events, followed by the need to train customers/students outside of the organization. Another reason for



using Web events is the ability to reach geographically-dispersed participants (anyone, anywhere, anytime), followed by the ability to produce events at a lower cost. Expanding offerings to include a blend of E-Learning and face-to-face meetings will keep you ahead of the curve and better align training initiatives with business needs and goals.



During his presentation Namie shared some compelling information. Companies are finding training opportunities in unexpected places to increase efficiency. They are developing more effective and efficient sales teams. Companies are adding value to their customer relationships and often find new revenue-generating opportunities through e-learning. Trainers, consultants and suppliers often offer to sponsor e-learning to gain new leads and clients. The benefit to them is that no traveling is involved.

Online Web seminars have clearly gained acceptance as meetings evolve. The use of Web seminars to replace face-to-face meetings is not fully justified. Many industries, including retail, where a heavy importance is placed on the "relationship" sale, will always thrive in a face-to-face capacity. Associations especially are known for annual conferences that are like family reunions. Everyone will still show up because they want to see how Uncle Arnie is doing, and how things are back at the store.

It is continuing training that will evolve. The internal training, the new hire orientation, the new product launch, adult education to rural locations and much more that are now benefiting from this technology.

With any technology, challenges will be faced. As with our session, audio connection can be distorted or difficult to hear. Is the Web-cam on those receiving the signal sufficient to be viewed? Does the presenter have the proper training to effectively lead an engaging Web-seminar, which can be quite different from traditional meetings? Does the presenter understand the equipment should something go wrong during the presentation?

When considering including Web seminars as part of a larger meeting where a combination of technologies will be used, it is extremely important to check all of the audio visual needs and to

*continued on page 9*

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do a dry run prior to the presentation to ensure all media elements are working properly. Understanding the extent of the technology needs and securing as much information on set-up as possible from the presenter, including a conference call with the A/V team of the property, will go a long way in easing concerns on the day of the event.

In less than half a decade, live Web seminars and on-line events have evolved from a technical novelty to a powerful alternative for delivering information to the masses. The technology has matured to become scalable and reliable, attributes that, when combined with the growth of the Internet, now enable users to connect to virtually anyone, anywhere, anytime. Advances in voice and video over IP offer a new, lower cost, single-network option for connecting participants which makes blending learning offerings easier.

Adults learn in many ways. Embrace the multitude of offerings, ride the tsunami, and share in the success.



*Cindi Williams, CMP, is the Director of Events and Industry Relations for the Western Home Furnishings Association. She is currently Director of Monthly Programs for MPISN and has served for two years as Chair of the Monthly Programs Committee. Please feel free to contact her with any MPISN educational program suggestions at [cwilliams@whfa.org](mailto:cwilliams@whfa.org).*



*MPISN's booth won first place for small organizations at the CalsAE Seasonal Spectacular.*

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# MPI-PEC New Orleans – Education and More

By MaryAnne Bobrow, CAE, CMM, CMP

**Saturday, January 20, 2007.** It is 6:00 a.m. Central Time in New Orleans, Louisiana. A look out the window of the 13<sup>th</sup> Floor of the Embassy Suites reveals dark clouds. A call down to the front desk brings the news that my luggage has finally arrived. With clean clothes to wear, I dash onto the bus and head to the Convention Center for breakfast with the MPI International Board of Directors. Mark Andrews is at my table, as are chapter leaders from all over the globe.

There is a buzz in the room as one-by-one representatives from each table talk about the positive things happening at the MPI chapters. Many chapters report that they are collaborating with other chapters and producing phenomenally successful events. With breakfast done, Chapter Presidents and Presidents-Elect move next door for a special session, facilitated by California's own Terri Breining. The session is all about leadership, succession planning and the promise of MPI. Take home messages from this session include "there's a budget, so use it and stop trying to get everything for free," and "ensure that your charity is in alignment with your mission."

After a short break, we join the rest of Chapter Leadership for breakout sessions. The strategic alliance session is my choice and topics such as in-kind sponsorships, the importance of designing programs with potential sponsors in mind, and growing a culture to move from sponsor to partner, and sell out in advance are

*continued on page 13*



**Cindy Miglino, CMP** digs post holes during the community service project for Habitat for Humanity.

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*Paula Kent, CHSP, Cindy Miglino, CMP and Amanda Flangas at the Opening Reception.*



*Linda Petta, CMP and Amanda Flangas at lunch.*

discussed. Many chapters not only have their program planning set for the next 18 months and but also their strategic alliance partnerships. Other chapters report that their silent auction events are moving online for greater exposure, and that they collaborate with their chosen charity to bring more people to the event. Most of these chapters are in the medium to large category.

After lunch sponsored by Canadian Tourism, 89 chapter leaders board three buses and travel to the Upper Ninth Ward to begin our Habitat for Humanity project. We learn that our project is to dig fence postholes (with shovels as the posthole diggers broke the day before) three-feet deep for homes being

built in an area called Musician's Village. The housing is intended to induce musicians to return to the City. New Orleans law enforcement was on-hand to ensure our safety.

**Cindy Miglino, CMP**, our Chapter Administrator, and I represent the Sacramento/Sierra Nevada Chapter. Thankful that the rain stayed away, we finish our project and board our buses for a private tour of the lower Ninth Ward. While camaraderie is high, the friendly chatter quickly grows silent as we witness firsthand the devastation that still exists in this area. While areas such as the French Quarter, the Warehouse and Garden Districts and the Convention Center are open for business, this city is nowhere near full recovery. This is a sobering experience and, as our bus

*continued on page 15*



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**Joy Florentino, CMP**  
Senior Account Executive  
State Association Sales Office  
Marriott, Renaissance and J.W. Hotels and Resorts  
P.O. Box 660153  
Sacramento CA 95866  
916-486-6218 • e-fax 916-914-2207  
joy.florentino@marriott.com

driver said, what happened to New Orleans was not the fault of Mother Nature, but the fault of engineering. Weary and caked with mud, we arrive back at the Convention Center and board our respective buses for our hotels.

Saturday night is the Opening Night Reception at the Aquarium of the Americas. The event is an indoor/outdoor event, with the weather cool and dry. It never ceases to amaze me that with thousands of people participating in the event, you always manage to run into fellow chapter members and friends from other MPI chapters. Besides Cindy Miglino, CMP and me, chapter participants include **Amanda Flangas, Paula Kent, CHSP, Carolyn Tienken, CMP, Laura Wilkin, CMP, Linda Petta, CMP, Tom Bennett, Roger Reichert, Dan Dolan**, and others, including new chapter members.

Educational offerings are many and varied. Some of the topics are new, interesting, and very well attended. MPI is really making an effort to raise the bar on educational programming, moving the focus from logistical to strategic.

Sponsored events are numerous, including those of our own chapter members in Northern Nevada. It is difficult to choose from among the various events, and still have time to experience the essence of New Orleans. The CMP/CMM breakfast is always well attended; this year it is sponsored by Mexico. I am always surprised that so many people show up when the start time is 6:45 a.m.



**Carolyn Tienken, CMP and Celeste Hynes** during lunch.

Monday night is the traditional All California reception. This year it turns out it is an "East Meets West" reception. Tuesday's closing session uses Open Space Technology and wowed those who attend. Starting this event closer to the end of the luncheon would ensure better attendance. Tuesday night is the closing night event, featuring gorgeous masks, costumes and lots of music.

Wednesday morning it is up early for our flight home. This time, our luggage gets on the same plane as we do. It is always remarkable that time flies by so quickly at these events. Always glad to be back home, this time is a little different in that Cindy and I feel that in some very small way, we have made a difference.



**MaryAnne Bobrow, CAE, CMM, CMP** puts her muscle to work digging holes.



**MaryAnne Bobrow, CAE, CMM, CMP** is 2006-07 Chapter President-Elect, recipient of the 2005-06 Planner-of-the-Year Award and is the Managing Partner of Bobrow & Associates, an association and meetings management company.



Reminders of the tragedy can still be seen.



**Cindy Miglino, CMP** and her new friend at PEC.

# November Luncheon Helps Rev Up the Supplier/Planner Relationship

By Debbie Pate-Newberry, CMP

Aboard a true Sacramento landmark, the Delta King riverboat, MPISN members and guests enjoyed networking, lunch and a lively discussion at the November 14, 2006, monthly luncheon.

More than ever, today's meetings and events environment requires working together as a team. Speaker **Jay Gubrud** helped planners and suppliers take a look at how these two groups of professionals work together, and how to make life easier for everyone.

During a lively audience discussion, two lists were created of what both suppliers and planners like. Here are some highlights:

## What Planners Like:

- Provide a thorough property tour to help planners visualize what's possible.
- Help planner stay within the meeting's budget
- Help make attendees' arrival as pleasant as possible. Most people travel to meetings so they are tired, etc. A first impression at the property is critical. To that end, staff the front desk appropriately, especially during peak arrival times.

- Hotels should equip their staff with the knowledge and power to help guests.
- When responding to RFPs, submit your best offer first.

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- Get to know your customer.
- If you're not interested in the business, explain the reasons why.

### What Suppliers Like:

- Be clear and realistic about expectations and share them.
- Communicate your budget parameters upfront; be as flexible as possible.
- Provide honest feedback about competition.
- Use CVBs as central communication vehicle - they'll update properties for you and save you time.
- In the RFP, list the "free" things you'd like in order of importance.



*Debbie Pate-Newberry, CMP is 2006-07 Publications Chair and owner of Communications by Design, which specializes in publications and association marketing. Debbie originally joined the chapter in 1990 and received the Planner-of-the-Year Award in 2002. Reach her at [debbie@commsbydesign.com](mailto:debbie@commsbydesign.com).*

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# The 4 Reaction Styles to Change v2.0

By Jay Gubrud

I believe that to be in control of the change process, it is important to know how you respond to change. There are four major response modes or reactions to change. In my opinion, we each have a dominant response mode, meaning we usually respond in this mode but can also respond in others, depending on the circumstances.

You have probably heard that your biggest asset is also your biggest weakness. I believe this concept also applies to our response modes to change. Take, for example, an accomplished person who is very forceful and direct. These traits let them get a lot done. At the same time, they may have squelched others or damaged relationships because of their "bulldozer" approach. This is not to say their traits are right or wrong, they just are. It is important to know your reaction style and the pluses and minuses of your style so that you can be in the driver's seat of your professional development.

## 1. Nose to the Grindstone

The great thing about "nose to the grindstone" people is that they get busy when change happens. They close the door and get to work. The thing to keep in mind if you are or manage a "nose to the grindstone" person is that they tend to use the same strategies that got them to their current position. So it is important for this personality to expose themselves to new ways of doing things. This might involve talking to peers within your company or an association you belong to, taking a class or seminar to learn new skills or reading a book. Some specific examples include:

- Use a web search engine to find meetings, events, articles and other resources in and for your industry.
- Attend a local or national association meeting in your industry.
- Ask someone you respect for a book they recommend and read it!
- Hire a trainer or speaker on a topic your employees could benefit from.
- Ask a peer who you look up to for suggestions on what areas you could improve in.

## 2. Gossip

The nice thing about these folks is that they are talking about change. In my opinion, it is healthy to talk about the change going on and to acknowledge what is happening to employees or members. Otherwise we are just ignoring the obvious. The challenge with "gossip" people is that they can damage the company or association if they don't preface their com-

## MPISSN "This & That"

**Way to Go, MaryAnne!** - MPISSN President-Elect **MaryAnne Bobrow, CAE, CMP** has added one more designation to her name ... CMM! Congrats!

**Who's Blue Duck worthy???** - Nominate someone who you think has done something special for the chapter. Nomination forms are available at chapter events or by calling the chapter office at 916-624-2627. Quack, Quack!

**Awards** - Please watch for information on upcoming MPISSN Awards. There are so many exceptional volunteers in the chapter, but we can't recognize them with an award if you don't nominate them!

**Looking for Volunteers** - *They want you!* Both the Annual Event and Special Events committees are looking for volunteers. Annual Event, contact **Becky McGuire** at 916-782-3128 or [bmcguire@hotelzoso.com](mailto:bmcguire@hotelzoso.com). For Special Events, contact **Amanda Flangas** at 775-356-3348 or [aflangas@janugget.com](mailto:aflangas@janugget.com).

**MPISSN in the News**- MPISSN members **Carol Berry, CMP** and **Katherine Winans, CMP** and chapter administrator **Cindy Miglino, CMP** were all included in a recent article in the Plan It section of the *Sacramento Business Journal*.

**Passport Reimbursement Program** - With new U.S. passport guidelines already implemented for air travelers, several Caribbean resorts have agreed to help reimburse visa fees. Most resorts and hotels in Nassau/Paradise Island, the Bahamas, have agreed to a collective passport reimbursement program. Visitors who apply for a new U.S. passport before March 24 and visit the island before March 31 may receive a visa rebate of \$97 for adults and \$82 for children. Up to four travelers per room may be reimbursed. The Nassau/Paradise Island Promotion Board spearheads the new program as part of an attempt to attract more visitors to the Bahamas.

ments correctly. For example they might say, "Management was wrong, they should have done (blank,)" or "That was a stupid thing to do," or "If they were smart they would have put Wendy in charge." All these statements can be damaging and undermine unity. "Gossip" folks, (actually, these can be used by any person,) can use these simple prefaces to express themselves without damaging others:

- I believe
- I feel
- In my opinion

They can make themselves right without making others wrong. Let me give you a car example. If I say that Ford makes the best pickup trucks, can we dispute that? Yes - we can look at purchase price, payload, resale value, horsepower and the list goes on. If I say, in my opinion Ford makes the best pickup trucks, can we dispute that? No, because that is my opinion and everybody has opinions. Using these statements keeps defense mechanisms down, which allows for people to be more productive when working together.

### 3. Deer in Headlights

This personality just gets stuck when change comes along or things get tough. They get paralyzed. They are so used to the way things used to be that they aren't exactly sure how they fit in to the new circumstances. The nice thing about this personality is that they aren't damaging the organization. They are just stuck. If you or someone you supervise has this trait, the solution is simple. Create a plan. This requires asking for help, however, so approach someone who is very methodical and good with plans. If you need to accomplish something in a month, then lay out what do you need to do each week and what needs to happen each day. The funny thing about this type of person is that once you get started, it's not as hard as you thought it would be. Here is an example of what very successful financial planner that I know uses, on a daily basis, to keep on task. You can customize this to fit your situation.

**LIFE PLAN BY LEE STOERZINGER** Date: \_\_\_\_\_  
([www.leestoerzinger.com](http://www.leestoerzinger.com))

- A. Learn one new topic about my business
- B. One excellent article for "The Envisionary" (his newsletter)
- C. Hand out cards, newsletters or write to someone
- D. Work on one part of the strategic plan
- E. Set 3 appointments

#### Priorities for the day:

- |    |     |
|----|-----|
| 1. | 6.  |
| 2. | 7.  |
| 3. | 8.  |
| 4. | 9.  |
| 5. | 10. |

### 4. New Job

It is normal for change to happen. It may be time for someone to take a different position or leave the company/association. If you have a pond of water with no way for fresh water to get in or old water to leave, what happens? It stinks. It stagnates and dies. Haven't you ever worked with someone who fits those descriptions? It is normal for people to take on new things and let old ones go. While there is loss with change, in the long run it is very normal and healthy.

Making a change in position, department or company is not a bad thing if it is done for the right reasons. Too often I see people leave a company dissatisfied, only to end up in the same situation at another company a year or two down the road. Much of this, in my opinion, revolves around one's expectations about their job and company. On the other hand, if the environment that you are currently in doesn't seem to be a good fit, then making a move can be an invigorating step in the right direction.

According to Jake Gibbs of Legacy Frontiers ([www.legacy-frontiers.com](http://www.legacy-frontiers.com)) people tend to be unhappy in their job when they are not engaged. There are two questions to ask yourself if you feel disengaged:

- 1) Are you rusted out?
- 2) Are you burned out?

These are two leading causes to disengagement and ultimately decrease satisfaction on the job.

As a rule of thumb, unless the situation is unhealthy, you may want to try to leverage your investment in your current job. Many companies support career webbing or career development within the company. This can also be a great opportunity to rediscover your talents and shoot for that raise you have been looking for.

If you are in an unhealthy work environment or feel like you might have reached your limitations where you are at, here is an excellent site with articles to help you make that decision: [http://www.quintcareers.com/career\\_change\\_resources.html](http://www.quintcareers.com/career_change_resources.html). You may also need to seek out someone to provide objective counsel to get the career exploration started, and find what is truly right for you!

#### About the Author:

For over nine years, Jay Gubrud has helped corporations, associations, their boards and members eliminate roadblocks to their success. His theme is very unique and one everybody can relate to – Cars and Driving! Jay's articles on performance improvement have been in numerous publications nationwide. You can reach Jay at [www.jaygubrud.com](http://www.jaygubrud.com) and 651-635-9939.

# MPI CONNECTS

Sacramento/Sierra Nevada Chapter  
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