

10..10..10

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1. Your Time.

How many of you are too busy with you own lives to give your time to others? Being busy is an excuse and a reason not to go out of your way.

People need you and love you. They want to see you. Let them in. Let them have time with you.

2. Your Support.

How many of you really support the people in your life? What I mean by support is encouragement and reasons to try something new, not 10 different reasons why it won't work. Just because it didn't work for you, doesn't mean it won't work for them. And, just because it didn't work for them in the past, doesn't mean that it won't work this time. There's nothing better than telling a person that they can do whatever they want in this world.

3. Your Acceptance.

This may be a toughie for some of you. This means unconditional love and the ability to love someone for who they are and not what you want them to be. It means giving up how you think their life should go, and accepting them for what they want to do with their lives. This is the greatest gift that you can give to the people in your life.

4. Your Attention.

How many of you really listen to the people in your life? For everyone who just said "of course I do," then why are the people in your life asking you to repeat what they just said? It's because they know that you didn't hear them. Take a few minutes, stop what you are doing, and focus on the people who you love. Aren't they worth it? And who knows, you may even learn something that you thought you already knew.

5. Your Forgiveness.

Forgiving people for past mistakes and hurts is one of the greatest gifts you can give them. After all they are only human. Plus, I'm sure that you haven't been the perfect human being either. Keeping hurt and anger in your life is just an excuse not to get close to people for fear that they will hurt you again.

6. Your Patience.

How many of you can't even be with the people you love because they are taking too long to tell a story or are taking longer than "you think" to complete a project that you think should take less time to get done. How do you know that there isn't a better way to do something if the people around you always have to do it your way? Having patience with people shows them that they are respected and loved. Isn't this a great gift to give for the holidays?

7. Your Love.

People want to know that they are special in your life and that you care about them. If there are things that are keeping you from loving them such as conversations that you want to have with them, but you're afraid, my advice is to say it. Sometimes you have to take a risk to achieve an open

and rewarding relationship. Take the risk and give your love.

8. Your Ideas.

Sometimes people want to move forward in their lives but they don't know how. You may know something that they never thought of. And who knows, your ideas may change somebody's life. So go ahead, don't be afraid to share what you know.

9. Your Smile.

There is nothing better than entering a room and seeing someone smile when you walk in. Right then and there you know that your presence makes a difference in their life. A smile is easy. You just grin upward. Plus, you burn many more calories than from frowning.

10. A Hug.

Human touch warms the heart and keeps us connected. In addition, it doesn't take much effort, it costs nothing, and it makes someone's day. Couldn't you find time in your schedule to hug someone you love today?

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[10 differences between winners and losers](#)

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1. When a winner commits a mistake he says "I am wrong".
When a loser commits a mistake he says "It's not my fault"
2. A winner works harder and has more time than a loser.
A loser always is too busy to do what is necessary.
3. A winner faces and solves his problems.
A loser does otherwise.
4. A winner makes things happen.
A loser makes promises.
5. A winner would say "I am good but not as good as I want to be"
A loser would say "I am not as bad as the others"
6. A winner listens, understands and responds.
A loser only waits until it is his turn to speak.
7. A winner respects people who are superior to him and would like to
learn from them.
A loser does otherwise, and would try to find his superiors' faults.
8. A winner is responsible not just for his own work.
A loser will not dare help others and would say "I'm just doing my
job."
9. A winner would say "There should be a better way to do it."

A loser would say “This is the only way to do it.”

10. A winner like you will share this with his friends.

A loser will just keep this to himself because he doesn't have time to share this with others.

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Ten Points Recommended by Jack Welch

At his final Operating Managers Meeting

January 3-4, 2001, Florida

1. INTEGRITY

- Integrity is a set of values that must guide all of us all the time.
- It's about doing the right thing, not just the legal thing.
- Trust your integrity. Never, ever let them down.

2. CHANGE

- Always be thinking change is good.
- It creates an opportunity every second, not a crisis.
- Make the change an energizing, exciting event.

3. CUSTOMER

- SPAN, a new measure taking GE to new level of customer focus and satisfaction, a commitment to product delivery schedule as requested by customers, not by negotiating with customers.
- Customer focused leader drives customer focus across the company.

4. SIZE AND STRUCTURE

- Use the size as one strength of taking the risk.
- Involve everyone, reward broadly, and celebrate.
- Hate bureaucracy – hate it everyday – get rid of layers.

5. SELF-CONFIDENT, SIMPLICITY AND SPEED

- Build self-confident by giving a chance to try things, to take risks and win.
- Demand simplicity in thought and actions - world not moving fast for complexity.
- Demonstrate speed to all your people.

6. LEADERSHIP

- Build leadership – measure your four “E’s”

- * Energy to cope with fast globalization

- * Energizing capability to excite the organization

- * Edge to make the tough call

- * Execution skills to make it happen

- Evaluate your team on four types of managers

- * Have values and make the numbers – promote him

- * Not have values and not make the numbers - shoot him

- * Have values and have not made the numbers – give him another chance

- * Not have values but make the numbers – bleed him out

7. TRAINING

- Have a training program for every one – Six Sigma.
- Offer everyone of the top 20% for black belt assignments.

8. PEOPLE

- Field the best global talent in the world everyday.
- It's a leadership failure to lose a top 20%. It's also a sin to keep the bottom 10.

9. INFORMALITY

- It's an enormous competitive advantage that most big companies don't have.
- Everyone of the 350,000 in the company is on a first-name basis.
- You want an informal company where everyone is able to deal with the issues.

10. GLOBAL LEARNING COMPANY

- Learn from each other, inside, outside, up and down the organization.
- Find a better way everyday.

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