

The Messenger

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A WOMAN-OWNED
SMALL BUSINESS



A Letter from Keith

Fifty years ago, management styles were much different from today. In this “dinosaur” style, managers always made all the decisions and were very controlling, with decisions made from the top down only. It was common for there to be screaming and even cursing in the office daily. Employees were told how to solve most problems; they had little or no say in the workflow, and information was communicated on a need-to-know basis.

Today, managers encourage employees to set up meetings to solve problems, schedule their workflow, and know the end goal of what is expected. With the added projects and responsibilities, along with the increased manager/employee ratio that most managers face today, empowerment is necessary to stay on track. If a manager spends all their time monitoring projects, deadlines are bound to be missed.

To be a successful manager, you must also listen to your employees. The best ideas of an organization often come from the employees who work the front lines - not the manager who sits in the office. Listening to those with a first-hand view of what is going on will summon some of the most ingenious suggestions. While listening, do not interrupt, discourage, or belittle any proposal that an employee brings to you. Doing so will kill innovation within your organization.

Making the Dinosaur Manager Extinct

According to *Tough-Minded Leadership* by Joe Batten, there are 14 ways to kill innovation.

1. Always being defensive and cautious.
2. Requiring documentation and proof of everything proposed.
3. Requiring total compliance and conformance from your team.
4. Reacting to symptoms rather than seeking causes.
5. Being preoccupied with weaknesses.
6. Basing compensation on seniority, activity, education, color, race, and personal flattery.
7. Always looking out for #1 (yourself).
8. Letting people know what you're against.
9. Engaging in negative listening. Hearing them out and then saying what you were going to say anyway.
10. Withholding praise.

Making the Dinosaur Manager Extinct

11. Making sure your people know you are a “knower” rather than the “doer”.
12. Encouraging your people to compete with others rather than with their own self-generated goals.
13. Requiring rigid compliance with all forms of organizational protocol.
14. Going by the book.

Doing any of these will decrease your workers’ willingness to volunteer new and original ideas. If they know their manager will reject or dismiss any suggestion they have, they will eventually stop coming forward. They will not see it as worth their time or energy to think of something unique. Demonstrating respect and encouragement will build trust in the eyes of the employees.

Trust in an organization is essential for effective teamwork and collaboration. To earn the trust of your employees, you should listen to them and be open to their ideas. Demonstrate fairness to all. Don’t blame anyone and pass credit and praise around. Make goals clear and consistent with corporate vision. Don’t be gutless in making decisions. Develop a plan and stick with it.

Motivation is another way to encourage your employees to give their best in their job. There are two types of motivation - intrinsic and extrinsic. Intrinsic motivation creates a desire to perform within a person. It uses work and responsibility to excite employees. Allowing them to make choices gives pride and ownership in their jobs. Extrinsic motivation comes from outside of a person. It utilizes rewards and recognition to motivate employees to perform at their best. Bonuses, time off, as well as recognition through rewards, newsletters, or praise, are types of external motivation. Using rewards will stimulate a reaction from your employees. Although rewards can positively focus workers, they must be timed closely to the behavior to gain maximum impact.

Employees are the greatest asset of an organization. Empowering them will give them a greater respect for you and their jobs. When employees feel useful, they will work harder and do a better job. Knowing how to motivate your employees will boost morale. Gain your employees’ trust and work hard to not let them down.

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December 8-11
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PMP® EXAM PREP CLASSES

***You pass or we pay
for the 2nd and 3rd test***

Truth

Proverbs 3:27

Do not withhold good from those to whom it is due, when it is in your power to do it.

James 1:19

My dear brothers and sisters, take note of this: Everyone should be quick to listen, slow to speak and slow to become angry.

Expect people to be better than they are; it helps them to become better. But don't be disappointed when they are not; it helps them to keep trying.

Merry Browne

We want to recognize students who have successfully passed the PMP® Exam.

What is your favorite food & movie?

Nachos! and Practical Magic

What are your favorite hobbies?

Reading :)

How do you think the PMP® Certification will help your career?

I'm in the midst of a career shift so I know that having my PMP® will open doors and provide credentials that are impressive in any field.

What was the most challenging thing about the Boot Camp?

The pace! This is a fast-paced boot camp so come prepared and ready to move. Read the material in advance and it will help when you go through it with the group!!

What was the best thing about the PMP® Exam Prep Boot Camp?

Getting the inside skinny on how best to prepare for the exam and what materials to focus on. There is a lot of content to review and The Mathis Group helps to divide that up into manageable sections. I also appreciated working in person with my fellow classmates to learn in real time with others.

Please write a recommendation about our class.

Highly recommend Keith and The Mathis Group for the PMP® boot camp! They worked with me throughout the registration process, application, boot camp and test results. I felt very supported and prepared for my exam thanks to my 4 day camp, which I passed on the first time! Thank you to Keith, Wanda, and Kim for all their help and support. The value is definitely worth the cost...and then some.

Fun - Teacher Funnies

SCHOOL IS BACK IN SESSION! HERE ARE SOME HILARIOUS TRUE STORIES FROM WONDERFUL TEACHERS COMPILED BY READER'S DIGEST. WWW.RD.COM/LIST/FUNNY-SCHOOL-STORIES/

- Walking through the hallways at our middle school, I saw a new substitute teacher standing outside his classroom with his forehead against a locker. I heard him mutter, "How did you get yourself into this?" Knowing he was assigned to a difficult class, I tried to offer moral support. "Are you okay?" I asked. "Can I help?" He lifted his head and replied, "I'll be fine as soon as I get this kid out of his locker."
- Performing Mozart should have been the highlight of my middle school chorus class. But after a few uninspired attempts, an exasperated student raised her hand and said, "Mrs. Willis, we want to sing music from our generation, not yours."
- Our assistant principal called in one of my underperforming Intro to Spanish pupils to ask why he was having trouble with the subject. "I don't know. I just don't understand Ms. Behr," the boy said. "It's like she's speaking another language."
- During snack time, a kindergartner asked why some raisins were yellow while others were black. I didn't know the answer, so I asked my friend, a first-grade teacher, if she knew. "Yellow raisins are made from green grapes, and black raisins are made from red grapes," she explained. One little boy suggested, "Maybe that's why she teaches first grade, because she's just a little bit smarter than you."
- When a nosy fourth-grade student wanted the scoop on what another teacher and I were discussing in private, I decided it was time for an impromptu lesson in manners. "Do you know what 'minding your own business' means?" I asked pointedly. He didn't, but a student clear across the room shouted, "I do!"



PMP® EXAM PREP BOOT CAMP

DECEMBER 8-11

Don't fear the PMP® exam certification test any longer! This fast-paced boot camp prepares each participant with all the core competencies to pass the PMP® exam the first time while providing you with 35 contact hours. Using PMI's study material aids students by providing the exact content that will be on the exam.

For more information and to register, go to www.themathisgroup.com/bootcamps

WEBINARS

OCTOBER 10 - TAILORING YOUR PROJECT PLANS:
How Customization Leads to Success

NOVEMBER 14 - EMPOWERMENT:
Shifting Authority and Responsibility to Project Teams

DECEMBER 12 - DATA-DRIVEN DECISION-MAKING IN
PROJECT MANAGEMENT:
Leveraging Metrics for Success

We know that it can be hard to schedule continuing education for your team. We offer free monthly webinars that can be watched as an individual or a group. This 1-hour of training can be used to hone skills that your team needs. We include a Webinar + Notes with discussion questions to guide your group to learn from each other. If you can't make it to the live session, a replay link will be sent out.

Register for our 2025 webinars today at www.themathisgroup.com/webinars