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The latest news for Sentry Insurance Group Enterprising and thrifty Josh Kaufman says going through the movements (and enduring time and financial costs) of the school's MBA program is unnecessary. He says: You can train yourself effectively in less than a quarter of the time and money spent in most current MBA programs. To prove his point, Kaufman publishes a fantastic list of books and websites that make up his personal MBA program. (Oh, shucks, Lifehacker included! thank you, Josh!) Some excellent reading resources are listed here (if you can say so myself), even for those after an official MBA stamp approval anyway. Josh Kaufman Personal MBA Program Inside My Bald Head For years Peter Naylor and Claire Crittenden wanted to test their system in a substantial production company, throughout the company, with support from the top to the lowest ranks. Terry Smith of the Sentry Group in Rochester, New York, can give him his chance. Smith is vice president of manufacturing operations at Sentry Group, a \$100 million safe and fireproof security box manufacturer sold mostly through retailers such as Wal-Mart and Staples. By nature, Smith is a shy man, in his mid-40s, with a disarming manner, warm, affable, and humble. Over the past six months, he has moved on from skepticism to interest in sincere support for the Naylor and Crittenden program. Smith is a West Point graduate, a former army man with deep ambitions to make his mark in Sentry. There's little talk of him - he doesn't linger on the topic. But he is a good listener, surprisingly warm and humble. When he praises someone at work, he says: I'm tickled about it. He came to Sentry from Mobil Oil, where he took over various lines and staff positions, working directly with the Vice President of Sales and Marketing before he left. He has studied and taught a number of other management programs, from Juran to Deming and Covey. He believes that this program covers most of the same territory, but goes deeper than anything else he has ever tried. He intends to implement it throughout the company and he has the support of the CEO. A few years ago, CEO Doug Brush went through the program, allowing another manager to implement it in what turned out to be a failed attempt. This created continued resistance to the program. Now the CEO believes Smith is the man who can make it work. They've been using Naylor and Crittenden's system for less than six months, but they're starting to see results. Recently, one of Smith's staff in charge of capacity planning and inventory control, Paul Baris, drew a line under invalid work. His best worker, a woman, was in confrontation, screaming nose-to-nose with another employee on the floor of the store. Baris went up to the two of them, told them both to go home for the rest of the day, and and Left. He was putting in place what Smith had imposed: a ban on the program against criticism. It stunned both workers. There were tears. Sending them home wasn't exactly pleasant. It was a way of setting the rules of the game. And when the woman returned the next day, she cried well during the day. Gradually, she began to realize that she was sent home not as punishment, but as a way to wake her up to a new reality. Everyone at the plant took note: the program is not going to leave. It hurts, Baris said. She's my absolute best unkempt person. But she pulled someone out because she knew he wasn't doing the job. He stood his ground against her. I sent them both home. In public. Now she's an angel. It had a profound impact for what I imagined. It wasn't a punishment to send her home, Smith says. No, I drew a line in the sand, Baris said. I sat down and talked to her later. She almost got embarrassed because I was so effusive about how well she got. She was smiling from ear to ear. We talked about it at the staff meeting. We talked about how things are so different after this incident. Smith says: They realize how much better this place will be now that you've drawn a line. Smith later explained how he came to take this approach. I told my staff I had to sit down and decide if this was the place I wanted to stay. I needed to calm the chaos. It's a battle. My people are fighting for time. They fight for their lives day in and day out, running skinny, flattening the organization, fighting competition. From top to bottom, these guys are tearful and overwhelmed. Now I'm taking on something else without knowing if it will lead me anywhere? He did. And it is finding more and more ways to apply the system as it explores its potential impact. We came from being really careless. We're not yet world class, but we can see world class from here. Peter Naylor PeterNa@aol.com Integrative Performance Technologies, Inc. 311 Alexander Street Rochester, NY 14604 716-546-5650Escape of red zoneSave steps to take you out of the red box independent, trusted guide to online education for over 22 years! Copyright ©2020 GetEducated.com; Approved by Colleges, LLC All Rights Reserved I started spray painting lions with black Rust-O-leum paint and hit hair, eyes, mouth, paws, between legs, curves and everything I thought needed to stand out. I did this with both lions flipping back and fourth in order to give the paint time to settle down and dry some. It helped me see if I missed any parts of the lion as well. As you can see, I'm assured that I'll hit the lions back ribs and spine, so it will be outstanding more and all shady areas as well. Tesla Last night, Telsa Motors sent a software update to its which which Two modes: watch mode and dog mode. One protects against thieves, the other protects from subjective passers-by. Sentry Mode (available only on the Model 3 at the moment, and later in the Model S and X vehicles built after August 2017) uses cameras and sensors throughout the vehicle - the same equipment that informs the autopilot self-correcting system to discourage be-be thieves or anyone from getting too close. If the car's cameras and accelerometers detect someone leaning on the car, for example, the central screen of the car will be displayed, the font is large enough for knucklehead to see, the message that the cameras are recording. If the window breaks, the car goes into full panic mode: loud alarms sound, lights flash, the main display goes to full brightness, and push-notice goes to the owner. Once everything cools down, the owner can plug the USB stick into the machine and pull the video all over. Tesla says the video starts recording 10 minutes before something happens, presumably looping over its own footage until something happens like a dash cam. To turn it on, go to Controls - And Security - Sentry Mode. The update also allows the car's Dashcam system to record video from the car's side cameras, as well as a central camera facing forward. Dog mode is a deterrent for animal rescuers who can break the window to save the animal from the hot machine. The idea came from a tweet from the owner, but the performance is vaguely meme-inspired that would make sense: CEO Elon Musk recently bought the site stankmemes.com, and asked his followers for memes. When activated, Dog Mode maintains climate control, while the main screen displays a message: My owner will be back soon. Do not worry! A/C is on, and it's 70 degrees, or whatever temperature the owner sets. If you leave the temperature on this option pushing the battery below 20 percent, the owner will receive a push notification to take action. To turn it on while in the park, tap the fan icon and then install The Keep Climate on dog. 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