(#172) Dear Management:

October 23, 2019

Winter is coming!

And trends are already showing signs of the normal drop in production...

Is this a surprise?  Yes?  Why?

Production numbers have been trending down for some time.  This should be no surprise to you now.  Also cyclical patterns from years past, show this time of year to be the slowest.

So are you ready?

Have you planned for it?  You should have...

Are you working on sidelined projects... to use employees that were busy with prior production?  This will allow you to retain people and set up for the next wave of future production.

Now, some companies cut employees at this time as an alternative.  I shy away from that as a first, second or even third option...

My reasoning is the training time of getting new hires up to fighting strength...  Of course, I'm also making the assumption that you are (on an on-going basis) culling the herd for the low performers.... and hence your employees you have, are of value to you and worth holding on to.

If you want to use this downturn as an excuse for the culling, so be it.  But you get my point.  One is reactionary (bad) and one is responsive (good).

So now... are you ready for winter?

Find my book and blog at [www.mrtenk](http://www.mrtenkey.com/)