



## Thanksgiving / Black Friday 2019

### In This Issue:

- ▶ [Black Friday Comes Early](#)
- ▶ [What is Organizational Rewilding™?](#)

### Quick Links

- ▶ [Visit Our Website](#)
- ▶ [About Us](#)
- ▶ [Testimonials](#)
- ▶ [Newsletter Archives and Book Recommendations](#)

Hawthorne Services, LLC  
PO Box 1001  
Goshen, IN 46527  
Chuck: 574-361-6166  
[Email Chuck](#)  
Karen: 574-596-3058  
[Email Karen](#)

Dear Chuck Bower

Karen and I would like to wish all of our clients and friends a very Happy Thanksgiving. We feel very blessed this year and hope you feel the same.

We have begun offering a new program, [Organizational Rewilding™](#), with our partner, The Rewild Group. Our Black Friday offer is a complimentary ReWild Business Assessment (RBA) through Friday, December 13th. This assessment is based upon The 7 Stages of Growth, but with powerful new additions and prescribed solutions.

Please read first for the offer below and following that, a more detailed understanding of [Organizational Rewilding™](#)

We hope as this year comes to a close, that you're preparing for a wonderful holiday season with family and friends. Please keep worthwhile community organizations in mind. This year, we are supporting organizations doing good work locally and globally such as: [Starfish Project](#), [Cardinal Services](#), [The Window](#), [Fellowship Missions](#), and [Youth Service Bureau of St. Joe County](#).

As always, past newsletter articles are available at [www.hawthorneservices.com/resources](http://www.hawthorneservices.com/resources).

Happy Thanksgiving,  
Chuck Bower, 574-361-6166  
Karen Kehr, 574-596-3058

## Black Friday Comes Early!

Thanks to the Rewild Group, we can offer the ReWild Business Assessment on a complimentary basis through Friday, December 13th!

The ReWild Business Assessment uses a dozen analytical dimensions to show you what is happening beneath the surface of your company and provide tangible points of prioritization.

It may seem a bit like magic, but rest assured it's based on their empirical research over 30+ years covering 1,300 companies in dozens of industries. For only a few minutes of your time, you can gain insights that will make you a more successful business owner or leader.

To access the Black Friday offer, please contact [Chuck](#) (574-361-6166) **before** December 13th! Did we mention - it's free, for only a few minutes of your time?

---

## What is Organizational Rewilding™?

Organizational Rewilding is based upon the concept and application of nature rewilding. An example is the rebirth of Yellowstone Park. While the results have been controversial, the problems began when wolves were eradicated almost 100 years ago. The ecosystem began disintegrating at a rapid rate with the fast rise of elk herds, which ate most of the young trees, saplings and fauna. With the landscape out of balance, other species like beaver and birds could not thrive.

In the mid 1990's, wolves were reintroduced. This missing element brought elk herds back under control. Fauna and forests began to stabilize and thrive, along with the species that needed them to live. While several wolves were killed by ranchers on land surrounding Yellowstone, the result was a success in bringing the park back to a healthier vitality.

There are parallels between nature and business organizations. Missing system elements create obstacles and foster problems in unseen ways. These parallels, such as: 1) complexity; 2) "it's always been this way"; 3) obvious symptoms, but unclear solutions; 4) problems are not self-repairing; 5) unseen forces or missing elements are not obvious without diagnosis; and 6) depth of impact is often underestimated; are not easily overcome.

What are some of the diagnostic components?

- Quality and maturity of the basic building blocks at each of the 7 Stages of Growth
- Focus and priority of the organization in: People, Process, and Profit
- Implementation and maturity of business fundamentals (Non-Negotiable Rules)
- Alignment of leadership to the 24 classic business challenges
- Leadership styles appropriate to the size and stage of the business
- Impact of risk aversion vs. business building (Builder / Protector Ratio)
- The appropriate application of the CEO's investment of time as a Visionary, Manager, or Specialist

To learn more about Organizational Rewilding, contact [Chuck](#) at 574-361-6166.