



## 2022 Review and 2023 Forecast

Externally -

Business Planning is a core responsibility for any entity. In Yuval Bar-Or's book *Leveraging People for a Corporate Turnaround: Leadership and Management Guidance for Organizational Change*, he makes a compelling argument that there are six [Key Drivers of Human Behavior](#). Here is a question you can ask yourselves: Which one of these can we ignore if we want to attain maximum retention of our people?

Compensation

Upward Mobility, Sense of Personal Direction and Satisfaction

Clarity, Sense of Corporate Direction

Fun

Personal Dignity and Respect

Sense of Control

In my opinion, the one we can most easily do without is Compensation. Not that compensation can be ignored by any means. Bar-Or simply makes the point that the compensation must be fair. If it is fair, then the others are what people cherish. Furthermore, the one we want to be sure we keep is Fun. In 2022, MYT experienced another growth year. Revenue is up to our highest level ever **but** it was not quite at the level we had planned for. That disappointment was attributed significantly from the COVID epidemic. So, what did we learn? We need to stay close to our clients and help them through dilemmas like this so that when resources recover, we remain the respected source to help them in future years.

Internally -

This year we added new products and services to augment the mainstay programs we have always delivered.

**mini-Mastery** - for those who seek an inexpensive, introductory experience in EI

**LDP Camp** - for brushing up and refreshing the hard skills in LDP I & II

**LDP III** - for senior leaders who want depth in DEI, Team EI, & their own worth

**CCT** - for further cultivating the much needed Critical Thinking skills

We also welcomed new faces to our team. In no particular order, please help me welcome the following.

**Steve Wolff, PhD** - he will co-lead LDP III

**Jackie Kindall** - she will co-lead LDP III

**Nathan Teegarden** - he will co-lead LDP III

**Bijal Shastri** - Operations Associate

**Megan Bagnulo** - Project Coordinator

**Julia Baron, PhD** - MYT: Mastery Coach

**Kaylin Jones** - Operations Assistant

All of us at MYT Group so deeply appreciate all of you for the faith you have in our work. We do not know how many times in a year people tell us what a joy it is to work with our team. **Kelly Mesler**, Director of Operations deserves a ton of credit for her leadership and unwavering hard work to make that happen.

PLEASE ENJOY THIS HOLIDAY SEASON

CHERISH EVERY MOMENT

My best,

**Art DeLorenzo**

Co-Founder and Managing Principal