

## hella

## Manifesting Your Destiny

Hooray it's 2014! January is such a great month. It's like nature's annual gift of a clean slate, a true re-start button and a free pass to start fresh and plan for the future. One thing I've learned over the years of running my company is that ultimately my company and team are only as strong as I am. Meaning my business' growth is only limited by my capacity and vision to do great things with it. My own positive thoughts are the fundamental keys to attraction, manifestation and creativity. So I choose to expect great things, am laying the groundwork and taking the actions needed to manifest them!

At a conference recently, one of the keynote speakers (a wildly successful female entrep) shared her key for success, simply this: "If you doubt yourself you're screwed." Positive thinking is about knowing you have the ability and power to create whatever you want, despite what your own mind or emotions try and make you believe. These are a few great ways I've found to inject positivity into my routine: 1- Embrace the power of the truth- don't avoid the negative, deal with it and move on! 2- Visualize your success and the actions needed to get you there. 3- Practice affirmations and make time for joy. Wishing you a wildly successful and happy 2014!



- Emily

## go

## For your calendar

- Entrepreneur Magazine's Growth Conference: January 22, 2014; New Orleans, LA
- SXSW: March 7-16, 2014; Austin, TX
- TED 30th Anniversary Conference: March 17-21, 2014; Vancouver, Canada
- INC GrowCo: May 20-22, 2014; Nashville, TN
- ICF North America Midwest Conference: June 19-21, 2014; Cleveland, OH
- WBENC Conference and Fair: June 23-25, 2014; Philadelphia, PA
- ICF Global Europe Conference: September 18-20, 2014; Malmo, Sweden
- ICF Global Latin America Conference: November 14-15, 2014; Rio de Janeiro, Brazil

Don't forget about your quarterlies! Payments are due on the 15th day of the 4th, 6th, and 9th months of your tax year and on the 15th day of the 1st month after your tax year ends.

## know

## The latest entrep news you should know about

## Twitter quietly removes feature for some

Only a month after rolling out the feature, Twitter has quietly removed the ability for many of its users to receive direct messages from any follower. For now, the person you want to message will need to "follow" you back before you share any private thoughts. Despite it being disabled, some users still have the feature, justified by Twitter as part of their experimentation process with features.

## Employment Non-Discrimination Act (ENDA) makes progress in the Senate

With the support of every member of the Democratic caucus and some Republicans, the Senate recently voted to move forward with the Employment Non-Discrimination Act (ENDA), a bill that would prohibit discrimination in the workplace on the basis of sexual orientation or gender identity. The bill is now all but sure to pass in the Senate, where a handful of Republicans voted to proceed with the bill. Stronger religious exemptions and other issues may come up as amendments as the Senate continues debate on the bill. The Senate last considered a version of ENDA in 1996, but the bill failed by one vote. Twenty-one states now have laws with basic workplace protections for LGBT Americans.

## Groupon Updates

(1) Groupon is attempting to give consumers another reason to check the company's site: A new category called "Freebies" that includes deals from Best Buy, Macy's, American Eagle, Nordstrom and more. It also includes discount deals. There are more than 5,000 retailers participating in 25,000 deals. (2) Groupon has purchased TicketMonster, a leading Korean ecommerce company owned by LivingSocial, for \$260 million. The deal, which is expected to close in the first half of 2014, also means that LivingSocial will become a stockholder in its rival.

## do

## 3 Tips to tame your digital clutter

The New Year is a great time to take a look at your Digital Clutter. It gets out of hand for many of us. Digital Clutter includes all of your online company assets (files, images, contracts, internal processes).

**First, review where you keep everything.** If your team is keeping the same or similar files in more than one place (like Drop Box and a project management tool) you're probably searching too often and too long for files. Solution: Designate specific folders in specific places where all team members must keep files and their versions.

**Next, setup naming conventions** to help you find files fast. The simplest convention is a prefix. For example, all of your internal processes could start with OPS (for operations) or your website assets, like logo etc. could start with PR. **Lastly, tame it when you save it.** The most successful Digital Taming technique is when you save files. If you and your team already know the prefixes and where files need to be stored, everyone can make one another's jobs easier by making that happen the second you save a file you plan to keep.

Contributed by Cindi Schultz, President Foothold Services

:: January is named after the Roman god Janus, who was always shown as having two heads. He looked back to the last year and forward to the new one. ::



## thrive



## How to stick with your New Year's resolution

It's that time of year when everyone starts thinking about what they want to achieve in the new year. Studies show that most people give up on their New Year's resolutions before February 1st! After having many trials and errors with my own resolutions, I finally discovered a system that works:

## Big WHY + Write It Down + Daily Reminders = Success!

Get crystal clear about why achieving the goal is important. What impact will it have on you, your business, your loved ones, etc.? Next, write down the goal, deadline, and the big why. Save a photo of it on your phone so you have easy access to it. Then, read it daily at least twice a day (morning and night). This process keeps your goal alive and at the forefront of your mind, creating what Napoleon Hill described as a "burning desire" -- a prerequisite to success.

Here's to your success in 2014!

Contributed by Ann Jenrette-Thomas, Esq., CPCC a leadership and empowerment coach who specializes in working with women and multicultural professionals. [www.CoachAnnThomas.com](http://www.CoachAnnThomas.com).

## smile



## Have a great 2014!



## learn



### 3 Great apps to help you meet your habit goals

**If you're motivated by consequence: StikK.com**  
Plug in your goal commitment, pick a cause, and state how much you are willing to have deducted from your credit card for each week that you don't meet your goal. You can choose one you love or hate, but if you thrive on consequence, your failure is actually of benefit to a charity you truly believe in. FREE!

**If you want a support group: Lift.do** - Lift uses community support to help you make or break a habit. For almost every habit there's an expert-led group that can help you come up with achievable goals. FREE for iPhone and Andriod.

**If you want cold-hard data: Way of Life** - This data-driven app is designed to make tracking quick and easy. Simply type in the behavior you want to start or stop, then check the yes or no box on a daily basis. If you forget to check-in, the app sends a push notification to keep you on track. FREE on iphone.

## love



### A few of our favorite things

**Persona** lets you identify and manage photos and content that could compromise your personal brand, so you can project an online image that reflects your best self. The service monitors your Twitter, Facebook and Google+ accounts and sends you an email or SMS alert whenever it identifies potentially offensive material. Though Persona is still in beta, it's quite effective. Give it a try at [www.persona-co.com](http://www.persona-co.com)!

**Kashoo** is simple cloud accounting — on the web and on the App Store's most downloaded accounting iPad app. Over 100,000 registered users spread across 180 countries trust Kashoo to help them run their business' finances so they can focus on what they do best: growing their business. Kashoo was named the 2012 Startup of the Year by the British Columbia Technology Industry Association and was nominated a 2012 Small Business Influencer by Small Business Technology. Find out more at [www.kashoo.com](http://www.kashoo.com)

## give



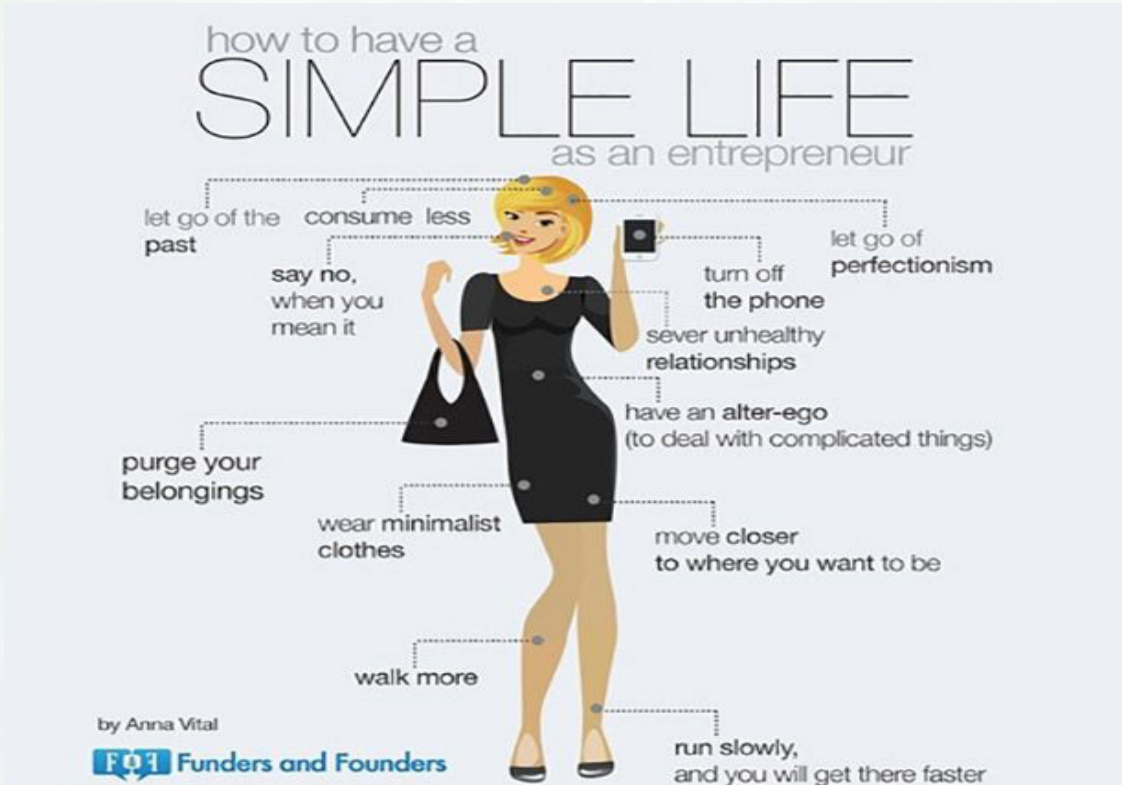
### Charities our community loves



This month, our team winner, Dawn chose to support St. Jude's Children Research Hospital. Here's why she selected them: *"The greatest blessing for my husband, John and I is to have a happy, healthy son. I couldn't imagine having a sick child and not being able to provide the best possible care due to lack of money or insurance. St. Jude is a wonderful organization that never turns families away. Every child deserves a chance to be happy and healthy."*

St. Jude is unlike any other pediatric treatment and research facility. With research and patient care under one roof, St. Jude is where some of today's most gifted researchers are able to do science more quickly. No child is denied treatment based on race, religion or a family's ability to pay. **Learn more:** [delegatesolutions.com/share/st-jude/](http://delegatesolutions.com/share/st-jude/)

## live



## meet



### Delegate has an expanded management team! Meet Cherie and Joe:

Thanks to not only the support of fabulous clients like you, as well as our great team -- sixteen strong and growing -- we have now been able to bring on two individuals to help oversee the team and the company.

**Cherie Smith** -- Delegate's longest-running team member who you may know by now-- has officially taken on the role of Team Leader. Cherie has become the "mother hen" of the Delegate family because she is good at rounding everybody up and making sure things are running smoothly. Her duties include: Sourcing and training new team members, Assisting with any issues that may occur between a team member and the client(s) they are matched with, Creating new protocols with regards to how the team operates, Supervising team members to make sure they are meeting expectations of our clients. Please don't hesitate to reach out to Cherie at [cherie@delegatesolutions.com](mailto:cherie@delegatesolutions.com) if you have a question or comment related specifically to the team.

**Joe Belsh** -- a former partner at an internationally-recognized, entertainment firm who also spent some time in the finance world, came aboard at the start of Summer. For the Austin Powers' fans out there, you would likely call Joe my "Mini-me," as he doubles up on overseeing General Operations for Delegate. Joe's duties include (but are never limited to): Business Development, Sales & Marketing, Delegate Protocol and Processes, Sourcing VAs & non-VA professionals that clients want to add to their team, Fielding inquiries from our awesome family of clients. Please don't hesitate to contact Joe at [joe@delelgatesolutions.com](mailto:joe@delelgatesolutions.com) for anything, though he especially loves feedback that enables us to work on being our best selves.

## save



### Exclusive savings for the Delegate community



EXCLUSIVE DEAL FOR READERS OF  
t w e l v e

# SAVE \$2

on our favorite  
daily action planner

Order online at:  
<http://shop.savorthesuccess.com/products/daily-action-planner>  
Offer may be used one time only and is not transferable or combinable. Not valid on previous purchases.  
Valid until midnight on Friday, January 31, 2014. When ordering, use the promo code: **DAP2**



We have a new website! Be sure to stop by and say hi!

[www.DelegateSolutions.com](http://www.DelegateSolutions.com)

delegate<sup>\*</sup>  
\*delegation perfected

## share



Love Twelve and want to share? By invitation only:

[delegatesolutions.com/twelve](http://delegatesolutions.com/twelve)

## quote



"It's kind of fun to do the impossible!"

– Walt Disney

## online



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