

MAILBOX

Trading Insight

In my world, the word "trading" is usually followed by "spaces." Thank goodness someone finally defined the lessons that make a great trader in a way that a nontycoon can understand. I've posted Derik Allerton's five lessons [Concept, September] beside my computer monitor. Now, when I make my first trades on E*Trade or Ameritrade, I've got guidelines.

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It's Common Sense

I, more often than not, contend that "common-sense" is a fallacy. The article "Eleven Common-Sense Learning Principles" by David C. Forman in the September *T+D* has helped to strengthen my position. After all, if those valuable learning principles and training tips were common, they wouldn't need to be published. And the state of training would be considerably more interactive.

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Breaking Through

I want to compliment Eva Kaplan-Leiserson on her article, "Why Women Don't Rule" [Intelligence, April]. I am a business student, and I am writing a paper on

the glass ceiling. [The article] has inspired me to research the subject more and see what I can do to change the glass ceiling women face.

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As I read the article I contemplated, Why was this not written two years ago? It was wonderfully insightful and chocked full of useful information. Being a trainer-team member of one of the largest employers in our field, I've had an opportunity firsthand to see how many of the points Kaplan-Leiserson touched on can affect employees. Most corporations view training as an afterthought; our company views it as a critical link in the progression and building of employees. That encompasses not only their professional growth, but also their personal growth.

In fact, the company started a program in 1998 [that is] without a doubt the premier employee education program in the industry. How do I know this? I'm a lifelong learner and taking full advantage of it. I'm due to finish my master's in education in a few months.

Our CEO emphasizes education and feels that if an employee is learning something he or she wants to learn, that person will be more inclined to stay with the company and perform to the highest potential. It

kind of falls into that E-ROI Kaplan-Leiserson mentioned. Employees feel valued and therefore have less stress and, ultimately, are less distracted and more focused on the job.

I'd like to add one comment to the Six Ways Leaders Sabotage Themselves. That is from something I learned and lived during my 20 years in the Army about leadership and is stated with three simple words: Lead by example.

Thanks for the great article, and keep them coming.

Leo McIntyre

Correction

The section Online and Corporate Universities in the September issue mistakenly listed Boise State University as in Iowa. It is, of course, in Idaho.

Remedial fifth-grade states and capitals for us!