

the enlightened leader

IMPROVING THE QUALITY OF WORK AND LIFE

Reflections from Dr. John Izzo



Bill Bridges is considered by many people to be the leading expert in the world on Transitions. He has spent a lifetime studying how organizations and individuals go through changes of varying kinds. His classic book, "Managing Transitions" is one of the best books ever written on organizational change (as well as personal change). Since Bill and I are in a learning group together that meets once each January, I had the privilege of spending some time with Bill a few weeks ago. One of the questions he likes to ask people is this: "If life were a curriculum what is the next course you should enroll in?"

It seems to me that an enlightened leader or an enlightened person (which I define as someone who always wants to have more influence and success in their lives at work and outside of work), should always be asking themselves that question. If I am to grow beyond what I am now in my leadership and life, what is the next course I should enroll in?

The point is not "taking a course" but being very deliberate about knowing and exploring the next frontier of your own development. Ask yourself a few simple questions: What is the next course my people wish I enrolled in? Maybe it would be letting go and empowering, giving others credit, Appreciation 101, or maybe communicating expectations. What is the next course your loved ones wish you would enroll in? Maybe it would be being more romantic, finding more life balance, walking your talk at home, or maybe being a better listener? What is the next course you need to enroll in to be a better person? Maybe it would be a course on kindness, a course on generosity, or maybe a course on standing up for yourself.

Now in some cases you may actually enroll in a course, but other times it simply means focusing on that one area of learning for the next period of time. Reading books, listening to CD's, asking for feedback, identifying a few things you want to try for thirty days and tracking whether you do it or not, or perhaps writing down a few words on a card and carrying it around with you for the next ninety days.

To be an enlightened leader means we never stop going to school. My wife told me years ago that there was a big difference between one year's experience lived twenty times over and twenty years of experience. Only by continuing to "go to school" by identifying new areas of growth, does our experience ensure that we become better.

So, as Bill asked: "If life was a curriculum, what is the next course you

should enroll in?"

Until next time, Dr. John Izzo

(P.S. if you don't know what your next course should be, then ask people you work with, your peers, your family, or your friends, they probably know)

National Appearances

www.theizzogroup.com/calender.htm

FEBRUARY 2007

Feb 1-6	Writing (book deadline)
Feb. 8th	Tenet Healthcare Corporation- Dallas, TX
Feb. 9th	Healthcare Consulting
Feb. 13th-16th	Writing (book deadline)
Feb. 17th-21st	Consulting US
Feb. 25-26th	United Jewish Communities—Boca Raton, FL
Feb. 27th	St. Joseph's Healthcare Center

MARCH 2007

March 1st	TELUS Business Marketing Group - Penticton, BC
March 6th	MGM— Las Vegas, NV
March 11th -21st	unavailable—scheduled vacation
March 29th	Consulting US
March 31st	LIFEFEEST—Toronto, ONT. www.lifestest.ca

APRIL 2007

April 2nd	<u>Biography Channel Series Begins</u>
April 5th-8th -	not available
April 23rd-24th	Hold Canadian Client
April 30th	Manulife Financial- Kapalua, Maui

MAY 2007

May 1-3rd	Hold Canadian Client
May 1-3	HOLD US Client
May 7th	Stanford Medical Centre
May 11th	BCHRNA—Vancouver, BC
May 16th-17th	HOLD Canadian Client
May 19th	ATI Physical Therapy- Bolingbrook, IL
May 28th	HOLD Canadian Client
May 29th	City of Calgary— Calgary, AB
May 30th	CMA Conference—Calgary, AB
May 31st	Thunder Bay Reg. Health— Thunder Bay, Ont

JUNE 2007

June 1st	St. Joseph's Care Group-Thunder Bay, Ont.
June 2nd	HOLD Canadian Client
June 4-5th	HOLD Canadian Client
June 6-7th	Marketing Association for Credit Unions- Banff, AB
June 9th	ATI Physical Therapy— Chicago, IL
June 13th	Northrop Grumman Corp.- Baltimore, MD
June 20th	
June 28th	Greenleaf Centre for Servant Leadership Annual Convocation—Dallas, TX www.greenleaf.org

*“Each one of us
whether we intend to or not,
will at some point become a character in
someone else’s story.
We all talk about people
when they are not around,
and others will talk about us when we are
not around.
The obvious question is:
What will they say?”*

JIM KOUZES & BARRY POSNER,
A LEADER’S LEGACY

Health Care Newsletter Starting 2007

“Renewing the Heart of Healthcare”



As many of you know, Dr. Izzo has done extensive work in health care and beginning in 2007 we will publish a second free e-newsletter.

This new newsletter will focus on creating engaging health care workplaces and enhancing compassionate care.

If you wish to be included in the subscription list for this second newsletter as well as this existing one please e-mail us and let us know as we will not be sending

this new newsletter out to the existing newsletter list.

If you know of individuals who you think may benefit from this new newsletter or if you would like to contribute an article regarding a best practice please contact us.

info@theizzogroup.com.

FOUR GENERATIONS, ONE WORKPLACE

THE HALF DAY WORKSHOP THAT HELPS GENERATIONS
WORK MORE EFFECTIVELY TOGETHER!

Based on Dr. Izzo’s book Values Shift: the new work ethic and what it means for business, ‘*Four Generations - One Workplace*’ focuses on educating individuals about the differences between generations as well as it focuses on how to bridge the gaps between them and create a synergistic team respectful of generational differences.

This program teaches trends specific to the four generations at work today in every workplace: *the Pre-War/Pre Boomer Generation* (born before 1942), *the Baby Boom Generation* (1942-1962), *the “Gen X” Generation* (1963-1977) and *Generation Y* (born 1978-1990).

In this experiential and interactive workshop:

- * we explore how and why our work ethic has changed
- * we explore the data on the six major values people expect to be able to live at work today
- * we discuss the gifts each generation offers as well as the challenges
- * we work together to understand the differences in generational communication styles
- * we look at the retention issues that surround each generation
- * we look at what a variety of companies are doing to attract and retain this broad workforce

Learn tips and practical ideas on what companies and managers can do to attract a variety of age groups, retain these valued individuals as well as inspire and communicate more effectively.

*This program is being experienced and trained in both the
United States as well as Canada.*

For more information please contact our office.

604-913-0649



The Business of Kindness

By Olivia McIvor, Senior Consultant, Trainer & Author

Building Leadership Character Traits



In the Nov 2006 edition of 'the enlightened leader', previous article, I discussed using kindness as a core value and driver. Using kindness as a driver in business, is a proactive approach aimed at enhancing the health and sustainability of the people within our organizations.

The influence of a leader in creating this positive and sustainable culture cannot be underestimated.

Leadership is earned

Leadership is not the right of being born into the role because of tenure or being in the right place at the right time or even less, getting a position because of whom one knows. It is not for the person who looks about the room, points the finger when all isn't going well and says "Why don't they fix this problem?". Rather, it's someone who steps up to the plate to fix the problem without being directed. We are each responsible and capable of developing our own leadership skills and talents, thereby making ourselves accountable for managing our own careers. Our organizations are hungry for individuals who are self-directed, personal growth-oriented, with a propensity toward lifelong learning. In my experience, these are the individuals who succeed at all levels, regardless of the position or pay grade they hold. It is true that there is no security in any job — it's in the person who holds the job.

I used to believe that character was something you either had or didn't, but not something one could cultivate without great struggle. I learned quickly in my career that if this was truly my belief, there was little hope for the humanization of the workplace, and without hope there can be no change; it is what gets us up every morning to do the best job we can. I have taught literally thousands of individuals leadership skills, and when I say "skills," I mean it, because at the end of the day that's all that a trainer can do. No one can motivate you but you. We are each responsible for building our own character and then giving it away. Helen Keller defined character as something "that cannot be developed in ease and quiet. Only through experience of trial and suffering can the soul be strengthened, vision cleared, ambition inspired and success achieved."

English historian James A. Froude suggests to us that we cannot dream ourselves into a character; but instead we must be willing to

So what character traits help us to create a kinder workplace?

Here is a look at each theme and the Character Building Traits to support a creating a kinder workplace:

Kindness to Oneself

Authenticity
Attitude
Resilience
Excellence

Kindness to Colleagues

Trust
Compassion
Courage
Friendship

Kindness in the Community

Service
Responsibility
Integrity
Tolerance

Over the next two newsletters I will touch on each of the twelve traits everyone is capable of cultivating.

Authenticity: honor who you are

As a authentic person you are genuine and cultivate awareness of your own behaviors, knowing what you value and living life on purpose.

You are not embarrassed to show your humanness toward others. You are consistently genuine and true to yourself, and others feel safe and comfortable in your presence.

Cultivate awareness of what is most important to you and allow others to see your true self.

Attitude: exercise your power to choose

When you see someone with a great attitude, you know it. It's in all they do, from being consistently positive to exuding enthusiasm in their actions and words.

People with great attitudes approach life as a classroom, with curiosity and humor. They cultivate a belief that they control

continues next page



their life and that they choose their response to their surroundings.

Develop an ability to look for the positive lessons in your daily challenges by deciding that you are responsible for choosing your attitude.

Resilience: develop strong roots to weather change

As a resilient person you have strong reserves of inner and outer strength. You are consistently conscious of seeking new ways to build strong personal foundations so you may weather the storms of life and work.

Through increasing your awareness of how to care for yourself mentally, emotionally, physically and spiritually, you are able to feel more balanced, accepting change as a natural course of life.

Practice a proactive approach to creating a healthy and vibrant lifestyle by examining your own behaviors in response to challenging events.

Excellence: commit to grow your potential

Excellence is having a firm commitment to grow your potential through being committed to life-long learning. You believe in stretching and challenging yourself by giving 100 percent of your best in everything you do.

Taking pride in your endeavors both in work and life you recognize that no accomplishment is insignificant but rather a contribution to the whole.

Choose to show up, be present and give 100 percent of your best self to everything you do.

Trust: practice honesty with consideration

You are someone in whom others can confide; they know you will listen without judgment. You are firm, friendly and fair and act with the highest of integrity by always giving credit to those who deserve it. You always strive to be honest, to tell the truth with consideration for the feelings of others.

You are known to be reliable and to keep your word.

Speak your truth with honesty and integrity by demonstrating you are as good as your word.

Compassion: show you care with unconditional acceptance

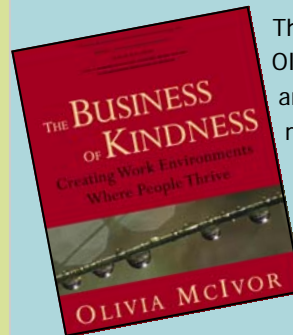
You are a confident person who offers support without thought of your own needs being met first.

Compassion is not about learning to say the perfect things at the

Book Release!

The Business of Kindness:

Creating Work Environments Where People Thrive
by Olivia Mclvor



The Izzo Group is thrilled to congratulate Ms. Olivia Mclvor, a senior consultant, trainer and presenter with The Izzo Group on the release of her first book!

Order yourself a copy today!

VISA and MASTERCARD Accepted.
Organizational & Trade

perfect time, but rather about showing consideration for others' pain through listening and caring.

You see it in a warm, safe smile, a nonjudgmental look of encouragement, a kind touch, or anything that will lift another person to a place of higher confidence.

Practice being nonjudgmental by reaching out to those around you and connecting with empathy.

Next Newsletter I will be discussing the next Six Character Building Traits.

*Watch your thoughts; they become words.
Watch your words; they become actions.
Watch your actions, they become habits.
Watch your habits; they become character
Watch your character; it becomes your destiny.*

—ANONYMOUS



Dr. Izzo and Dr. Covey at Greenleaf Conference June *Register today!*

The annual conference on Servant Leadership sponsored by the Greenleaf Center will be held Jun 28-30, 2007 in Dallas, Texas. This promises to be a very special conference and an exciting opportunity to learn about servant leadership while networking with other organizations. This year, the conference will feature Dr. Stephen Covey, Colleen Barrett (President of Southwest Airlines) and Dr. John Izzo. Dr. Izzo will be conducting a full-day, pre-conference session on Servant Leadership in Organizations (June 28). This is a unique opportunity to spend an entire day with Dr. Izzo and then attend the rest of the conference. For more information, go to www.Greenleaf.org



Dr. Izzo Speaks at LifeFest in Toronto

March 30, 31 & April 1st, 2007

Jane Fonda, Dr. John Izzo & Jan Arden



www.LifeFest.ca

Go there and
register to
attend!

Dr. Izzo's Programs -2007

The Five Things You Must Discover Before You Die

What are the keys to a purposeful, successful, and fulfilling life? What must we discover about life before it is too late? Dr. John Izzo interviewed over 200 people from the age of 60-106 and asked them to reflect back on their lives. What did they learn? What would they do differently? What brought the greatest happiness and meaning? What were the important crossroads and the decisions they made and what did they regret? In this inspiring, entertaining and thought provoking program, Dr. Izzo shares the five themes which emerged from this research-Reflect More, Risk More, Love More, Enjoy More and Return More. In this program Dr. Izzo will also feature segments from interviews with wise elders as they talk about their lives and what they learned. This program is based on Dr. Izzo's five hour series for the Biography Channel and his book, *"The Five Things You Must Discover Before You Die"*. The interviewees ranged from successful business leaders and actors to town barbers, from Holocaust survivors and veterans, to teachers and aboriginal elders. Across cultures, he discovered the secrets to a life well lived.

Spirited Teamwork: Everyone is Responsible

Successful teams and successful organizations are places where every associate is responsible for creating a great place to work where excellence and high morale drive success. But what are the keys to spirited teamwork? How does each team member create a place of truly spirited teamwork? Dr. Izzo shares insights and practical ideas on how each person can become responsible for a great workplace. This program has been successfully given to entire companies, large divisions and associates at many levels in a wide variety of industries. Clients often speak about how associates come back on "fire" for their role in creating a better team and a better workplace.

Sacred Service: Beyond Customer Service to Compassionate Care

Almost every health care organization is trying to provide great customer service to patients and clients but many traditional methods fail to inspire truly compassionate care. In this program, Dr. Izzo uses two decades of experience advising health organizations to show the path to truly compassionate care-to where every patient feels loved and cared for deeply. Through compelling stories and real life examples, this program can be focused on formal leaders or to front-line clinicians. Whatever the audience: from nurse leaders to front line nurses, from physicians and to other care providers, this program will show how to get beyond customer service to compassionate care.

“It’s Not Easy Being Green”

by Leslie Nolin-Izzo



Little did Kermit the Frog know, he was speaking for millions of people on this planet. “*It’s not easy being green*” was a wonderful song that became synonymous with being ‘different’ and it taught my generation the strength and perseverance that went along with being a diverse individual. It also taught me how to stand up for what was true and good in the world. I

don’t think the creators of Kermit the Frog realized at the time just how transcendental this little guy’s message would become!

Over the past few months the number of headlines dedicated to anything green has been phenomenal. Many dailies have dedicated their front pages to sounding the “climate change” or “global warming” alarms. On one hand, it is great to see national exposure brought to these pressing issues, on the other hand sounding alarms has historically created an acute reaction from the public and what we need first is the recognition that this is a chronic problem. One that is going to get worse before it gets better.



As we read the headlines and watch the news then go about our daily lives discussing the global situation...we have to talk about the actual changes we as human beings are going to make, then actually make them. We are all responsible for the condition of our planet and we all need to start doing some things and stop doing others. I think the hardest part is recognizing that the changes we have to make... have to be permanent changes.

What are you doing differently today? Wash a few less clothes, turn the heat off on the clothing dryer, wear a sweater and turn the heat down, walk to work or car-pooling, buy less, reuse and recycle more? Don’t let the water run when you brush your teeth tonight, recycle everything made from trees, share the newspaper at work or better yet read it online...these are easy ones!

...and remember *It’s not easy being green, but...it isn’t that difficult either!*

Visit David Suzuki’s website this week as he is completing his tour across Canada!

“What would YOU do for the environment if YOU were Prime Minister?”

www.davidsuzuki.org



Slang is "language which takes off its coat, spits on its hands ...and goes to work."

-CARL SANDBURG

Generations and their language choices

Last edition, I wrote about my own introduction to the term “*my bad*” and asked you readers to send me your generation’s slang so I could post them in this edition. Thank you for your many e-mails and great conversations. Although I do not know the specific generations these terms belong to they are good for a chuckle many of them were sent to me with no generational references.

Many of these have evolved and are still being used today, some have been carried from one generation to another in full form. I did manage to research all the terms before sending them to you and I was surprised how many ‘slang’ terms there actually are. Frankly, there is another whole language. The fact is, I think you, the readers, will know your own slang! If you have more... send them in too: leslie@theizzogroup.com

- Don’t Have a Cow! Later became Don’t have a bird!
- Cat’s Pajamas became groovy or cool
- Da-boom! and Neat-O!
- Chill! was Chill out! and before that was Chillin’
- Dude (this one is multi-generational)
- Peace then peace-dat
- Stinks (does not refer to the olfactory system!)
- Trollin’ (referring to the speed of a car) we now say burnt rubber
- The Man (refers to the law)
- grub, slop, garbage, gas (refers to food)
- Making whoopee (too bad this term didn’t carry as there are hundreds of others)
- Like (the unnecessary inclusion in most kids language...*like* today)
- What’s up?
- Trip/trippin’/ trip out
- Stoked
- Aight
- What’s the deal?
- Chick
- Yo
- For real
- Floss
- Grub
- Shin dig
- Hit the sack
- Sauce (meaning alcohol)

There are so many terms and phrases that are used interchangeably in our communication I am surprised we understand as much as we do. Perhaps we don’t, we just say we do and our inability to be honest about our lack of understanding is what is creating the communication gaps between generations?



“The Five Things You Must Discover Before You Die”

Biography Channel Premier & telecast schedule

We are pleased to announce the show schedule to you as the airing of this anticipated five part series will air starting April.

Biography Channel Canada

Monday-Friday April 2-6th
8:00-9:00 pm and 11pm-12am

Saturday, April 7th
8am-6pm

Monday-Friday, April 9-13
8am-9am / 1pm-2pm / 6pm-7pm

OMNI 10

Starting Monday, April 23rd
10pm for five consecutive weeks

OMNI 11

Starting Monday April 23rd
8pm for five consecutive weeks

OMNI 1

Starting April 28th & 29th (Saturday and Sunday) at 9pm for five weeks

OMNI 2

Starting Saturday, April 28th at 7pm for five weeks

Need to Subscribe?

Details to sign up for Biography Canada—all digital cable customers can sign up to receive the Biography Channel for less than \$3.00 per month. Call your own cable company now and sign up to be able to watch Dr. Izzo's five hour special

Show Update for the USA

Our show will premiere in Canada in April, 2007. As of now the show will not be available in the United States. However, we are in conversation with PBS for possible airing later in 2007.

This series will be available to you in April on DVD!

The Five Things You Must Discover Before You Die

DVD Series

Beginning March 31, 2007, a DVD series of Dr. Izzo's five hour series will be available for sale through our office. The five DVD set has all the material from the TV show plus an additional 45 minutes of additional footage. In each of the DVD's Dr. Izzo explores one of the five things we must discover before we die: Reflect More, Risk More, Love More, Enjoy More and Return More.

Filed before a live audience in Toronto, the series makes a great gift and the equivalent of a six hour retreat with Dr. Izzo. This new material was developed for the TV series. Call now to pre-order your series; cost is \$59.95 CND/\$45.95 USD for the complete series. Orders will be shipped in April! Call today 604-913-0649!

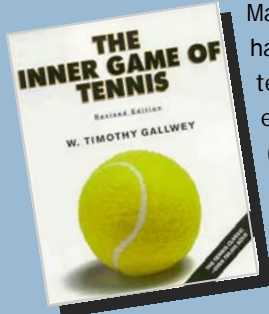
Take the time to experience this broadcast!



Books Dr. Izzo Recommends

The Inner Game of Tennis: Revised Edition

by W. Timothy Gallwey



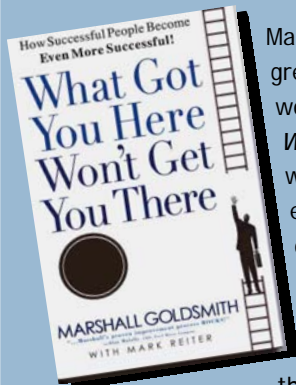
Many of you know I am an avid tennis player. I have just been re-reading this classic book about tennis (and life) by tennis pro and martial arts expert Tim Gallwey. If you are a tennis player (or an amateur athlete of any sort) his book will help you 'get out of your own way'. Yet as I reread the revised edition of this classic, I was more aware than ever that this is not a book only about tennis but a book about life.

One of Gallwey's most powerful observations is the way our judging mind (he calls this Self 1) makes learning and growth difficult. Self 2, our subconscious mind which is also what guides our body, learns best without the judgments of self 1. Gallwey writes: "*The first skill to learn is the art of letting go the human inclination to judge ourselves and our performance as good or bad. Letting go of the judging process is a basic key to the Inner Game.*" My friends have already noticed that I am playing more loosely and hitting much harder. In a few weeks, I'll tell them about the book.

What Got You Here Won't Get You There:

How Successful People Become Even More Successful

By Marshall Goldsmith



Marshall Goldsmith is considered one of the greatest corporate executive coaches in the world. His newest book, *What Got You Here Won't Get You There* takes a hard look at why many executives, professionals and leaders get "stuck" and reach a plateau in their careers and influence. In a practical, hard hitting, and engaging book, Marshall shows each of us how to identify our limiting behaviors and how to change. Among other things, he outlines twenty-one habits that

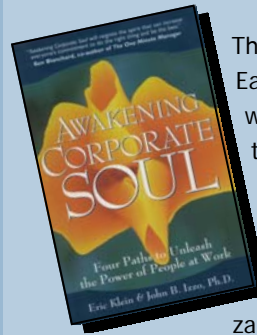
"hold you back from the top." The book is worth getting for tackling these habits that make us less effective with others. Goldsmith goes further and shows us how to make changes in our behavior through a simple, practical model for moving through personal change. Many people have said that this book is Marshall Goldsmith at his very best, pushing each of us to confront what must be changed for us to be more successful. This book is a great read for any person who wants to push beyond their comfort zone to a place of greater success and influence. Any leader who wants to move beyond their interpersonal limitations must read this book. It has already become one of the best selling business books in the United States in a few short weeks.

Awakening Corporate Soul:

Four Paths to Unleash the Power of People at Work

By John B. Izzo, Ph.D. and Eric Klein (FairWinds Press)

12th Print Run!



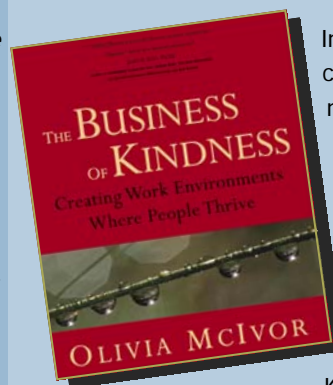
This timeless book blends the traditions of Eastern and Western spiritual philosophies. It was first published in 1997 and was one of the first Spiritual Business books on bookstore shelves in both the United States and Canada and has sustained close to a decade of readers. **THE FOUR PATHS**, have become a model many healthcare organizations have built their spiritual cultures on. It

provides a four part model that all organizations can use to harness the power of purpose within the organizational walls. *THE PATH OF SELF, PATH OF CONTRIBUTION, PATH OF CRAFT* and finally *THE PATH OF COMMUNITY* have been the building blocks of appreciative loving cultures. This best selling book has seen the covers of the *Healthcare Forum Journal, the American Medical Journal, NURSEWEEK, Human Resources Executive Magazine*, and numerous others. If you have not read this book it is a must read. If your management or leadership team have not read this book they should. You can order online and receive substantial discounts for organizational orders.

The Business of Kindness:

Creating Work Environments Where People Thrive

By Olivia McIvor (**NEW RELEASE!**)



In workplaces everywhere, we are constantly being faced with new business challenges that will have a direct impact on the financial bottom line. More and more, we are being called upon to remain both innovative and competitive as business environments experience unprecedented change.

Kindness is a quality that is valued by all persons regardless of gender, age, culture, values or beliefs. **Kindness** as a core value and as a standard for decision-making it provides an easily understood "emotional benchmark" for recharging and centering oneself in the midst of stress and change of today's workplace.

This book raises awareness and personal accountability for the development of a kind culture. This book also provides solutions by describing the 12 Character Building Traits that create positive, productive and profitable work environments.

Products

Generational Cards Series

This card series describes Four Generations currently in the workplace.

(Pre-Boomers, Baby-Boomers, Generation X and Generation Y) This handy set of four cards outlines the *Gifts* each generation offers to the organization, *Motivating Expectations*, *Training Expectations* and *Communication Expectations*. Know more about the groups of individuals you work with and how you can work more effectively together?. This is a quick reference tool!



4 card set... Each order contains 10 sets!
45.99 CND/ 40.99 USD **NOW! 35.99 CND /30.99 USD!**

Download Past Editions

Many individuals have asked about back issues of the 'Enlightened Leader'. If you visit our website you can view and download all the past editions. Simply go to: www.theizzogroup.com 'click' on "newsletter" and there you should find all past editions.



Happy Reading.

Send us your thoughts.

Simply e-mail us your article—we allow for a maximum of 500 words and we do reserve the right to correct, edit and check any facts contained in the document.

Book Ideas?

Have a great book you think readers should look at? Let us know, we'll spread it around!

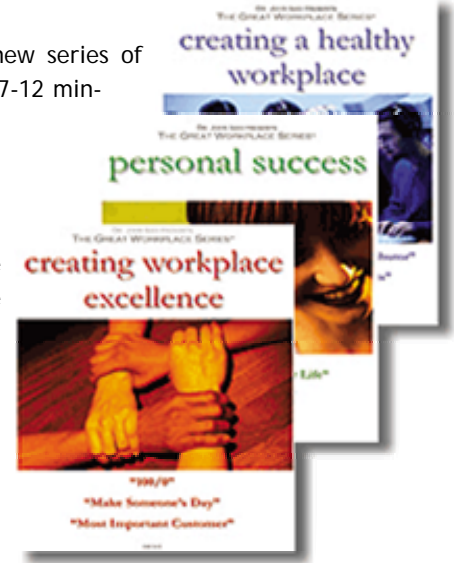
Know of a great workplace?—let us know—we'll feature them in an upcoming edition on best practices and best workplaces.

Know of a great individual who deserves recognition? Write us and tell us about them—we're dedicating an edition to all those we don't recognize enough!

great workplace culture DVD series

40% DISCOUNT!!

Dr. Izzo has produced a new series of teaching videos averaging 7-12 minutes in length. The nine videos are meant to be shown at the beginning of staff meetings, at performance reviews or at the beginning of a conference to set a specific tone and assist in creating change. Our goal is to encourage and assist you in your leadership role of creating a culture of excellence.



Each video explores one of Dr. Izzo's key messages with new stories and material including: "Enjoy the Rowing", "100/0", "Your Most Important Customer", "Make Someone's Day", "Be the Dog", "The Five Rows", "Complainers and Contributors", "Appreciation...Priceless!", "What's Your Edge?" and "What Questions Rule Your Life?".

The intention behind these vignettes is to supply you with a variety of messages in short useable chunks to enhance an idea, new direction or message you would like to encourage within your workplace.

If you wish to preview three of these vignettes, please go to www.theizzogroup.com and on the homepage there is a direct link to our DVD preview page.



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or visit our website: www.theizzogroup.com
Ph: (604) 913-0649 Fax: (604) 913-0648

