



## January 2020 Newsletter

### Making Your Leap



It's 2020! It's a new year. It's a new decade. And here at Leap Solutions, we're particularly inspired, because it's a *Leap Year*!

#### What Exactly IS Leap Year?

Introduced and adopted in 1582, the Gregorian calendar is commonly used and widely accepted throughout the world today. Our calendar year is based on the time it takes the earth to rotate around the sun. But while we think of one year as 365 days, it actually takes the earth 365 days *plus six hours* to orbit the sun.

That means, every four years, those extra hours add up to one full 24-hour day that we tack onto the end of February and declare "Leap Day" (February 29). Leap Years keep the world's calendar in sync with the earth's seasons.



## Leap Year Notables

- People born on February 29 are considered “leaplings” or “leapers.” Technically, they experience fewer birthday anniversaries and can claim to be only a quarter of their “real” age. Actually (and legally), the years still count and the aging still happens; most opt to celebrate on February 28 during “common” (non-leap) years.
- According to folk tradition in Ireland and Britain, women may propose marriage only in Leap Years.
- In Greece, Leap Year weddings are considered unlucky for marriage; one in five engaged Greek couples will avoid planning a Leap Year wedding.
- Every year that is exactly divisible by four is a Leap Year, *except* for years that are exactly divisible by 100; those centurial years are Leap Years only if they are exactly divisible by 400. For example, the years 1900 and 2100 are not Leap Years, but the years 2000 and 2400 are Leap Years. Again, these periodic adjustments keep our calendar in alignment with the earth’s seasons.

## Why Leap?

At Leap Solutions, we’re all about seeing possibility and creating opportunity. So besides being drawn to the name “Leap Year” for obvious reasons, we love the very idea of it—of recognizing and seizing the potential of a bonus day marking a special year. We want you to make your Leap Year count!

You can and do take steps in the right direction for your business every day... but why not follow our philosophy and take the bigger, bolder leap to next-level success? Leap Solutions delivers action-oriented tools, effective systems, guidance and support to genuinely empower leaders and enable organizations and the people in them to grow and prosper.

Imagine the ways you might leap in 2020 with Leap as your partner! You're undoubtedly concerned about the ramifications of California Assembly Bill 5 (AB5). Are you confident that you're in compliance and your company and your workers are protected? How about harassment prevention in accordance with Senate Bill 778...do you have a plan in place for scheduling and implementing quality, effective training programs by January 1, 2021? We can demystify these and other new laws and help you ensure that your company remains safe and strong.

Perhaps one of your leadership teams is struggling; they're falling short of objectives, lacking consistency or experiencing a general disconnect. Or maybe they're doing well, but you know they could make a greater impact with the right team training and development. Maybe one of your most promising leaders could be even more innovative and transformative with one-on-one leadership coaching, or you anticipate a change in leadership that could necessitate executive search services. You might feel a need to clarify your organizational path, better articulate your vision and more strategically position your company to truly fulfill its mission.

Whether it's with HR, recruiting or organizational development, Leap Solutions helps you develop people, drive results and thrive as an organization. With our powerful evaluation, assessment and behavioral profile tools, seasoned insight and proven strategies, you'll be able to identify and overcome challenges with creative, custom solutions; build skills and implement new systems and strategies for better communication, greater efficiency, enhanced productivity and markedly improved performance; and harness opportunities for short-range success while progressing assuredly toward your long-term vision.

### How Will You Leap?

With any new year, we feel revitalized by fresh perspective and new hope. But this is no ordinary new year. You won't see another February 29 for 1,460 days. Why not embrace the promise of *this* Leap Year starting now?

Together, let's ignite your teams and propel your organization to the next level!



  
**ARE YOU READY TO LEAP?®**



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