

Welcome to the Martians Reunited Newsletter for November 2009.

This month we are delighted to feature M&Ms, and to celebrate that we have M&Ms characters running and jumping all over the site. As children always do, they have got in the way of our month-end deadlines - but are now happily settled and behaving.

Current Martiansreunited.com membership figures:

Active members	Current associates	Former associates	Countries represented	Gender balance
2227	651	1576	41	66% m 34% f



In tribute to M&Ms, we invite you to enjoy some older M&Ms advertisements as well as the current ones.

Our YouTube selections feature three of our favourites including:

- [Miss Green Dancing](#)
- [Don't Rock the Boat Baby](#) - M&Ms conscripts rowing hard

and finally

- a [Fashion Show](#) featuring wearable art, including a jacket and other clothes made entirely from M&Ms wrappers.

News

The Mars Make The Difference Awards for 2009 have now been presented in Washington, including special Lifetime Achievement Awards for four people who between them have given 152 years of service to Mars and whom many members will know: John Hassan, Sharon Heffelfinger, Bill Pearson and Jon Shepherd. Our very warmest congratulations to them all.

If you have stories or memories about any of the four of them, please [email us](#) and we will pull together some of them for our New Year feature on the Make The Difference awards.

Please see the [News](#) for information about the 2009 awards. and look out for more details in the New Year, when we plan to run a full feature, with more information on how the awards work and the tremendous impact they have made on the Mars business and Mars associates.

New on site this month

One piece of great news is that there are two new job opportunities this month. **Mars Drinks** would like to hear from former Mars Sales Managers on an interim or permanent basis for Regional Sales Manager vacancies in the UK. **Northern Foods** are looking for 2 General Managers.

If you are interested in either of these vacancies or if you know someone who you think might be interested, please find further details in the [Job Centre](#).

Following on from last month's article by Tony Isaacs on [Setting up a Consultancy Business](#), we are very pleased to offer an article offering some ideas on which business vehicle to choose - company or partnership - and why. [John Whittaker on Limited Liability Partnerships](#) offers a clear introduction to a complex issue.

Not yet a member of Martians Reunited?

Click here to [Explore Martians Reunited](#).

Click here to join: [Register Now](#)

Do we have your current email address?

Please keep your contact details up to date so that we can continue to send you the monthly newsletter.

Click [Member Profile](#) at the top of the Home Page to update your details



Also this month Mike Smith and Paul Jackson write about some of the fascinating insights they're discovering in the course of their Employer Brand Strength audit work, about what motivates and demotivates people: [Don't focus on Motivating, Stop Demotivating](#).

And on the same topic Dan Pink, Al Gore's former speechwriter and now a Careers expert, also examines the puzzle of motivation, starting with the understanding that traditional rewards aren't always as effective as we think. [Dan Pink on The Science of Motivation](#).

John Eustace writes very amusingly about life in Italy, where he is now living - after having thought he'd retired to Australia. [John Eustace on Life in Italy](#).

And, finally, we also have the photographs from the recent UK Pastmasters dinner, which was a great success. Apologies to those who have been photographed not quite looking their best... [Pastmasters 2009](#).

Advertising

This month we have also started charging for advertising on the site and have written to all current advertisers explaining that this is necessary to help towards running costs, which are escalating as the membership grows.

You may wonder why we are charging for advertising at all: the answer is that Martians Reunited is not funded or sponsored other than by contributions we receive from advertising on the site. We (Mike and Lis) started Martians Reunited by investing our own capital and we continue to be responsible for most of the costs of running the site ourselves. The contributions we receive from members go towards hosting, maintenance and development costs and we are very grateful to those members who have supported us - whether by posting advertisements, giving us practical help and encouragement, or by sharing articles and ideas for content.

We will never let Martians Reunited be overrun with advertisements. Our intention is, as it has always been, to keep the site clear, attractive and easy to read, and only to feature a limited number of services or products or that we think will be of direct interest to our members.

And finally...

We'd like to finish up with M&Ms again, to offer one other amateur video that we thought you might enjoy, which hasn't been posted on the site but is on YouTube. The drawing is rather good and the animation and sound effects are delightful. [The making of an M&M](#).

And, if you are resident in the USA, you can also order personalised M&Ms for family and friends by clicking through from www.martiansreunited.com.

Have a great month.

Best wishes

Mike and Lis



Any suggestions or contributions, please email Editor@Martiansreunited.com

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