



Spring Garden Party



**COMPASS CAREER NAVIGATOR
April 2018**



A Spring Prom Couple

DO YOU VALUE TEAM MENTALITY IN YOUR ORGANIZATION AND WHY

Many have heard the discussion on “employee engagement”, but not only is that important for employers to encourage for individual employees, but to remind and instill a strong team building attitude in your workforce. Why do you suppose that is important?

Consider why individuals choose to work for certain employers. When seeking employment, job candidates have specific criteria on which job would be the best fit. Obviously, each needs to earn a fair wage and be able to handle the position with the proper skills and experience. However, in addition to these priorities, people seek employers who are responsible, run a healthy and progressive business and be supportive.

Practically any employee would never stay working for someone who mistreats employees or is disrespectful. Money and safe working conditions are only part of what makes a good place to work.

Many today value employers who are supportive and are willing to develop all employees to his/her full potential. Most effective business leaders and managers are aware of the importance of building a strong team. With that kind of mindset of support and dedication to employees, employers find

that their workforces are more loyal than ever. It also strengthens their conscientiousness, encourages them to take more pride in their work and can increase productivity.

A company without a strong “team building mentality” can find itself with weak links, which eventually weakens the whole chain. If you sense this is the case with your organization, consider receiving some “**Effective Team Building**” support. Visit: www.compasscareer.com

THE MISUNDERSTOOD DELIMMA OF BUSINESS OWNERS

Many employees and others view the life and decision-making aspect of a business owner quite different from reality. Similar to being a parent, it may appear that adults can let their children do whatever they like. However, in being a parent verses being *responsible* and *doing what is best for their children* requires two totally different decisions.

The business owner is in the same position. If the owner wants the business to survive or grow, the decisions regarding how the business is run can be quite different. The owner must pay attention to what is spent, that only quality materials are used in products and services, making sure customers’ concerns are addressed, keeping their word, etc. There are many factors that impact the customers and the bottom line.

THE MISUNDERSTOOD DILEMMA OF BUSINESS OWNERS (Continued)

However, there are times when making changes are much more complex and difficult than you expected.

There are times when the costs of running a business are not able to be covered by your existing income or earnings. With a shortage in funds or an increase in expenses, a decision has to be made on which position (and employee) will have to be released or “downsized” to keep the budget balanced.

To other staff, it is discouraging and leaves them feeling in jeopardy and anxious. No expressions can fully relay all the emotions and concerns experienced by employees or customers, which cause all to feel so upset.

The customers may also feel that they have no voice in sharing their perspective about what or how the organization chose what to do or if there were any other options.

On the flip side, when it comes to a “business decision”, though emotions will be naturally experienced, a business cannot exist if managed only by emotions. No business can survive that way. Some business decisions will not be welcomed or acceptable by any or all. Some tough decisions must be made to survive. A business owner/leader may not be “popular”, but a good leader and decision maker does look out for all concerned and does his/her best with those *hard decisions*. For this, those who are dependent on the business to keep running and being viable should be thankful to those “responsible decision makers”.

It reminds me of what I told my two young sons when they were displeased with my decision or ruling: “It’s easy for a parent to say ‘yes’ – what is hard is for a parent to say ‘no’ when necessary – a decision we make because we care about them!”

HOW DO EMPLOYERS CREATE WAYS TO REWARD AND PRAISE EMPLOYEES?

Employers are always thrilled to believe they have landed a really hard-working employee. When this is the case, the employer will seek many ways to reassure the employee that he/she are valued. Still, employers look for creative ways to reward those “good employees”.

Some of the rewards that have been effective in the past are still being used. Examples being:

- Being made “Employee of the Month”
- Offered a Special Parking Space
- Employee’s photo posted prominently
- Have lunch with the President
- Take small team or employee on shopping spree (taken to local mall and given \$XXX with time limit and that \$\$\$ is spent on employee.)
- Amount of money given to employee’s choice charity in their name.
- Have all employees enter ahead a reasonable idea for their reward due – then honored.
- Other possible rewards could be: One month of free childcare, weekend getaway, Spa Day, One Free Grocery Shopping trip, 2 Tickets to Theatre or Movie, Fresh Flower Arrangement, Give Office Space a “facelift” or update, a Department goes out for a Special Lunch or Dinner together...
- Formal Recognition of employee on a prominent billboard in city.
- A Promotion
- A Day Off
- A Special Gift appropriate to person
- A month of free treats at person’s favorite “treat shop” (Baskin Robbins, etc.)

For some rewards, you might encourage employees to select from a list ahead of time. Be sure the “reward” matches the person and their level, as well as accomplishment.

Other way to boost morale: have fun events, i.e. a) have employees bring baby photos of themselves and see how many guess or identify more of those correctly, etc.

“A PARTIAL LIST SOME FOCUSES FOR THE MONTH OF APRIL”

If your company is looking for some effort to engage and to help others in some way, consider the many special focuses for you to consider. No doubt, you could impact someone in a very special way.

I'm not sure who decides what topics should be on each month's national list, but the topics or areas included for the month of April are quite diverse. Surely, there is some criteria to meet in order to be included in a "National Focus for each Month", but here is the partial list for the month of April 2018:

Amateur Radio Month
Celebrate Diversity Month
Community Service Month
Distracted Driving Awareness Month
Financial Literacy Month
Keep America Beautiful Month
Lawn and Garden Month
National Car Care Awareness Month
National Couple Appreciation Month
National Food Month
National Humor Month
National Inventor's Month
National Jazz Appreciation Month
National Mental Health Month
National Older Americans Month
National Poetry Month
National Straw Hat Month
Women's Health Care Month

These are less than half of the topics for the month of April, yet all of these could supply some initial ideas for some healthy conversation among your co-workers. If your company is looking to be supportive to some special effort, you might find a possible focus in this interesting list or others.

ARE YOUR LEADERS GOOD COMMUNICATORS? HOW ARE THEY PERCEIVED BY THEIR EMPLOYEES?

When companies select their new leaders, what qualities do they include in their criteria? One quality needs to be "good

communicators" – not only good in articulation but just as important is "good listeners"! Too many employees today say they lack confidence in their company leaders. What exactly is meant by that? Clearly, there is a concern that their leaders do not convey a trust to their subordinates, causing them to doubt their leaders' judgements, decision making, and knowledge or experience.

Too many companies choose Leadership Training that is possibly not teaching "practical issues/concerns" and/or not spending enough time on some areas or not allowing new leaders to put their lessons to enough practical use. Being a good leader isn't something that can be taught one day and move onto other lessons the next. Even very astute business persons will make better leaders once they have had the opportunity to practice the lessons they are taught.

With a phased, practical leadership program and given the option of additional coaching on more challenging areas or practicing different approaches, your leaders will develop much stronger skills as well as demonstrating more confidence. Effective Leaders must be excellent communicators. That is so critical in building a trustworthy leadership. Seek "Effective Leadership Training" that allows for flexibility and is practically, rationally focused. Visit: www.compasscareer.com.

IDENTIFYING AND BEING PROACTIVE IN MANAGING AND GROWING A WORKFORCE

As your organization grows, in what areas would help strengthen and improve your workforce to excel and become more successful?

All companies and industries have certain areas that need improvement or tend to pull the others down. For instance, since most companies are recruiting and hiring more employees, perhaps your organization has become lax in their "**On-Boarding**" process. Though this is a necessity in assimilating new

IDENTIFYING AND BEING PROACTIVE IN MANAGING AND GROWING A WORKFORCE

(Continued)

employees and helping them to “get off on the right foot”, a busy company could find itself needing to push production faster and leave out this introduction to a company. *On-Boarding* could be viewed as “a low priority”. However, that process makes a huge difference in employees being taught “best practices” and can avoid many mistakes.

Another area that is easily overlooked is providing “**Strong Supervisory and Management Training**”. Good Supervisors and Managers don’t just grow on trees. They are groomed, coached, and thoroughly taught those important aspects of a business that takes a business from the first floor to top of the line!!! Good Managers can make all the difference in the success of a business. These people have sharp eyes and are disciplined to groom other good employees. Therefore, “*Strong Supervisory and Management Training*” is crucial!!!

One last area that is often neglected is “**Performance Evaluations**”. This may not seem that important, but employees want to be “heard” and want honest feedback and insight on their work, etc. Today, the old-fashioned “Annual Reviews” just do not cut it. Employees value more exchanges and clear communication with their supervisors. If your company has yet to switch to an internet/web-based performance evaluation program, you need to become more current and learn how much more effective these are. *Such programs can help to enhance employee engagement and increase your bottom line.*

NAVIGATOR’S OBSERVATIONS

As Spring arrives, we have the pleasure of gorgeous fresh flowers and blossoming bushes and trees. In the Carolina’s we have an abundance of all Mother Nature’s works of art in the forms of all kinds of colors, shapes, and fragrances -- a true rainbow bouquet of nature’s finest artform. And with Charlotte already being

known for our vast number and variety of trees, our community becomes like “*the center jewel of the South*” amid our region’s extensive and glorious natural beauty.

We need to remember the many natural blessings we have all around us. One of the reasons many come to our area is to experience each of the four seasons. We don’t have the weather extremes like some areas. Still, our state does seem to attract a wide variety of people.

An interesting fact is that many people of North Carolina have no idea that our state receives 40-41 new residents a day. This kind of growth clearly impacts our economy, causing more and more demands on our public services. This includes schools, hospitals, fire departments, police, and so on. Unfortunately, with such growth, there will naturally cause a need to increase funding of our public’s expenses. But growth is also good, as long as we are preparing for this – i.e. creating the funding to cover all those important services for our communities. LATEST NEWS: The National Republican Convention for 2019-20 is considering Charlotte as its Host City.

Compass Career Management Solution

supports your company. Contact Robyn Crigger. rcrigger@compasscareer.com; our website: www.compasscareer.com. Some services include:

Team Building	Strategic Coaching
Leadership Training	Workforce Behavior
Strategic Planning	Outplacement
Supervisor/Mgmt Training	Educ. Retirement
Performance Management	Employee Surveys

.....
This newsletter is published by Robyn Crigger of Compass Career Management Solutions.



www.compasscareer.com