

LMA E-News

LMA Consulting Group / LMA-EAP

December, 2011

Once again, LMA was selected as one of PA's Best Places to Work. We are very proud of this achievement and continue to believe that serving our customers is a joy - not a chore.

To our clients... we appreciate the trust you place in us and the opportunity to work with you this past year. All of us at LMA wish you the happiest of holidays and the very best for 2012.

Jeff Klunk, President

Be a sponge. Spend as much time as possible with people who truly know their craft and be a great listener. That is how you learn.

~ Jerry Colangelo

[YOUR EMPLOYEES \(YOUR EXPERTS\) - ARE YOU TAKING CARE OF THEM?](#)

Recent polls indicate almost 55% of employees are unhappy with their current employers? Are your employees thinking the same? Polls also suggest that one-third of the workforce is dissatisfied with their current organization. If they leave when the economy turns around, you could lose your experienced employees. Do you want to be that organization? What efforts are you doing to retain and motivate your employees?

[PACING YOURSELF THROUGH THE HOLIDAYS](#)

Did you notice that the holidays tend to now merge in the last part of the year? Halloween. Thanksgiving. Christmas. They seem to descend upon us all at once. Do you find yourself under added pressure to find the perfect gift, plan the perfect party, decide who and when to visit? Try these seven tips to get through your holiday season.

[POUNDING THE PAVEMENT \(AFTER YOU SHOVEL IT!\) DURING THE HOLIDAYS](#)

During the holiday season, a pressing question for the job hunter is: Should I take a break? Don't I deserve a respite from this brutal search to just relax by the fire with eggnog? Taking time to enjoy the holiday season is an excellent idea. However, Barry Davis makes a case for maintaining a certain level of job search activity between now and the first day of 2012.

ASSOCIATES OUT & ABOUT!

Elaine Boltz, Account Manager for LMA-EAP, recently presented "Therapeutic Laughter" at the Alaska Native Diabetes Conference in Anchorage, Alaska.

Elaine also did a "Laughter Club" at Bethany United Church of Christ.

Barry Davis, Director of Career Services, and Martha Lawrence, Career, recently attended the 41st Middle Atlantic Career Counseling Association Conference where Barry presented a workshop on the topic "Rules for the New Workplace."

Barry Frey, Director of Strategic Human Resources, recently had a presentation featured on homepage of Slideshare!

View Barry's presentations:
[Strategy Architect - A New Hat for the HR Pro](#)

[Incivility in the Workplace](#)

[Competency-Based HR Programs](#)

A recent blog from Barry Davis offers good tips for helping those job seekers we know.

Many of us are nearby, if not related to, people that I prefer to term as "Free Agents." That is, for one reason or another, they find themselves unemployed. In a recent conversation with a client, I realized that we seldom think about how we can assist them in their employment search. After all, if you can't provide them with a job lead or a killer networking contact, you can't help them, right?

Wrong! Here are some practical tips for being there...

- Keep them in your social circle. Unemployment is not communicable and we all need interaction with others.
- Ask for a copy of their resume. Look it over, learn more about them and what they have done. If you have good advice on how it's written or how to use it, tell them.
- Keep your eyes and ears open for any conversation that may interest them, whether it's an article in the Business section of the paper, a sign in front of a company or a blog you just read.
- Provide a sympathetic and non-judgmental ear. Job search is tough sledding. They may just need a sounding board at times, not advice.
- Maintain regular contact and follow up in a positive and supportive manner.
- Never ask them, "Didn't you find work YET?!"
- Finally, be a friend. They need one now, more than ever.



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BEST PLACES to work in **PA** 2010

Our January - June, 2012 program schedule

(including webinars, public seminars & wellness programs) will be available soon - already scheduled programs:

- Caring for Aging Parents - March 20
- Effective Performance Appraisals, January 17
- Meditation Workshop - next 4 week program begins January 10 (LMA-EAP is offering FREE meditation classes on December 13 & 20)
- Personal Financial Wellness - March 8
- Personal Financial Awareness - three session webinar - January 10, 17, 24
- Pre-Retirement Planning - February 23

Did you miss our November Enewsletter - "Are You Taking Care of Your Employees (Your Experts)?"

- [Your Employees \(Your Experts\) – Are You Taking Care of Them?](#)
- [Pacing Yourself Through the Holidays](#)
- [Pounding the Pavement \(After You Shovel It\)](#)