

LMA E-News

LMA Consulting Group / LMA-EAP

April, 2010

"It is not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."

-Charles Darwin -

Let's face it - these are definitely uncertain times we are living in. How do you as a leader in your organization deal with and respond to uncertainty? Are you looking for opportunities behind the chaos?

LMA can provide perspective and support through these continuing tough times of uncertainty and transition.

But first, the lighter side...

Are your employees energized, having fun and being productive? As Kate Hull Rodgers said, **"Enjoyment in employment - people who have fun, get more done!"** If you are looking for a unique way to energize your staff, help them reduce stress and add a bit of fun to the workplace, you might want to try a Laughter Club. **View the recent WGAL-TV story about Laughter Clubs.** [See Elaine Boltz, Certified Laughter Leader, in action!](#)

LEADERSHIP IN TOUGH TIMES

The general principles of good leadership and management still apply especially during times of crisis and uncertainty. Are you using them? During tough and uncertain times, leaders need to make (and communicate) tough decisions. [Jeff Klunk has 10 suggestions for how to communicate those decisions.](#)

POSITIONING YOURSELF & YOUR ORGANIZATION FOR THE FUTURE

LMA provides some trends - an increasingly diverse workforce, organizational restructuring, rapid and dynamic technological changes, and the use of social media - you might view them as themes that stand a solid chance of influencing and shaping our world, our work and strategies for success and survival. Change is nothing new to you or the people in your organization. [The challenge is to find the best ways of working and living.](#)

ASSOCIATES OUT & ABOUT

Barry Frey, Director of Human Resource

Strategies, will be part of a panel discussion on **Social Media in the Workplace** at the LCAHRM Spring Conference on April 14th. Barry will also be a Keystone Speaker at the PA Association for the Blind Spring Conference on April 22.

Elaine Boltz, Account Executive for LMA-EAP,

was a speaker at the Non-Profit Resource Network - Self-Care U Conference on April 8th - her topic - **Laughing Your Stress Away.**

UPCOMING PROGRAMS

- Managing the "Where's My Trophy?" Generation
- Supervising for Success ADVANCED
- Supervising for Success BASIC

[\(FULL PROGRAM LISTING\)](#)

PROGRAMS FROM LMA-EAP

- Anger Management (NEW!)
- Balancing Work & Family
- Maximize Your Potential with Emotional Intelligence (NEW!)
- Mindfulness Meditation
- Personal Financial Awareness

[\(FULL PROGRAM LISTING\)](#)

Did you miss last month's newsletter? Here is what you missed!

- [How to Know if You are Ready for a Business Coach](#)
- [Coaching - It's About Relationships and Results](#)
- [Overcoming the Stigma](#)

MANAGING UP

(Provided by LMA-EAP)

Whether you are a supervisor or manager, chances are it is likely that you both supervise others, AND report to someone else. It is as important to manage your boss as it is to effectively supervise others. See how to manage a "difficult" boss and how to respond to criticism. [Feel more empowered to manage up.](#)



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