

LMA E-News

LMA Consulting Group / LMA-EAP

August, 2010

"When it rains, it pours" is a saying we've all heard many times. For many businesses in this difficult economic climate it has been raining. As things become more challenging for employers, the stress also builds for employees. This stress can, in turn, lead to more problems. Employees could, for example, become more distracted, less motivated, more irritable. Sometimes people take their frustrations out on others. Also, if your employees are facing financial problems either because you have had to cut hours or wages, or because a family member has lost a job, the tension can really build and affect their families, even young children and adolescents. I hope that this month's newsletter articles will help you and your employees better weather the deluge many of us face in this difficult economy.

Jeff Klunk, President, LMA Consulting Group

CYBER HARASSMENT, BULLYING AND STALKING

It Can't Happen Here (But It Does)

After having a disagreement with his supervisor, an employee posts a long diatribe mentioning her by name on his own Facebook page that attacks her character and intelligence. Although the media has raised awareness of cyber bullying among teenagers, the misuse of electronic communication affecting the workplace is underreported and the issues and impact are not well understood. **What is Cyber Harassment? Is it happening in your workplace?**

CHILD AND ADOLESCENT MENTAL HEALTH ISSUES IN THE WORKPLACE

Most employers are aware that personal issues can impact an employee's work performance. Are you aware of the impact that child & adolescent mental health issues have on a company's bottom line? Increased mental health issues among children lead to higher health care costs. Working caregivers have a higher rate of absenteeism and decreased productivity, are less physically active, experience higher rates of anxiety and depression and have an increased use of medication. **Has your organization been impacted by mental health issues? What can you do to lessen the impact?**

ASSOCIATES OUT & ABOUT

Dave Wauls, Senior Consultant, continues on the board at Long's Park and is volunteering at the weekly summer music series and the upcoming Labor Day Weekend Arts & Crafts Festival.

Holly Socolow, Manager of EAS, recently presented a Lunch n' Learn at Willow Valley Retirement on "Is Your Glass Half Empty or Half Full?"

Have you checked us out lately? Visit us online and see our new look. Updated resources, current events calendar, associate bio's, extensive training programs... and much more. www.lmaconsulting.cc

LMA has added two FAST Solutions Webinars to our program schedule:

- [Cyber Harassment, Bullying and Stalking - Can It Happen In Your Organization?](#) - October 9th - 9AM
- [Improve Employee Financial Health to Improve the Health of Your Bottom Line - A Prescription for What an Employer Can Do](#) - October 13th - 9AM

LMA Recommends...

This month Dave Wauls recommends "The Carrot Principle" by Adrian Gostick and Chester Elton.

The Carrot Principle revolves around the notion of recognizing your employees and demonstrates the success of leaders who provide their employees with frequent and effective recognition. The theory behind The Carrot Principle is that if you relate recognition with other necessary leadership traits (like communication, trust and accountability) you will achieve greater productivity and end results. Are you a leader who recognizes and affirms your employees? This is a great book that will help you with your efforts to retain your excellent employees.

Coming up in August & September -

- Positive Assertiveness - August 18th
- Creative Thinking? Yes, You Can - August 24th
- Giving & Receiving Constructive Feedback - August 25th
- Supervising for Success - ADVANCED - begins Sept. 1st
- Caring for Aging Parents - September 15th
- Changing Self-Defeating Patterns - September 16th
- Violence in the Workplace - September 23rd
- Time Management - September 28th

You can check out all of LMA's programs at www.lmaconsulting.cc (Click on Current Events Calendar)

Did you miss last month's newsletter? Read July's articles.

- [Succession Planning for Your Business - Better Now than Later!](#)
- [Who's Next? The Inside Scoop on Succession Planning](#)
- [When Personal Finances Affect the Workplace](#)



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BEST PLACES
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