

# LMA E-News

LMA Consulting Group / LMA-EAP

January, 2011

Welcome to 2011! Is this the year of the New Normal?  
(Are you Ready?)

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## [2011 - WILL THIS YEAR BE THE NEW NORMAL. PART 2?](#)

A year ago, there was a lot being said and written about the New Normal (our first article of the year for 2010 was on that topic!). Early indicators are that although unemployment is still high, hiring is on the rise. Getting the right people on the right seat on the bus will be key to surviving and thriving in the changing landscape of the next new normal.

## [CREATING A RESILIENT WORKPLACE](#)

The downturn in the economy has brought many changes to organizations including staff reductions leaving remaining employees with greater responsibility and increased stress. Research shows that a resilient employee is able to get through those difficult times more successfully. What can you do to promote resilience in your workplace?

## [ARE YOU LOOKING FOR A PURPLE SQUIRREL?](#)

Also known as *The Perfect Employee*, the elusive Purple Squirrel has all of the personality traits and job-specific skills that exactly match what your company needs. The good news is that you may already have some lavender (or red) squirrels scurrying around your company who just need a little training.

## [LMA Recommends...](#)

This month Barry Davis recommends "**Careerrealism**" by J.T. O'Donnell. Subtitled "The Smart Approach to a Satisfying Career," the author is the founder of the website [www.careerealism.com](http://www.careerealism.com). This book chronicles the author's personal career journey in the creation of what she calls the "**G.L.O.W.**" method of career development. 1. **G**ain Perspective; 2. **L**uminate Your Career; 3. **O**wn Your Actions; 4. **W**ork It Daily. This is an excellent and highly practical manual on establishing and fostering a successful career.

## ASSOCIATES OUT & ABOUT

Glenn Ebersole, Director of Strategic Marketing & Senior Consultant, was appointed to the Lancaster Township Planning Commission. This appointment was made at the January 3rd Board of Supervisors Meeting by the Lancaster Township Board of Supervisors.

Holly Socolow, Manager, Employee Assistance Services, recently presented a **Holiday Stress Buster** at the Willow Valley Retirement and **Practical Stress Reduction Exercises** at Fenner Precision.

## LEADERSHIP FOR EVERYONE

Do you consider Leadership Development for all of your employees or only a select few? A recent study by AMA and the Institute for Corporate Productivity discovered that a number of organizations open leadership development trainings to all of their employees. The open enrollment increases your return on the investment and it gives middle managers the opportunity to demonstrate they are interested in furthering their careers. As we all have leaner organizations, we may not know where our next leaders are coming from. This provides you with the opportunity to consider all of your interested employees for potential leadership positions.

Are you interested in developing a leadership program for your organization?

Contact Dave Wauls at 717-509-8889 or email

[dwauls@lmaconsulting.cc](mailto:dwauls@lmaconsulting.cc)

**Start 2011 off right. Register now for a public seminar & webinar! Look what's coming up in January & February.**

- Basic Supervising for Success - 5 week program begins January 19th
- Communication Styles at Work - February 24th
- Creative Thinking - January 6th
- Effective Performance Appraisals- February 10th
- Meditation & Mindful Movement - Session 1 begins February 1st
- Pre-Retirement Planning - January 27th
- Positive Assertiveness - January 13th
- Providing Quality Customer Service - February 15<sup>th</sup>
- Time Management - January 27<sup>th</sup>

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



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**BEST PLACES** to work in **PA** **2010**

**Check out December's Enews.**

- [Employee Recognition Enhances Psychologically Healthy Workplaces](#)
- [When It's Time to Hire, Make Sure You Hire Great People](#)
- [Gratitude](#)