

LMA E-News

LMA Consulting Group / LMA-EAP

July, 2010

My father once said, "The second hardest thing I ever did was to start a business; the hardest was to get out of the business." For a variety of reasons, he did not have the option of just closing it down. The process of turning the business over to existing employees was very difficult and took longer than he ever imagined. Perhaps the most important consideration was that there was no one in the business who provided the entrepreneurship, tolerance for risk, and leadership that he brought. Transitioning a business is a lot more complex than making a sale. It pays to plan ahead, weigh the options, and make a plan that works for the owner, the buyer, the customers, and the vibrancy of the business itself.

Jeff Klunk, President, LMA Consulting Group

SUCCESSION PLANNING FOR YOUR BUSINESS - BETTER NOW THAN LATER!

Succession planning is one of the most critical aspects of owning and managing a business. And yet at the same time, it is also one of the most neglected aspects. Glenn Ebersole, Director of Strategic Marketing, says the time to do your homework on business succession planning is NOW, not later! Don't be like so many business owners who don't consider exit strategies until they have one foot out the door.

WHO'S NEXT? THE INSIDE SCOOP ON SUCCESSION PLANNING

The question of who will take over the organization occurs at some time in the life of any successful business, including yours. Questions like: Do we really have the talent to meet these new challenges? Will it take a fresh set of eyes and ears to look beyond our present situation? Is our organization too "in-bred" to continue to advance without looking outside for new talent? Excellent questions, all. See why oftentimes the solutions to your company's challenges may very well be best met by the people already in your organization.

WHEN PERSONAL FINANCES AFFECT THE WORKPLACE

(This article provided by LMA-EAP)

Chances are good that many of your employees are feeling the effects of a challenging economy: a spouse who is out of work, credit card debt, rising energy costs, or risk of foreclosure. These personal financial concerns can carry over into the workplace. There are ways to assist your employees to become more money-wise and improve their emotional stability and benefit your organization.

ASSOCIATES OUT & ABOUT

Glenn Ebersole, Director of Strategic Marketing, was the guest on "**Stars of PR**" on the VoiceAmerica Talk Radio Network to discuss "**Crisis Management: Why Don't We Learn From Previous Disasters.**" Discussion included the world's most recent disasters, most notably the horrendous BP Oil Spill. Host Cindy Rakowitz has featured Glenn several times, as Glenn is known as "The PR Doctor" who writes prescriptions for healthy media relations. [Listen to the podcast on iTunes or download to MP3](#)

LMA's Dr. Donald Masey, Ken Ruffner, Tom Mcconkey & Susquehanna Bank Sr VP, John Montgomery recently participated in the **PAI Annual Golf Classic** at Cross Gates Golf Club in Millersville. Benefitting **PAI**, Dr. Masey is a current board member. Team LMA finished in second place in the net division with an 8 under 64. Congratulations Team!

Elaine Boltz, Account Executive for LMA-EAP, recently presented two workshops, "**Personal Financial Wellness**" and "**Laughing Your Way to Wellness**" at the Keystone Health Promotion Conference. She also presented a "**Laughter Club**" at the recent Relay for Life.

LMA is pleased to announce our new online look. Take a tour of www.lmaconsulting.cc - keep current with articles & programs on our Resources page, scout out our extensive training programs that can provide the necessary training for your employees, peruse through archived eNewsletters, and quickly see what programs are coming up with our Current Events Calendar.

LMA's Summer Training Programs:

- Networking - the KEY to Career Success? - July 14th
- Supervising for Success - BASIC - begins July 20th
- LMA Laughter Club - July 20th
- Bringing "Luck" to Your Career Development - July 21st
- One-Hour Strategic Planning - July 28th
- Giving & Receiving Constructive Feedback - July 29th
- Managing Up! - August 5th
- Creative Thinking? Yes, You Can - August 24th

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

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

- [Re-engaging, Re-energizing & Re-recruiting Your Employees](#)
- [The Critical Importance of Business Ethics for Effective Leadership](#)
- [EAPs Help Identify and Support Employees with Alcohol Problems](#)



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