

LMA E-News

LMA Consulting Group / LMA-EAP

June, 2010

"In these times you have to be an optimist to open your eyes when you awake in the morning."

-Carl Sandberg -

The theme that comes up more often than any other among our clients these days is uncertainty. Increasingly we are constantly impacted by factors over which we have little influence, ability to predict, or in some cases, even to know about beforehand. Now, more than ever, it is important to be clear on what we control and what we don't.

As uncertainty becomes more acute, planning becomes more important - and more difficult. No one can be certain whether the recovery will be V shaped or W shaped, or perhaps will turn out to be some shape we have never seen before. Currently, for example, many employers are trying to decide whether to hire or not. It's also difficult to know how to deal with current employees who want reassurances about security that honestly can't be given. We are helping many clients work through these issues. Increasingly we are finding that the most important part of planning is preparedness for change - something that is overlooked in strategic plans that are focused only on action plans and timelines.

RE-ENGAGING, RE-ENERGIZING AND RE-RECRUITING YOUR EMPLOYEES

As the recovery slowly grinds forward, many organizations are asking already stressed out & overworked employees to work harder and get more done while delaying hiring plans. Now is the time to work on employee engagement. If you wait until the recovery is going full tilt, lots of other employers will be looking for great people to steal any way they can. Don't let this happen to your organization.

[\(Read more\)](#)

THE CRITICAL IMPORTANCE OF BUSINESS ETHICS FOR EFFECTIVE LEADERSHIP

How important are business ethics to being an effective leader? How important are they to you? **Glenn Ebersole, Your Strategic Thinking Business Coach**, believes it is a "critical, essential and non-negotiable" characteristic of an effective leader.

[\(Read more\)](#)

ASSOCIATES OUT & ABOUT

Glenn Ebersole, Director of Strategic Marketing, will be a guest on the **"Stars of PR"** on the VoiceAmerica Talk Radio Network. The show is scheduled for 10AM on Thursday, July 8th. Host Cindy Rakowitz has featured Glenn several times, as Glenn is known as "The PR Doctor" who writes prescriptions for healthy media relations. Listen In on July 8th!

Holly Socolow, Manager of LMA-EAP, recently conducted **Mindfulness Meditation** at the Community Action Program.

Elaine Boltz, Account Executive for LMA-EAP, recently presented a Laughter Club **"Leave them Laughing"** at the Lancaster Cancer Center's Breast Cancer Luncheon ("The Good News About Breast Cancer").

Barry Frey, Director of Strategic Human Resources, facilitated a panel discussion **"Growth = More People: Is this the Formula for Success?"** as part of the Lancaster Chamber Small Business Toolkit Series. He will also present at the upcoming LCAHRM on **"Walk the Policy Talk: Getting Managers on Board."**

Dave Wauls, Senior Consultant, presented **"Work & Personal Accountability"** at the Leadership Conference of PA Community Bankers.

EAPs HELP IDENTIFY AND SUPPORT EMPLOYEES WITH ALCOHOL PROBLEMS *(this article was supplied by LMA-EAP)*

Alcohol problems cause lost productivity, increased absenteeism, excess emergency department & hospital use and add \$61 billion to the nation's health care bill per year. How do alcohol related problems affect your business and what can you do to address these problems?

[\(Read more\)](#)

LMA is providing training programs over the summer months. Learning formats include onsite, public seminars and webinars.

Programs Include:

- Social Networking and HR - June 17th
- Effective Delegation - June 24th
- Motivating Star Employees - June 30th
- Smart Goals - July 8th
- Networking - the KEY to Career Success? - July 14th
- Supervising for Success - BASIC - begins July 20th
- Bringing "Luck" to Your Career Development - July 1st
- Giving & Receiving Constructive Feedback - July 29th

You can check out LMA's programs at

www.lmaconsulting.cc

(Events Calendar on left)

Didn't get a chance to read May's Enews? Look at what you missed!

- Learn More By Having Fun
- [20 Tips to Initiate & Inspire Innovation](#)
- [Maximize Your Potential with Emotional Intelligence](#)



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