

# LMA E-News

LMA Consulting Group / LMA-EAP

March, 2011

Finally some good news - the economy appears to be finally turning around. However with the good news comes a challenge for many organizations - a recent survey revealed that 84% of employees are dissatisfied and will be looking for new jobs in 2011 (only 5% want to stay at their current workplace).

Is this your wakeup call?

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## RE-ENGAGING ON A BUDGET

You and your entire staff have been hanging on, doing what needs to be done, seeking to accomplish more with less just to keep things going through this long and hard economic winter. It appears that there may be better days on the horizon. However, a new challenge awaits for organizations as a recent survey indicates that 84% of US employees plan to look for new jobs in 2011 (that's up from 60% only a year ago).

## ALTRUISM IN THE WORKPLACE - ENERGIZING YOUR WORKFORCE THROUGH GOOD DEEDS

Abraham Lincoln said, "When I do good, I feel good; when I do bad, I feel bad, and that is my religion." When we act for the welfare of others, they and we feel more calm and peaceful. Altruism is a gift to others that benefits both the giver and the receiver. There are also benefits to cultivating altruism in the workplace.

## LMA Recommends...

This month, we have two recommendations for you. **Dave Wauls recommends "The Ultimate Board Member's Book."** Highlighting the responsibilities of a not-for-profit board members and professional staff, Dave recently used this book at PAI while facilitating discussions on Board Member/Staff Responsibilities. High performing boards require understanding boundaries, supporting the overall vision, mission & care values, and respect for each other and staff. Are you a board or staff member of a not-for-profit organization? This will be an excellent resource for you.

## **ASSOCIATES OUT & ABOUT**

**Elaine Boltz, Account Executive for LMA-EAP,** recently did a **Laughter Club** for Trout Ebersole & Groff.

**Holly Socolow, Manager, Employee Assistance Services,** attended a program on **Internet Addiction** through the EAPA. Holly recently provided **Critical Incident Stress response** to a local financial institution following a robbery.

**Barry Davis, Director of Career Services,** presented "**Luck and the Job Hunt**" for "Weathering the Storm" Job Search Group in New London, PA. He also presented "**Building Your Organization from Within**" for ABC Keystone Chapter.

**Glenn Ebersole, Director of Strategic Marketing,** was recently interviewed for an article about sole proprietors. The interview will appear in an upcoming issue of Counselor Magazine.

Our second recommendation comes from **Barry Davis - "Leading Through Conflict."** Subtitled "How Successful Leaders Transform Differences Into Opportunities", this is a fascinating, in-depth, yet practical book on leadership and conflict. Describing three types of leaders, Demagogues (lead through fear, scapegoating and overwhelming others), Managers (use a limited definition of "we," typically protecting their home turf) and Mediators (seek to act on behalf of all to innovate and transform conflict), this is an extraordinary book, with significant insights on leadership and the impact of and opportunity in conflict.

**LMA offers many topics and learning opportunities for you and your employees. Currently being offered in March & April.**

- Accountability for Results - April 5th
- Balancing Work & Family - March 15th or 23rd
- Caring for Aging Parents - March 10th
- Competency-Based Behavioral Interviewing - April 21st
- Conflict Resolution - March 22nd
- Effective Decision Making - March 24th
- Effective Performance Appraisals - April 6th
- Introduction to Emotional Intelligence - April 13th
- Managing Change - March 29th
- Meditation & Mindful Movement - April session starts April 5th
- Pre-Retirement Planning - April 28th
- Supervising for Success - BASIC- begins April 13th
- Time Management - March 14th

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



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1848 Charter Lane  
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**BEST PLACES** to work in **PA** 2010

**Did you miss February's Newsletter - "Where are the Opportunities in all this Change?"**

- [Need to Re-Energize Your Organization? Try a Strength Based Approach](#)
- [Improve Your Organization with Creative Thinking](#)
- [The Hidden Opportunities of Anger in the Workplace](#)