

# CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

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“A modest appetite makes poverty equivalent to wealth.”

(Democritus, 370 BC)



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## BUZZWORD: Talent Management

Think of Talent Management as the umbrella over all things talent related (recruitment, training, performance management, etc.). Talent management is often seen as HR's responsibility and although they play a big role (processes, tools, resources), every department should be equally invested.



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A comprehensive “Talent Management” strategy does not isolate talent management to any particular area, they make it a part of everything they do and involve all leaders in the development of their employees.

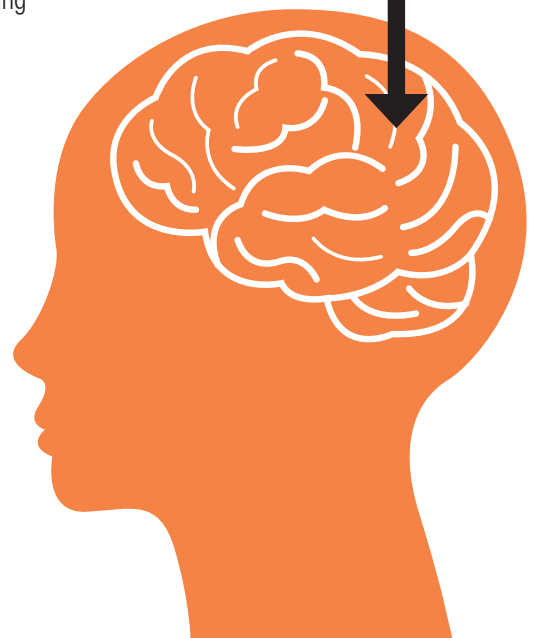
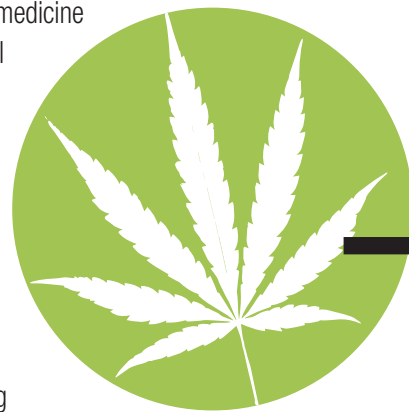
If your talent management strategy feels somewhat isolated, perhaps it's time to rethink your strategy.

## Cannabis Update:

“We should have been doing a lot more research to find out just how useful it is, how it affects the brain, et cetera, et cetera,” Dr. Herbert Kleber, a Columbia University psychiatrist and drug abuse researcher commenting on Marijuana use.\* Dr. Kleber's comments are too typical in the world of addiction medicine research. The legalization of recreational marijuana is taking place without much information on the possible health effects.

Kleber hopes that the push to legalize the drug will stimulate long-delayed research. Meanwhile, he thinks recreational marijuana is “a bad idea. I don't think we know what we're getting into.” But he says its been hard to raise funding or enthusiasm to study the effects of marijuana.

What research exists indicates one powerful result of marijuana abuse relating to motivation and the internal sense of urgency. A study published online in *Molecular Psychiatry* \*\* notes that marijuana-dependent individuals had significantly lower dopamine release in a brain region related to working memory, impulsivity and attention – these areas experience a reduced level of urgency. Researchers reported, reduced dopamine activity translates to decreased motivation and is associated with greater emotional



**Connections Inc. Employee Assistance Program's** mission is to provide holistic assistance products and services that support optimum productivity, team work and healthy community in the workplace.

Connections Inc. Employee Assistance Program mission statement since 1988

## Cannabis Update: (from previous page)

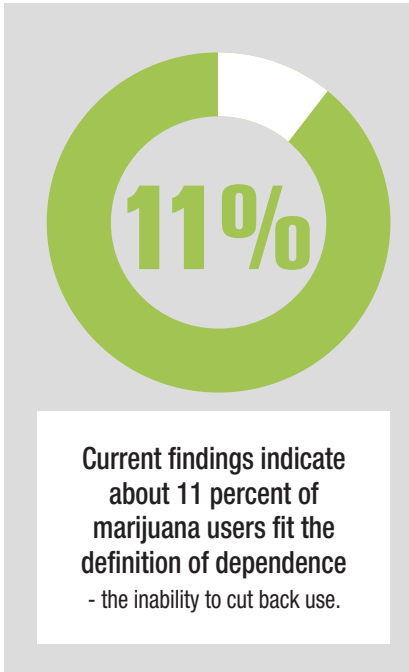
withdrawal and inattention.

Current findings indicate about 11 percent of marijuana users fit the definition of dependence - the inability to cut back use. That's lower than the dependence number for heroin and other opioids (23 percent), cocaine (17 percent), alcohol (15 percent) or nicotine (32 percent). \*\*\*

\* Dr. Herbert Kleber founded the Drug Dependence Unit at Yale University, served as the Deputy Director for Demand Reduction at the Office of National Drug Control Policy in the White House, founded at Columbia University the Division on Substance Abuse, now one of the leading centers in the country. He is the author of more than 250 papers, and the co-Editor of the American Psychiatric Press Textbook of Substance Abuse Treatment. \*\* <http://www.nature.com/mp/journal/vaop/ncurrent/full/mp201621a.html>

\*\*\*Mark A.R. Kleiman, UCLA, & co-author Nora D.

Volkow, MD, director of the National Institute on Drug Abuse (NIDA). Kleiman is editor of *the Journal of Drug Policy Analysis*, and the author of *When Brute Force Fails: How to Have Less Crime and Less Punishment (Princeton)* and *Marijuana: Costs of Abuse, Costs of Control and Against Excess: Drug Policy for Results*. He served as a drug policy analyst in the Criminal Division of the U.S. Department of Justice from 1979-1983. Mr. Kleiman blogs at The Reality-Based Community.



## Maynard's Corner

**Buy Local!** Connections partners with LOCAL providers in your area to provide face to face counseling wherever you are located across the United States and Canada.

We specialize in providing services in rural areas and our affiliates are on-site in most county seat cities. Our customers also have access to local credentialed drug and alcohol professionals to insure a smooth and effective transition from positive drug test to treatment compliance.

**If you want to buy local, buy Connections Inc. EAP services!** Call me at 515-890-0663 or email [maynard@connectionseap.com](mailto:maynard@connectionseap.com)



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### NEXT ISSUE:

Nothing in Life is Free – Not Even an EAP! Employers beware: choose and manage the EAP carefully to provide value & benefit to your employees.

# CONNECTIONS INC

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