

CONNECTIONS INC

Employee & Family Solutions | Employee Assistance Programs

Vol. 18 #1

A Message from Matt

It's no secret, engaged workforces deliver better results than unengaged workforces. And, there is no shortage of engagement tools/resources available to help engage your workforce. However, organizations will never reach their "engagement potential" unless 3 basic human desires are met:

1. Value
2. Respect
3. Trust

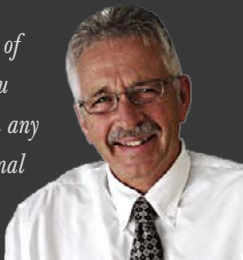
These are the pillars upon which engagement is built – without them, engagement crumbles. When these basic desires are met, they have the power to completely transform an organization. When they are unmet, an organization will never live up to its engagement potential.

"Being considerate of others will take you further in life than any college or professional degree."

- Marian Wright Edelman



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Retirement Fuel Demand for Strategic Talent Development

Brace yourself...the people upon which your company depends...will leave. Assuming you can put off succession planning until tomorrow – and then operating as if tomorrow will never come – cripples an organization at the departure of key players. All too often, this is a reality and there is a great price to pay when succession planning is put on the backburner. Maybe a transition plan is needed for a scheduled retirement or navigating the entire matter of talent replacement is in order. The unavoidable truth: TOMORROW ALWAYS COMES!

Connections is not and will not be involved as headhunters. However, both Matt Visser and more recently David VanNingen have been actively supporting management teams in aspects of talent development, retention and succession planning.

Matt has worked with organizations to design and implement talent resources and processes that help to ensure succession planning is not overlooked. He shares that the greatest obstacle to successful succession planning (besides not having a plan) are leaders who do not make it an immediate priority. Succession planning is something that must be addressed head-on by senior leadership.

David has specifically developed an executive coaching & mentoring format for aspiring leaders. These leaders are often identified by senior managers as "high potential" or those with the ability to lead at a higher level and who have a passion to fully utilize their leadership skills. Participants see that they increase both personal satisfaction and professional competence. VanNingen notes that the journey to delight in others' success and foster the 'talent to star performer journey' among cohorts is a key passion for participants in the coaching program.

We encourage readers to contact us and speak to David or Matt directly to discuss if this support may fit current or future leadership development and succession needs.



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

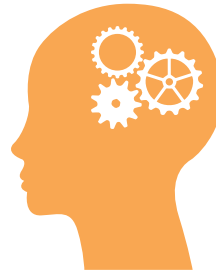
NOTEWORTHY

GENETIC HEALTH RISK REPORTS WITHOUT DOCTOR'S SUPERVISION

In early 2017, 23 and Me a DNA analysis firm began to offer genetic health risk reports including late-onset Alzheimer's disease, Parkinson's disease, Celiac disease and a condition associated with harmful blood clots without a doctor's supervision. Within hours alarms were sounding. Is there liability related to giving a person all the genetic information they want about the probability of future serious disorders? Is distress related to the prospect of spending the last years of life dependent on caretakers, shaking uncontrollably or losing the ability to process information and/or speak now one of the lumps and bumps of the information age? Does the company producing the computer print-out of that information have a moral or legal responsibility when that knowledge hurts? We predict FDA reconsideration by providing this service outside the prescription model and the inevitable litigation sure to be part of the mix. Regardless of the future, Connections suggests the EAP is a readymade resource for support for employees of family members who may face disturbing news about future health and wellness.



EMOTIONAL INTELLIGENCE (EI). "The ability to engage in sophisticated information processing about one's own and others' emotions and the ability to use this information as a guide to thinking and behavior. That is, individuals high in emotional intelligence pay attention to, use, understand, and manage emotions, and these skills serve adaptive functions that potentially benefit themselves and others." (Mayer, J. D., Salovey, P. Caruso, D., 2008) Why talk about this at work? According to Talent Smart (<http://www.talentsmart.com/>) a leading provider of EI Training, 58% of job performance is attributable to EI and 90% of 'top performers' have high EI scores!



Maynard's Corner

Recent national and local news is full of stories of sexual harassment and tension in our divided country. Employers should be concerned about those same issues happening within our workplace community.

That's where a proactive and comprehensive Connections Inc. Employee Assistance Program

becomes a huge asset. There are many training tools available online plus the support of your EAP professionals on the phone.

Connections Inc. includes Skill Builders in many current relevant areas. These interactive online training opportunities provide employees with valuable information on these topics. We are here to help!



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NEXT ISSUE: Courtesy & Respect: Replacing Sexual Harassment At Work!

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