



Alternative Growth

February 2016

Volume 16 Issue 2

P/Strada, LLC

To Think. To Plan. To Win.

Career Development Needs To Be A Top Priority!

Employers should make it a top priority in getting their employees the job training they need. All employees benefit from conferences, refresher courses, and other educational venues. This allows both the employer to have more competent employees and employees to have the confidence to do the job. Job training and career advancement programs will give employees a goal to reach for. There may be a lot of untapped talent that is going unnoticed. When people become complacent, more complaints tend to happen.



Employer Benefits:

When employees have a chance to attend a conference or extra training event, renewed excitement will overtake them about what they do. Performance levels will soar as employees will work harder and more proficiently. They will also have the ability to breed a hard working attitude amongst other staff.

A boost in overall moral will be noted for employees that have been given the chance to increase their knowledge.

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Exceptional Leaders Pay Undivided Attention

All of us have been in another person's office and had them timeshare while conversing with us. They are checking their email, reading or shuffling papers, or even answering the phone. What message is that person giving us by doing this? *Is effective communications really occurring?*



Exceptional Leaders give undivided attention to the person with whom they are conversing.

When they do, they are conveying non-verbally that the other person is valuable and that what they have to say is important. This fulfills two basic needs that all of us have; to feel important and to be treated with dignity. Without showing this respect to others, leaders lose considerable respect and effectiveness.

Exceptional Leaders understand that not paying undivided attention can lead to breakdowns in understanding and full communications.

Thought Provoker

- How really effective is your communication with another when you time share during a conversation?
- Do you shut off your blackberry or iPhone during one-on-one and group meetings?
- Are you distracted and do you do other tasks when on conference calls?
- Do you consciously decide to focus on the other person when the conversation begins?

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One Minute Ideas



Patrice Manuel, CEO/Senior Principal of P/Strada, LLC

Business Thoughts

☞ Companies must offer more than money or prestige to retain high performing employees; they must offer an engaging job.

☞ Each generation has distinct attitudes, behaviors, expectations, habits and motivational buttons. Knowing other generations' quirks can be the difference between your success and failure.

☞ Business coaching boosts profits by moving people to a higher level of performance only when the coach uses the best tools available.

☞ Planning for the future means not only knowing who is in line to take on leadership but also who will be able to fill the roles of knowledgeable and skilled employees. ♦

"The will to win, the desire to succeed, the urge to reach your full potential... these are the keys that will unlock the door to personal excellence."

~ Confucius



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Employee Benefits: Employees stand so much to gain from career advancements.

Greater amounts of confidence will help them to function at their potential. When employees receive the proper additional training to do a task, they feel more ready to handle it.

These employees will feel they have the ability to help other employees that may be struggling with job performance. They will be more likely to take on leadership roles and/or additional tasks. Their ability to stand out above the crowd of other employees will give them the motivation to do more. Furthering their education and career development will help them add to their resume, thus building confidence levels.

Employer Strategy Do's and Don't's: Encouraging an employee for career advancement may not turn out the way the employer envisioned. Here are some things to keep in mind when pitching these ideas:

- **Do** be positive – Give the employee the positive reasons for choosing the career advancement opportunities being offered.
- **Don't** push – Ultimately, the decision to accept the opportunities for advancement are up to the employee, pushing may make them resent the idea.
- **Do** be clear – Explain exactly what long term goals the employer has for the employee.
- **Don't** promise – If the employer doesn't have the authority to grant the advancement of the employee, they should not lead the employee to believe that they do. Instead, they should explain how the process will work and their hopeful outcome.

At the end of the day, it is everyone's job to make sure that open communication is happening between employers and employees. Both parties have to be willing to share concerns and suggestions. ♦

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"Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time."

~ Thomas Edison

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Do you set up your work environment so that you can focus, such as by turning off email alarms?

- Do you show respect by truly focusing on what others have to say in the present moment?

Exceptional Leaders don't time share in the midst of a conversation with another person. Doing so is just plain rude. ♦

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