

EAGA Business Builder

Volume 10

Issue 10

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Today's presentation was moderated by Mark Tobiassen —Action Coach Business Coaching

This was the first of a two part series "Hiring, Training and Retaining Motivated Employees".

The session included instruction, discussion and audience participation directed by Mr. Tobiassen. As would be expected with an issue of this nature, there are many components in play and it is important to understand them all and to figure out how to benefit from each in your particular circumstance. Have you taken a hard look to see if the person in the mirror could be the problem? Do you find yourself making excuses for the lack of resolution; Are you blaming someone, or some situation; Are you actually denying that the problem exists? Those are indicators that the person in the mirror will have to be a huge part of any proper resolution. OK, so you are able to get the attention of the mirror guy and pull him above the line-- Now you both can work on the positive traits toward a successful resolution. You can take ownership of the situation, and of finding the resolution; Be accountable and responsible for success. Mark also noted that has found a great source of information on this subject by reading the adventures of The Who. Although I was unable to attend Mark's presentation, I am quite surprised that he finds inspiration regarding the employment topic from people like Roger Daltry and Peter Townsend—their Tommy album actually reminds me of times when I was not employed. What? Oh, my bad. I mis-read Mario's notes. Mark referred to the book Who: The A Method for Hiring by Geoff Smart and Randy Street, published by Random House and on many Best Seller lists. OK. That makes much more sense. The book Who specifies four essential steps for hiring success: 1) Scorecard, 2) Source, 3) Select, and 4) Sell. List out the talents that you are looking for; Look for people with those talents by referrals from personal or professional associations. Don't minimize the benefit of current employee referrals. Use a process that includes the four type of interviews. Sell your organization - after all it is a great place to be employed.

Top Sourcing methods used by our members: Poaching from competition, Craigs List, Career Fairs, Newspaper/ Print, Employee Agency, Employee Incentives, Networking, Friends, Sign on Business Door and Linkdin.

The second of this two-part series will be at our breakfast meeting on Tuesday, April 8th.

◆ Second Announcement of prospective member:

Yearout Mechanical — Mechanical HVAC

Representative: Tom Payne

Sponsor: Bob Cote and many others

If you have any objection to this company becoming a member, or if you have information that you feel should be considered in the application review process, please contact the Membership Committee Chairman Jack Zipper as soon as possible.

- ◆ Board Members please note that there will be a meeting right after breakfast next week, March 18th.
- ◆ EAGA Golf Tournament has been scheduled for Thursday, May 8th at the Canyon Club Golf Course (formerly Four Hills). Sign up sheets will be available at breakfast this coming Tuesday. If you would like to bring a guest, please have the information available so that you can include them on the sign-up sheets. Jerry Becker. Chairman of the Golfing Event Committee will be glad to answer any questions that you may have.
- ◆ Badge Board Greeter slots and Speaker slots are available. Your slot is waiting. Contact Mario to get it.

Contact information for Executive Director: Mario Hernandez

Phone: 505-239-0259

email: hernmar129@yahoo.com

Postal mail: 8100 Wyoming Blvd NE; Suite M-4 #345; Albuquerque, NM 87113

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Business Leads:

I have a contact that box space available for some upcoming Isotopes base ball games. Good for personal use or for entertaining your customers. — Mario Hernandez

Reciprocity:

Thank you to:

All that contributed Rotary donations — Mike Skolnick

Karl Kirsch — Jay Weingardt

Mark Tobiassen and Phil Kenny - Steven Douglas

Tom Keleher - Bill Maxey

Ken Easley and Raul Rodriguez and Michael Dennis — Timmy Simms

James Jaramillo - Ken Easley

- ♦ EAGA Summer Bash is set for Saturday, July 12th from 3:00 PM until 9:00 PM...or so. The venue will be at Nature Point in Tijeras again this year. The committee is forming now. Contact Pat Maloy or Dan Mowery to get on the event committee. The committee involvement is almost as much fun as the event itself.

- ♦ More thoughts and questions from Jack:

Law of Probability - The probability of being watched is directly proportional to the stupidity of your act.

Don't argue with an idiot; people watching may not be able to tell the difference.

Wouldn't you know it! Brain cells come and brain cells go, but FAT cells live forever.

Why is it that our children can't read a Bible in school, but they can in prison?

Bumper sticker:"If you can read this, thank a teacher--and since it's in English, thank a soldier."

Why is it OK to swear on the Bible in court when the Ten Commandments cannot be displayed outside.

Badge Board Greeter

Mar 18th Herman Mitchell — Southwest Mail Center

Mar 25th Rick Reese — Blue Ristra

Apr 1st Lowell Whitten — Cutter Aviation ABQ

Apr 8th Wayne Pollack — People's Flowers

Upcoming Speakers

Mar 18th Patrick Garr — Expense Reduction Analyst

Mar 25th Mike Blomker — Merry Maids

Apr 1st Don Clark — Abq1

Apr 8th Mark Tobiassen — Action Coach Business Coaching

Part 2 of our program concerning Hiring, training and retaining motivated employees