

EAGA Business Builder

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Today's presentation by Mark Tobiassen was the final in the series of discussions about hiring and retaining employees. The sub-title of today's event—"People and How To Keep Them". When looking at the sub straight of today's employee pool we find four levels: The WWII generation - 69 and older. Silent type; adaptive - generally just get things done. The Baby Boomers - 52 to 68. Idealists; somewhat complainers / and a bit selfish, but motivated; The Gen X ers - 35 to 51. Reactive and pessimistic. The first generation to make less than their parents; Millennials - 24 to 34. Civic minded and the largest work force group of the four. These are primarily the people that we silent, idealistic and reactive guys will be hiring. The Millennials have other distinctive traits: They treasure personal time more than money; think of a job as a necessary evil required to pay for personal time events and hobbies. Members of this group prefer short-term goals, but are team oriented and want to be a part of something bigger. To be successful in hiring from this pool, you will need to figure out how to cater to the employee while benefitting from their employment. You may have to re-tool your management style a bit, but the payoff could be substantial.

Mark provided 6 keys to a successful work environment:

1. Place the yeast in a bowl with 1 cup warm milk
2. Add the honey, butter, 2 eggs, flour, spice mix, salt, and raisins.

Oh heck...wrong page. That's a Hot Crossed Buns recipe. <http://www.foodnetwork.com/recipes/hot-cross-buns-recipe1.html>

These are Marks keys:

1. Provide strong leadership
2. Define and communicate clear goals
3. Specify the Rules of the game
4. Implement an Action Plan
5. Support risk taking; empower workers to the appropriate level
6. Get 100% investment by the team.

As is his usual M.O., Mark provided us with an incredible amount of detailed information, insight and a very useful perspective to have in mind when finding, hiring and retaining good people. Mark also made available a very informative, 6 page list of the characteristics pertinent to each of the age groups mentioned. It is very interesting and useful stuff. Thank you, Mark!

- ♦ We are approaching last call for signup to the EAGA golfing event. Great time; food; prizes; potential for \$10,000. There are 55 golfers listed so far. Probably room for a couple more. \$20 members \$75 guests. Contact Jerry Becker 505-883-7766 if you still want to be included.
- ♦ There has been quite a bit of publicity recently about the Heartbleed SSL process flaw. Below are a couple of links to pertinent data, but you should check with David Rodriquez—Computer Solutions Group—505-345-8000 or Don Clark—ABQ1—505-918-1215 for more information.
 - The Heartbleed "Top" Hit List - The Passwords You Need to Change Right Now!
<http://mashable.com/2014/04/09/heartbleed-bug-websites-affected/>
 - LastPass Heartbleed Checker. You can enter specific web sites to see if they are secure:
<https://lastpass.com/heartbleed/>
 - Heartbleed top 10,000 web sites and their status:
<https://github.com/musalbas/heartbleed-masstest/blob/master/top10000.txt>

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Business Leads:

None noted today

Reciprocity:

Thank you to Aaron Rodgers—NMECO for work on a client's property.
— John Menicucci - Berger Briggs

- ◆ EAGA is always ready to add good, reputable companies to our group.

Some available categories: Full Service Restaurant
Dry Cleaning

Men's Clothing Store
Motorcycle Dealer

Optometrist
Book Store

- ◆ Doormats from Jack:



Badge Board Greeters

Apr 22nd Don Clark — ABQ1
Apr 29th Mark Tobiassen — Action Coach Business Coaching
May 6th Phil Houser — Document Solutions
May 13th Fred Snoy — Urology Group of New Mexico
May 20th Jeff Bentley — Bentley's Auction Service
May 27th NO MEETING

Upcoming Speakers

Apr 22nd Bill Smith — Construct Southwest
Apr 29th Guest Speaker Glen Millican — UNM Golf
May 6th Timmy Simms — Territorial Scaffolding and Tools
May 13th Jack Thompson — Legacy Mortgage
May 20th Mike Skolnick — Excalibur Realty
May 27th NO MEETING In observance of Memorial Day
June 3rd
June 10th Gary Tonjes — Albuquerque Economic Development