

Fairs Connect Success Coaches with Employees

Next time your company has a fair, don't miss the opportunity to meet with your Success Coach!

A confidential and free service. Your company partners with an Employer Resource Network® to offer a Success Coach right at your workplace. Unless your employer asks you

to see a Success Coach due to poor attendance or disciplinary issues, they will not know that you used the program.

Immediate challenges. Don't let childcare, transportation, medical, housing and other basic needs jeopardize your job. Your Success Coach has the resource connections to find solutions quickly.

Relationship struggles. Do you have a conflict with a co-worker or just need tips on how to understand and communicate with them better? Your Success Coach can listen to the situation and help you develop a strategy and the skills to tackle the issue from a new angle. Having a difficult time with a teenager, spouse or other family member and need to dive

Kelly Adams, Success Coach, (Southwest Michigan ERN) is ready to meet with employees at the Bell's Brewery Wellness Fair. Employees get assistance with immediate needs and brainstorm ways to achieve long terms goals and dreams.



What are your challenges?

What are your goals?

deeper? Get a counseling referral and see if benefits or assistance is available to help with costs.

Long term goals. Have you dreamed of moving to a higher position, but need training or more education? Want to buy a house, but have poor credit? Need to start long term investments and college tuition planning, but don't know your options? A big goal may feel unreachable, but your Success Coach can walk you through step by step.

Together, you and your Success Coach can:

- ◆ listen to the situation
- ◆ create a clear plan
- ◆ work toward a solution
- ◆ move to another goal

Heath Ring, Success Coach, (*Marion Matters ERN in Ohio*) says that

the Success Coach is an investment in you as their employee. "Your employer cares about you and your goals," said Heath.

For EVERY employee.

Your Success Coach works with employees at every level within the company from line worker to executive staff.

Anyone can find life overwhelming. Reach out for a helping hand.

Wellness Fairs. You may find your Success Coach at Wellness Fairs which address physical, financial and emotional wellness. They are there to help you improve your work/life balance by addressing challenges that cause you stress, threatening your health, job and happiness.

Lakeshore Employer Resource Network

Our goal...

Creating access and resources for employee success at work and in life. We partner with employees who work for:

Member Companies

- ◆ Busche Aluminum Technologies
- ◆ Global Technologies
- ◆ Holland Hospital
- ◆ Lauren Manufacturing
- ◆ Light Corporation
- ◆ ODL, Inc.
- ◆ Tennant
- ◆ Trendway Corporation

Strategic Partners

- ◆ AAC Credit Union
- ◆ Grand Haven Area Community Foundation
- ◆ Michigan ERN
- ◆ Ottawa County DHHS

Benefits Fairs. You may also find your Success Coach at Benefits Fairs. When company benefits can't meet your specific needs, explore local and state resources that could fill in the gaps.

Don't wait for a fair!

Don't hesitate to introduce yourself today by texting, calling, emailing or stopping by your Success Coach office.

Sources: Michigan ERN & Ohio ERN

Christopher Way, Success Coach
Chris@ERNSuccessCoach.com
616-836-4712

Busche Aluminum Technologies

14638 Apple Dr, Fruitport
♦ Tuesday: 11:30am-3:30pm

Global Technologies

18683 Trimble Ct, Spring Lake
♦ Tuesday: 7:00am-11:00pm

Holland Hospital

602 Michigan Ave, Holland
♦ By Appointment

Lauren Manufacturing

17155 Van Wagoner Rd, Spring Lake
♦ Wednesday: 11:30am-3:30pm

Light Corporation

14800 172nd Ave, Grand Haven
♦ Thursday: 7:00am-11:00am

ODL, Inc

215 E Roosevelt Ave, Zeeland
♦ Monday: 11:30am-3:30pm

Tennant

12875 Ransom St, Holland
♦ Monday: 7:00am-11:00am

Trendway

13467 Quincy St, Holland
♦ Thursday: 11:30am-3:30pm

Walk-in Welcome

Call, email or text for appointments.
Off-site meeting locations available.
Request additional times if needed.



www.ern-mi.com

Afterschool Childcare Success Story

It's hard to focus on work when you are worrying about your child being alone or needing a ride after school.

Childcare challenges. Jennifer DeGrandchamp, Success Coach for the Livingston ERN, helped a second shift worker solve after-school childcare issues. He needed to find 2 hours of care until a family member could pick up the child.

Local community resources. Jennifer and the employee explored a variety of lower rate afterschool childcare options including:

- ♦ Schools: latchkey programs, etc.
- ♦ Childcare centers: sometimes offer bus drop off, special rates and pay as you go options
- ♦ Teenagers: may take a lower weekly rate than childcare centers
- ♦ Friends or co-workers: brainstorm parents who work different shifts or stay at home; you can possibly trade care time or pick up/drop off duties (one parent takes them to school and the other parent picks them up)

A solution that fit the employee's needs. "The employee ended up going with the childcare center for a few reasons," said Jennifer. "They would be consistent and able to pick up days when there were breaks and no school." The childcare owner also agreed to payments every two weeks instead of weekly. Ask your Success Coach for local childcare options. *Source: Michigan ERN*

Create Less Stressful Back to School Mornings

Commit your family to a routine that helps you get to school and work on time, and also reduces your stress so you can do and feel your best.

Assign responsibilities. Have everyone know their morning chores such as pet care. When is garbage day? Take it out the night before.

Set out clothes the night before. Plan your wardrobe for the next day so you'll have everything you need.

Pack lunches the night before. Sandwiches can be made and stored in the fridge until packing in the morning. Don't forget fruits and veggies!

Finish homework/pack backpacks the night before. See a pattern here? Put backpacks right by the door so they are ready to go.

Keep keys in one place. Always keep keys in the same place so you aren't hunting for them at the last minute.

Have a backup childcare plan. Make sure you have a family, friend or other caregiver if you can't take time off.

Plan for transportation mishaps. What public transportation or help from friends/family could be a backup? Watch snow forecasts and plan to get up earlier to get your car shoveled out.

A few quiet moments to yourself. Breathe deeply, feel gratitude for the positive things in your life, and prepare yourself for the challenges and opportunities you will face that day. Set your mind for confidence and success.

Success Coach Assistance. Your Success Coach can help with a backup childcare plan, applying for free or reduced school lunches, targeting food pantries, or figuring out alternate transportation. *Source: Michigan ERN*



Philosopher's Square

"The role of a creative leader is not to have all the ideas; it's to create a culture where everyone can have ideas and feel that they're valued."

– Ken Robinson, author & educator