



Lakeshore Employer Resource Network of Mason County

Newsletter

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VOLUME 5 ISSUE 2

Success Coach Offers Work Attendance Tips

When we asked **Success Coach Scott Hillard (Tri-County ERN of Muskegon & Ottawa County of Michigan)** what a recent day of employee challenges involved, he said, "A large number were attendance based. We have more employers that are now requiring mandatory Success Coach referrals or "highly recommended" referrals as a new policy for improving attendance."



Why is attendance a big deal? According to Forbes Magazine, unscheduled absenteeism costs employers \$3,600 a year for hourly employees. Reasons include wages to pay absent employees, high cost replacement workers, administrative costs, reduced productivity, poor quality goods, safety issues,

and poor morale for those employees who came to work and then have to work harder.

Common causes of absenteeism. People miss work for a variety of reasons including:

- ◆ bullying by co-worker
- ◆ burn-out, stress and low morale
- ◆ childcare/eldercare
- ◆ depression
- ◆ Injuries/sickness
- ◆ transportation

Issues at work? If you have any work issues that are preventing you from being motivated to come to work such as safety concerns, a lack of training or a conflict with a co-worker, your Success Coach can help you:

- ◆ evaluate issues
- ◆ determine goals
- ◆ utilize resources
- ◆ locate tools
- ◆ offer guidance

Challenges with transportation or childcare? Your Success Coach is an expert at knowing community resources available as well as state and federal funding. Why wait to ask for help,

struggle and put your job in jeopardy? If you have any need at all, contact your Success Coach right away. They will quickly get started helping you find the resources you need to succeed. They can also help you develop a



back-up plan for times when your car breaks down or your child is home sick from school.

Do you have health concerns? Your Success Coach knows what wellness benefits your company offers as well as community resources. They can provide referrals for medical, dental, mental health or drug/alcohol issues so you can be healthy and productive. **Save your sick and personal days for emergencies.**

"Attendance doesn't always have to do with financial stability," said

Lakeshore Employer Resource Network of Mason County

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

Member Companies

- ◆ Brill
- ◆ Change Parts
- ◆ FloraCraft
- ◆ Great Lakes Castings
- ◆ Hemlock Golf Club
- ◆ Kaines
- ◆ Ludington Daily News
- ◆ Metalworks, Inc.
- ◆ Spectrum Health Ludington Hospital
- ◆ Walmart of Ludington
- ◆ West Shore Bank
- ◆ Western Land Services
- ◆ Whitehall Industries

Scott. "Sometimes people abuse the system, get to the end of their rope, and when something like a flat tire happens, the employer is left with no other option but termination." Don't let absenteeism get in the way of your success, contact your Success Coach today for advice!
Source: ERN-MI

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Brill: Thursday

(2nd & 4th weeks): 8:30AM-11:00AM

Change Parts: Tuesday

(2nd & 4th weeks): 8:15AM-11:00AM

FloraCraft: Wednesday

8:15AM-11:00AM

Great Lakes Castings: Tuesday

12:00PM-3:00PM: Great Lakes Castings

Hemlock Golf Club: By appointment

Kaines: Friday: 12:30PM-2:30PM

Ludington Daily News: Thursday

12:00PM-2:00PM

Metalworks, Inc: Wednesday

12:15PM-4:00PM

Spectrum Health Ludington

Hospital: Friday 8:15AM-11:00AM

Walmart of Ludington: Monday

11:30AM-1:30PM

West Shore Bank: Tuesday

8:15AM-11:00AM

Western Land Services: Monday

AM/PM times alternate every other week
8:15AM-11:00AM/1:45PM-4:00PM

Whitehall Industries: Monday

AM/PM times alternate every other week
8:15AM-11:00AM/1:45PM-4:00PM

Walk-in Welcome

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

Philosopher's Square

"Strength does not come from winning.
Your struggles develop your strengths.
When you go through hardships and
decide not to surrender, that is
strength."

- Arnold Schwarzenegger

Success Coach Assists with Insurance Forms

Does the thought of filling out forms prevent you from moving ahead with changes to secure you and your family financially? Your Success Coach is here to help with any part of a challenging process, including completing necessary paperwork.



The challenge. Success Coach, Kelli Adams (Southwest Michigan ERN), recently helped an employee after her spouse passed away. She was unsure of how to proceed with changing her beneficiary to list her children. She was very concerned about making a mistake.

The solution. The Success Coach used her personal connection to a CPA for advice. It was a wise choice to seek an expert as the situation proved to be more complicated than expected. With the assistance of the Success Coach and the Coach's CPA, they were able to devise a plan to establish the children as beneficiaries while protecting them and the funds.

Thankful for help during a difficult time. The employee expressed sincere gratitude with the assistance received during this most difficult time, and was also thankful she obtained professional advice without having to incur an expensive fee. Don't hesitate to contact your Success Coach if you need help completing forms of any kind.

Source: ERN-MI.com

The Start to Recovery is One Step Away

Are drugs or alcohol getting in the way of your family's success? Do you feel that you or a loved one are in need of recovery support?

Success Coach referral. Success Coach, April Hall (Southwest Michigan ERN), recently helped a supervisor who had a family member with drug addiction. The family member had been in rehab several times. April referred them to a Life Recovery Coach (a recovering alcoholic), who is certified to support others with addictions. The Life Recovery Coach provided an array of resources and is acting as a support person in the event of a relapse.



Life recovery coaching. Avoiding relapse involves gaining new life skills and having a new vision for your life. One way to work through specific issues and keep on learning and growing is to partner with a Certified Life Recovery Coach. Recovery coaches are not necessarily affiliated with a 12-step program and focus on the present and future in helping clients make lifestyle changes to meet goals and increase life satisfaction.

Referrals within your budget. Your Success Coach knows of affordable resources within your community. Your company may also offer special wellness related benefits. Don't hesitate to take that step forward. No burden needs to be carried alone. Help is just a text, email or phone call away. Source: ERN-MI