



Supervisors Team Up with Coaches for Success

How are supervisors working with Success Coaches across Michigan and nationwide to solve work or home issues so employees can excel at their job? Get to know your Success Coach!

Seeing a Success Coach is a great opportunity.

Many times people seek the help of health coaches, well coaches, career coaches and other types to achieve their goals. They often pay top dollar for these services, but your Success Coach is no cost to you, and is provided by your employer as a benefit. Success Coaching is available at your workplace for your convenience.

A confidential relationship.

First and foremost, conversations with your Success Coach won't be shared with anyone else without your permission. Bring any issue to them for the know-how and resources to achieve your dreams.



Success Coaching is seen as a positive step.

If your employee saw you heading toward the Success Coach office or chatting with them in the hall, they would be impressed that you are taking steps forward toward success. If you are a success, your company has a better chance of being a success.

How supervisors utilize Success Coaches.

Supervisors work with Success Coaches to connect employees to training and educational programs. Some companies have mandatory Success Coaching for employees with attendance or disciplinary issues. This is a great way for employees to not only get back on track, but

find solutions to barriers such as childcare, transportation, housing and more.

A partnering example. Success Coach Nicole Schwarz (Lakeshore ERN of Mason County) attends supervisor meetings to build relationships and keep supervisors aware of available resources.

"Supervisors are ideal referral sources because they are often the first person an employee might go to with a need," said Nicole. "Working together makes everyone's job easier." **Supervisor thoughts.** A Lakeshore ERN company supervisor refers employees to the Success Coach to address any issue that

Tri-County Employer Resource Network Oceana County

Our goal...

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

Member Companies

- ◆ Arbre Farms
- ◆ Country Dairy
- ◆ GHSP
- ◆ Oceana Foods
- ◆ Oceana County Medical Care Facility
- ◆ Peterson Farms
- ◆ Shelby State Bank
- ◆ Valley City Metal Products

Strategic Partners

- ◆ Great Lakes Energy People's Fund
- ◆ Michigan ERN
- ◆ Oceana County Community Foundation
- ◆ Oceana County DHHS
- ◆ Pennies from Heaven
- ◆ Shelby State Bank

may be preventing an them from succeeding. "The Success Coach is very helpful if I see an employee struggling. I don't feel like I need to know everything - the Success Coach can handle the questions." Say hello to your Success Coach today!

Source: Michigan ERN

Cindy Cruz
Cindy@ERNSuccessCoach.com
231-742-6043 (cell)

Arbre Farms

6362 N 192nd Ave, Walkerville

◆ Wednesday: 9:00AM-1:00PM

Country Dairy

3476 S 80th Ave, New Era

◆ Monday: 6:00AM-10:00AM (1st/3rd)

◆ Monday: 12:30PM-4:30PM (2nd/4th)

GHSP

1500 Industrial Park Dr, Hart

◆ Tuesday: 6:00AM-10:00AM (1st/3rd)

Oceana Foods

168 Lincoln St, Shelby

◆ Monday: 6:00AM-10:00AM (2nd/4th)

◆ Monday: 12:30PM-4:30PM (1st/3rd)

Oceana Co. Medical Care Facility

701 E Main St, Hart

◆ Thursday: 1:00PM-5:00PM

Peterson Farms

3104 W Baseline Rd, Shelby

◆ Tuesday: 11:00AM-4:00PM (1st/3rd)

◆ Tuesday: 6:00AM-10:00AM (2nd)

◆ Tuesday: 6:00AM-8:00AM (4th)

Shelby State Bank

242 North Michigan Ave, Shelby

◆ Thursday: 8:00AM-12:00PM

Valley City Metal Products

692 Industrial Park Dr, Shelby

◆ Wednesday: 2:30PM-4:30PM

*1st/3rd & 2nd/4th = week of the month

Walk-in Welcome

Call, email or text for appointments.

Off-site meeting locations available.

Request additional times if needed.

Se habla español.

Philosopher's Square

"Coming together is the beginning,
keeping together is progress, working
together is success."

~ Henry Ford

Car Insurance Rate Tool: Affording a Car

Getting to work on time each day is crucial to keeping your job. Between repairs, maintenance, insurance and gas – owning a car can be very expensive.

Comparing rates. One way you can save is by comparing insurance rates. Calling each company can be time consuming. In the past, you had to check one site, then jump to another and enter all of your information all over again.

Online tool. EverQuote.com is not an insurer, but a comparison shopping marketplace with the information to help you save all in one place.

Our test. One employee tested EverQuote.com who had previously done her homework on insurance rates. "I had spent a few hours calling companies and giving each my information over and over," said Jennifer. "After putting my information into EverQuote, up came my current company and rate. I didn't find a cheaper quote, but I confirmed that I am paying the lowest premium out there for me."

Other transportation savings. Your Success Coach is a state, federal and community resource expert. They can determine your eligibility and help you apply for assistance such as gas cards, car repair, and more. If owning a car is out of reach for you right now, they can assist in determining other transportation options such as car pooling, bus routes and other solutions. They can also assist with budgeting to make your money stretch farther. Call, text or email today. *Source: Michigan ERN*

Avoid Dehydration for Health and Performance

The Success Coaches of Great Lakes Bay recently shared their strategies for staying hydrated in the workplace.

They use technology by way of fit bits with smart water bottles to track and encourage themselves to hydrate.

How does drinking water contribute to success? A number of studies have linked dehydration to lower physical and mental performance. It can have a big impact on business.

Hydrate for your health. Dehydration can be a serious condition that can lead to problems ranging from swollen feet or a headache to life-threatening illnesses such as [heat stroke](#).

Dehydration has also been linked to more job-related accidents.

Water is best. Water is the best thing to drink to stay hydrated. Sources of water also include fruits and veggies which contain a high percentage of water. Sports drinks with electrolytes may be useful for people exercising vigorously in hot weather, but they tend to be high in sugars and calories.

How much do you need to drink?

Don't wait until you are thirsty - by that time, you are dehydrated. People who perspire heavily will need to drink more than someone who doesn't. Certain medical conditions, such as [diabetes](#) or [heart disease](#), may also mean you need to drink more water. The easiest thing to do is pay attention to the color of your urine. Pale and clear means you're well hydrated. If it's dark, drink more fluids.

Make a goal, devise a plan. Whether through technology or sticky notes, remind yourself to hydrate and start with 8oz 6-8 times a day. *Sources: Industrial Safety & Hygiene News; American Heart Association*