



Lakeshore Employer Resource Network of Mason County

Newsletter

APRIL 2017

VOLUME 5 ISSUE 4

Why Does Your Company Have a Success Coach?

It's easy to understand why your company invests in a Success Coach to assist you with work challenges, but why challenges at home too?



What is an ERN program? Your employer is part of an Employer Resource Network (ERN) that provides a Success Coach to help solve issues at home that creep into work life - affecting attendance, performance, pay raises and even your ability to keep your job.



Here to help. Success Coaches are available to not only help employees and their families with immediate issues, but to assist them in rising step by

step to continued success. Your Success Coach can help:

- ◆ evaluate issues
- ◆ determine goals
- ◆ apply for assistance
- ◆ utilize resources
- ◆ provide tools
- ◆ offer guidance

Do challenges affect your performance?

Have you been late or absent from work lately due to any of these challenges?

- ◆ transportation
- ◆ finances
- ◆ illness
- ◆ housing
- ◆ childcare
- ◆ substance abuse
- ◆ time spent in agencies trying to address these issues

Have these challenges affected you mentally?

- ◆ feeling stressed
- ◆ short tempered
- ◆ tired
- ◆ depression
- ◆ feeling angry
- ◆ not able to concentrate
- ◆ feel like you're "in a fog"

Happy employees make a happy company. The success of your company hinges on how well you function as a team.

If your company is successful, you have more of a chance of being successful and vice-versa.

The bottom line.

Success Coaches make sense from both a social and a financial stand point. While helping others is the right thing to do, in this case, it also saves your company money.

How does paying for a Success Coach save your company money?

When an employee leaves, it costs over \$2,000 to replace them in administrative time and lost productivity, training and opportunity costs. With a large company, that can mean millions a year.

Success Coaches are confidential. Unless your company has a policy to seek mandatory success coaching due to a disciplinary action, your company does not even know that you saw the Success Coach. Your company doesn't want to get involved or know why you took the

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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

opportunity to see a Success Coach. They are just glad you are getting the assistance you need to be successful. Take the opportunity to see your Success Coach to not only put out fires and secure daily stability in your life, but move beyond. Plan financially, take free training, and learn new skills for promotions and better pay. *Source: ERN MI*

Nicole Schwarz, Success Coach
231.843.8593 (office)
231-233-1409 (cell)
Nicole@MasonCountyUW.org

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

"Unity is strength...when there is
teamwork and collaboration, wonderful
things can be achieved."

- *Mattie Stepanek*

Financial Crisis: Take Time for Planning Too

Do you often feel like you are chasing one financial emergency in your life after another? Living paycheck to paycheck with little funds let alone time to budget and plan for savings?

Financial help is here. *Success Coach Jennifer DeGrandchamp (Livingston ERN)* recently assisted an employee who had trouble with financials and was unfamiliar and nervous about using the Internet. Jennifer walked her step by step through tracking expenses, and setting up bill reminders and automatic bill pay online.

Crisis assistance. Your Success Coach is available to assist you in finding resources to financial emergencies such as transportation, food, health insurance, and utilities to name a few. They are experts at seeking and securing funds that may be available through your company, community or state and federal programs.

Budgeting and planning. While you need to head off financial disasters before they affect your job or ability to keep your housing, also set aside time with your Success Coach to put together your monthly budget. You may think you know basically what your expenses cost each month, but reviewing each item with your Success Coach can save you money in the long run.

They may see a budget item and be able to suggest less expensive alternatives. You may end up with more funds in your pocket to use for necessities, or allow you to set up a weekly savings plan to use for emergencies. Don't hesitate to call your Success Coach today.

Source: *ERN MI*

Need Help Navigating Health Insurance?

Are you in a situation where you need medication or health insurance and don't know where to start? It's important to consider all the options available to you so you can put your hard earned money toward additional essentials.

Assistance with health insurance. *Success Coach Karen Sheerin (Southwest Michigan ERN)* recently assisted an employee with finding health insurance. The employee was eligible for public assistance, so Karen helped him apply and get enrolled in a plan. If you are not eligible for public assistance, your Success Coach can help you navigate the online federal Market Place to find a health insurance plan that is right for you and your family. Coverage and deductibles can be confusing, not to mention the online process of signing up. Your Success Coach is happy to help.



Affordable medications. The employee also needed assistance finding affordable medications. Karen gave him a list of pharmacies that have free or low cost prescriptions. Check with your Success Coach for pharmacy or community programs near you that may help in getting you the medication that you need.

Budgeting for costs. Once you have a health insurance plan, your Success Coach can help you budget for premiums, co-pays and prescription costs. Source: *ERN MI*