

## Share Ideas for Personal and Company Success

Have you recently had a idea that you feel could lead to improvement, but didn't think your input really mattered?

**Successful companies welcome ideas.** As a member of an Employer Resource Network (ERN), your company is one that values its employees and understands that each person's unique viewpoint contributes to overall company success.

**Every employee has unique viewpoints and value.** Each position and level within your company is important, from janitorial staff to executives. You may be the ideal employee to provide ideas around:

- ◆ Safety
- ◆ Efficiency
- ◆ Productivity
- ◆ Employee Morale
- ◆ Communication

**Small movements lead to incredible change.** Kingston Healthcare Company, an ERN member in Ohio, encourages the practice of sharing ideas. "During orientations we explain to employees, 'If you are doing something that is successful and works

*Employees at Kingston share ideas and get recognized while helping to improve areas such as productivity, efficiency, and safety.*



well, share it with others so they can enjoy that same outcome," said Teri Tomase, Corporate Trainer for Kingston. "We share best practices within our 14 facilities in 4 states. This ongoing, fluid communication is what makes Kingston an employer of choice."

**Idea sharing examples.** Kingston has experienced idea sharing success in areas such as:  
**Safety:** Safety tips are reviewed at morning huddles; new tips often come from employees and improve the safety of 2,000 workers daily.

**Vendors:** One of Kingston's Regional Managers found a reputable and reasonably priced vendor to use for events; she shared this information with the other facilities in her region to help with cost control.

**Recipes:** When the Dietary team discovers a

successful meal option or recipe that was well received, they share that information with other Dietary departments in our facilities.

**Activities:** Activity Directors in our 14 facilities keep in regular contact and share what events were well received with patients.  
**Maintenance:** When skill maintenance sets vary, they will often get together and teach/share their strengths with each other in the department.

**Brainstorming ideas can be powerful.** One person's idea can be a gold nugget, but put those ideas together with co-workers' ideas and you may just have a gold mine. Organize your thoughts as a group and present them in a positive way to your supervisor.

**Not sure about your idea?** If you aren't sure if

### Greater Detroit 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

- ◆ Detroit Chassis
- ◆ Detroit Manufacturing Systems
- ◆ Integrated Manufacturing and Assembly
- ◆ L&W Group

#### Strategic Partners

- ◆ Goodwill Greater Detroit
- ◆ Michigan ERN
- ◆ One Detroit Credit Union
- ◆ Wayne County DHHS

or how to present an idea to management, run it by your Success Coach. They can help give you the confidence to make your value known - for the success of both you and your company.

*Source: Michigan ERN & Ohio ERN*

### S. Danita Jackson Success Coach

Danita@ERNSuccessCoach.com

313-510-7397 (cell)

Your company offers Success Coaching services to assist with any personal, home or work challenge. You succeed - your company succeeds!

#### Detroit Chassis

6501 Lynch Rd, Detroit

- ◆ Monday: 12:45pm-4:00pm
- ◆ Wednesday: 8:00am-12:00pm

#### Detroit Manufacturing Systems

12701 Southfield Rd, Detroit

- ◆ Tuesday: 1:00pm-4:00pm
- ◆ Thursday: 8:00am-12:00pm
- \*4th Thursday: 4:00pm-8:00pm

#### Euclid Manufacturing

1500 E Euclid Ave, Detroit

- ◆ Tuesday: 8:00am-12:00pm (2<sup>nd</sup>/4<sup>th</sup>)
- ◆ Thursday: 12:30pm-4:30pm (1<sup>st</sup>/3<sup>rd</sup>)

#### Integrated Manufacturing and Assembly

6501 E Nevada St, Detroit

- ◆ Monday: 8:00am-12:00pm
- ◆ Wednesday: 12:45pm-4:00pm
- \* 4th Wednesday: 4:00pm-8:00pm
- \*also serving Highland Park employees

#### Oakland Stamping

11500 Oakland Avenue, Detroit

- ◆ Tuesday: 8:00am-12:00pm (1<sup>st</sup>/3<sup>rd</sup>)
- ◆ Thursday: 12:30pm-4:30pm (2<sup>nd</sup>/4<sup>th</sup>)

#### Walk-in Welcome

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



## Behind on Bills? Start with One Step

Your Success Coach has a fun new tool with pockets and resource cards that makes budgeting easy. They can also help you work through these steps:

**Track income.** This part of the tool will help you get a total picture of your financial resources, remember when funds are coming in, and think about how to plan your expenses to avoid gaps in your ability to pay.

**Track spending.** Here you will track your monthly spending by category, and identify areas in which you could cut back, and set goals.

**Bill Calendar.** Here you will get a total picture of your monthly bills, identify weeks when you have the most due, and plan how to pay bills on time to avoid late fees.

**Goal setting.** Here you will identify the things that really matter to you, work toward a future that includes those things, track your progress, and take pride in making life better for you and your family.

**Short-term strategies.** Here you will consider ways to earn more, think about selling unwanted items, develop better spending habits, and cut costs by avoiding fees and canceling memberships.

**Debt collectors.** Here you will learn how to verify if your debt is valid, know how to dispute errors, and create a plan to deal with the debt.

Source: Bureau of Consumer Financial Protection

## National Nutrition Month: Eat Well, Feel Better

**Eat breakfast.** Start your morning with a healthy breakfast that includes lean protein, whole grains, fruits and vegetables.

**Make half your plate fruits and vegetables.** Fruits and veggies add color, flavor and texture plus vitamins, minerals and fiber to your plate.

**Watch portion sizes.** Use half your plate for fruits and vegetables and the other half for grains and lean protein foods. Add a serving of fat-free or low-fat milk or yogurt.

**Get to know food labels.** Reading the Nutrition Facts panel can help you shop and eat or drink smarter.

**Eat fresh, not processed.** Whenever possible, stick to fresh vegetables, fruits and lean meat instead of processed food which often contains sugar, preservatives, dyes and sodium.

**Get Cooking.** Preparing foods at home can be healthy, rewarding and cost-effective.

**Dine out without ditching goals.** Look for healthier options that are grilled, baked, broiled or steamed.

**Banish brown bag boredom.** Try a whole-wheat pita pocket with veggies and hummus, a low sodium vegetable soup with whole grain crackers or a salad of mixed greens with low-fat dressing and a hard boiled egg.

**Reduce added sugars.** Foods and drinks with added sugars can contribute empty calories and little or no nutrition.

**Eat seafood twice a week.** Seafood contains a range of nutrients including healthy omega-3 fats.

**Drink more water.** Stay well hydrated without the sugar.. Try green tea for a metabolism boost. Source: [eatright.org](http://eatright.org)

## Philosopher's Square

"All achievements, all earned riches, have their beginning in an idea."

- Napoleon Hill

