

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

Southwest Michigan Employer Resource Network

Our goal...

Creating access and resources for employee success at work and in life.

Member Companies

- ◆ Bell's Brewery, Inc.
- ◆ Consumer's Credit Union
- ◆ Fabri-Kal
- ◆ Greenleaf Hospitality Group
- ◆ Impact Label
- ◆ Summit Polymers

Strategic Partners

- ◆ Michigan DHHS
- ◆ Kalsee Credit Union
- ◆ Michigan ERN
- ◆ WE Upjohn Institute

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

Kelli Adams, Success Coach
Kelli@ERNSuccessCoach.com
269-338-1974 (cell)

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

Bell's Brewery, Inc

8690 Krum Ave, Galesburg

◆ Tuesday: 1:00pm-5:00pm

Consumer's Credit Union

7200 Elm Valley Dr, Kalamazoo

◆ Wednesday: 8:30am-11:30am

Fabri-Kal

4141 Manchester Rd, Kalamazoo

◆ Wednesday: 1:00pm-5:00pm

Greenleaf Hospitality Group

100 West Michigan Ave, Kalamazoo

◆ Tuesday: 7:30am-11:30am

Impact Label

8875 Krum Ave, Galesburg

◆ Thursday: 8:00AM-12:00pm

Summit Polymers

5858 East N Ave, Kalamazoo (Plant 18)

◆ Monday: 12:00pm-4:00pm (1st)

◆ Monday: 12:00pm-4:00pm (3rd)

◆ Monday: 12:00pm-4:00pm (4th)

4750 Executive Dr, Portage (Plant 1)

◆ Monday: 12:00pm-4:00pm (2nd)

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

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*



Philosopher's Square

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