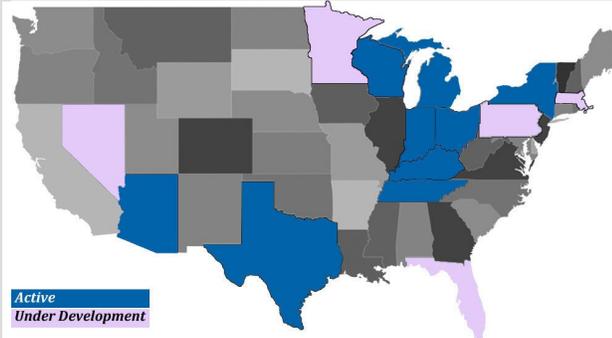


## Success Coach Peer Learning: Assisting You Better

### Peer Learning inspires.

In February, 22 Success Coaches from 9 states shared goals they've set for the year to better serve employees. Success Coaches meet quarterly to inspire each other and discover innovative tools that work.



**"I firmly felt inspired and that the wind beneath my wings came back after the last call. I enjoy hearing other folks' issues, struggles and resolutions - it really helps to build your knowledge base and feel refreshed again!"**  
- ERN Success Coach

**Areas where Success Coaches learn from each other to better assist employees in overcoming barriers at work and home - where can they help you?**

-  Aligning with work goals
-  Setting personal goals
-  Connecting with others
-  Getting organized
-  Avoiding stress and burnout

**"I always learn something that will make my position of more value."** - ERN Success Coach

### Understanding and overcoming struggles.

Don't feel embarrassed about coming to your Success Coach for help. They have each had their own challenges and help many employees overcome barriers to a wide variety of home and work issues that make it difficult to focus and succeed. Success Coaching provides a confidential place for employees to improve in many areas.

### Focusing on goals throughout the year.

In the New Year we introduced the "52 Week Savings Challenge" and provided tips on setting goals with help from your Success Coach. Meet with them to stay motivated, analyze setbacks, celebrate small accomplishments, and revisit your overall plan periodically to stay on track. Don't get discouraged with bumps in the road.

### Trying something that has worked for others.

In considering what you want to accomplish this year, know that Success Coaches also create their own career and personal goals. To continuously improve, they seek the advice and best practices of other ERN Success Coaches who assist employees in companies throughout the country - all to support employee success!

### Southwest Michigan Employer Resource Network

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

### Member Companies

- ◆ Bronson Battle Creek
- ◆ Bronson Kalamazoo
- ◆ CLS
- ◆ Denso Manufacturing of Michigan
- ◆ Garden of Dreams
- ◆ Heritage Community of Kalamazoo
- ◆ Janesville
- ◆ KRESA
- ◆ Landscape Forms
- ◆ Marshall Excelsior
- ◆ Melling Engineered Aluminum Castings
- ◆ Paws and Stripes
- ◆ Presbyterian Center for Children
- ◆ Rosler
- ◆ Schuplan
- ◆ Stars and Stripes Learning Station

**Contact your Success Coach today.** Your Success Coach is ready and waiting to assist you. What are your goals? What are your dreams?  
*Source: ERN USA*

**April Hall, Success Coach**  
 April@ERNSuccessCoach.com  
 269-251-3027 (cell)

**Bronson Battle Creek**

300 North Ave, Battle Creek  
 Medical Health Library: 2nd Floor  
 ♦ Thursday: 7:30am-11:30am

**Betsy Sanchez, Success Coach**  
 Betsy@ERNSuccessCoach.com  
 269-270-2038 (cell)

**Bronson Kalamazoo**

250-398 E Lovell St, Kalamazoo  
 ♦ Wednesday: 10:00am-2:00pm

Have you or someone you know ever used a coach for sports, health, career or finances?

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

**Walk-in Welcome**

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



**Get Ahead with Your Tax Refund This Year**

Faith McCreary, Success Coach (*Earned Success ERN*) shares a recent employee success story. “\$Money\$ is a big source of stress in America,” said Faith. “Receiving a large refund check is an opportunity to catch up on bills and positively affect your credit score.”

**Racking up debt.** An employee came to her last week, behind in utility and internet bills due to a \$150 rent increase. She was working overtime just to stay afloat.

**Wanting financial stability.** She knew she needed to move into an affordable apartment, but that would require moving funds. She wanted to put her tax refund to best use.

**Needing an extra push.** She understood budgeting, but thought that expertise, encouragement and follow through may be her key to success.

**Taking advantage of offerings.** She had heard of a confidential and free service at her worksite that helped with financial and other issues, and contacted Faith.

<b>Refund check</b>	<b>\$3,500</b>
<b>Pay rent next 3 months</b>	<b>\$2,400</b>
<b>Pay off utilities</b>	<b>\$330</b>
<b>Pay off internet/lower rate</b>	<b>\$270</b>
<b>Savings for moving</b>	<b>\$400</b>
<b>Leisure</b>	<b>\$100</b>
	<b>\$3,500</b>

**Planning a solution.** They created a monthly budget including savings, prioritized debt and allocated refund funds. *Sources: Earned Success ERN; USA ERN*

**Find a Doctor on Your Plan That’s Right for You**

Do you have a desire to get on track to feeling your best? Your Success Coach can help navigate your insurance and find a doctor on your plan.

**Do you have insurance?** Kristen Wilson, Success Coach (Lakeshore ERN) assisted an ERN employee in understanding his insurance plan. “He didn’t know much about his plan or how to choose a doctor,” said Kristen. “We took a close look at it together.”

**What doctors are on your plan?** “I showed him how he could find available doctors. I gave him some good offices that were open, and passed along to him their address and phone number.”

**What type of doctor do you need?** First find a general doctor to provide an annual exam. You can then be referred to any needed specialists.

**What would be most convenient for you?** Will you be going to your doctor from work or from home? What are the best times and days for appointments?

**Follow-up with you Success Coach.** “Later I checked back in with him to see if he did indeed find a doctor; He told me he did and appreciated the help as he hadn’t been to a doctor in some time despite having insurance.”

**Success Coach tip.** “It is so critical to keep going to yearly appointments to stay on top off your health stats. Eat nutritious food, and find physical activity that you enjoy a few times a week.

Commit first to one walk at the start of your week! Feel energized and have a better attitude the whole week!”

*Sources: Lakeshore ERN; USA ERN*

