

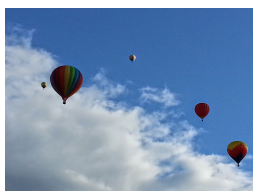


Tom's Schin Sights

Hello, Friends!

Welcome Back

It's time for more Schin Sights, a monthly (ish) newsletter to bring you information related to Company Culture, Employee Engagement, and Leadership development in your world of work.



My latest engagement thoughts for aspiring and current leaders

Self-reflection is important. I'm roughly 6 months into this Solo-Entrepreneur world. It has its scary moments (all of us have those moments). It also comes with the highs you get when you see clients putting in the work and being successful. It helps me realize I'm living my own Daydream! (I think about Lily Meola's song from her AGT audition last year – no I'm not a reality tv junky, but I enjoy reels as much as the next person).

Your managers and employees all have their own passions and dreams in work and life. As business and community leaders, we have the opportunity to help influence how they get there. That doesn't mean they're going to leave you

(they might). Maybe it's a retirement goal, or saving up for a house, learning an instrument, or a set of skills that would help your organization a year from now. Encourage your leaders to ask people about their dreams and aspirations. Open conversations build trust, trust delivers discretionary effort and buy-in. Those result in an engaged workforce. Don't worry about training them up and thinking they'll leave. Train them up and imagine what it'll be like when they stay.



Latest Blog Post

I'm completing another trip around the sun. As I ponder the last year, I think I get more and less patient with things at the same time. It's the conflux (I don't think I've written that word before or used it for that matter) of life - some things make you want to move faster, some slower.

READ THE REST HERE Be sure to check out previous blog posts.

Sharing is Caring

I like to share great resources with others – everything from good articles, books, video, etc. This issue, I'm featuring – Marianna Kinnee's Might In Motion Podcast. More leadership-oriented content to help aspiring or current managers with their personal and professional goals. She has a great slate of guests spanning 3 seasons. Here's the link. Hope you enjoy!



I also had the pleasure and honor being part of Lynne Rittner's Disrupt HR Capital Region this month. Hearing stories from the other presenters and watching the audience respond is inspiring. The videos of all the presenters will be posted in the near future but follow her on LinkedIn to hear about her next event. Of the many great presentations, one of the messages (from Adam Feck), discussing of hiring salespeople. Paraphrasing – if you want to hire the best, look for ones who can reflect on failure, make adjustments, and improve vs. only tell you about how awesome they are. This is true in hiring leaders (and executing). I'd rather have someone willing to risk and fail, than someone who knows it all (and I say that having been a know it all at various points of my life – full disclosure, my wife probably isn't reading this)

Latest Offerings

In addition to some woodworking activities (equipped with tool purchasing suggestions from Dave), I'm finding myself guiding some managers in a one-on-one capacity. They find that being removed from internal resources for candid discussions, they can practice, and explore how things might sound IF they try this or that. It also helps to have outside perspective as compared to being in the silo (where the thoughts might be solid and consistent, but don't venture outside their own box). Do you have (or are you) managers who could benefit from some external support? I'll let that awkwardly sit there...



What else?

What's on your Culture & Engagement challenge list? Do you have a list? Let's talk about that or about what you're doing in your company. I love hearing about other's trials and tribulations. What's your latest and greatest success story that you want others to hear about? Email me at tom@buildbetterculture.com

Thanks for your continued support!



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