

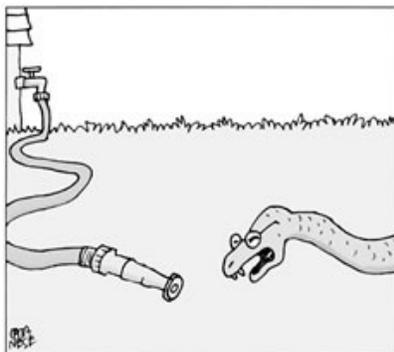
GENERAL UPDATE
By Jennifer Martinez

Friends and Colleagues,

Thank you for taking time out of your busy day to read the Consult HR Partners newsletter. This past month I officially launched my Company which was both a personal and professional milestone. Please check out my recent article on my LinkedIn page about the Impact of Mentors. I have a lot of gratitude for the people in my life who have taught me so much and now I get to be the one giving back.

TALENT UPDATE

The number one priority for any business is to hire and develop the right people. You will not be disappointed to review this important presentation by Ron Hiller with Insights for Performance on LinkedIn by [clicking here](#).



"Hello? Hello? Have you listened to one word I've said??"



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For more information on how Consult HR Partners can provide operational HR support or strategic outsourcing solutions to grow or sustain your business, please call 702-358-3603 or email info@consulthrpartners.com.

4 Steps to Make Yourself Irreplaceable

Ever heard of the "vomit list"? If not, you'll probably be surprised to hear that you should want to be on it. William Vanderbloemen, CEO of Vanderbloemen Search Group, describes the vomit list as the short list of employees whose potential departure would make the boss sick. Vanderbloemen offers some advice on how to get on that list on Forbes.com:

1. Don't rely on duct tape. It's great to be handy with "duct tape" — that is, the ability to fix problems with creative and strategic thinking. But, he cautions, if it gets to the point where you're building systems that only you know how to run, it's time to ditch the duct tape and look for other kinds of support. Be someone who fixes problems with creative and strategic thinking but also teach others to do the same in a scalable, sustainable way.

2. Don't create silos. Building great teams makes you irreplaceable, but building silos that act as independent operators within the company doesn't, Vanderbloemen says. While it's natural to build camaraderie and teamwork with the coworkers in your corner of the company, make sure your corner doesn't turn into a fiefdom. It's never wise to silo yourself off at the expense of your boss or other coworkers in the organization.

3. Don't add to entropy. As Vanderbloemen explains, one of the fundamental laws of nature is that complexity grows daily. In the workplace, that means systems trend toward disorder unless you put them in order. If you're not looking for ways to simplify systems in the workplace, you're making things more complex.

4. Don't focus on the money. Employees burdened with debt become distracted and anxious and struggle to make things work. If you want to be irreplaceable, you need to straighten out your personal finances.

Tips for Employees

Cut Back Technology and Boost Productivity

All those innovations designed to improve time management can actually undermine your efforts by introducing new distractions. Justin Wetherill outlines several ways you can reduce these distractions on Forbes.com.

Limit your email time. Wetherill suggests removing email notifications from your desktop and smartphone, instead setting three specific times throughout the day to respond to emails after completing a task.

Record your hours. You can't maximize your productivity if you don't know where your time is going. Tracking your time across days, weeks, and months will reveal which tasks require more time and energy based on your work style. With enough data, you can determine the areas where you need to work more efficiently and make the necessary changes.

Write out your weekly checklist on paper. With note-taking apps, digital calendars, and online spreadsheets, few of us use paper for our to-do lists. But the tools require you to click away from your current task to look at the list. Putting your tasks in a physical planner or notebook can help you stay focused by allowing you to access them by simply shifting your eyes for a moment.

K	S	W	S	C	E	C	N	A	L
O	C	A	O	S	H	O	E	I	E
E	A	T	I	L	I	C	E	E	A
D	L	E	D	I	W	A	D	R	K
E	D	R	I	N	K	I	N	G	S
C	O	N	S	E	R	V	E	V	W
N	A	E	R	O	S	O	L	C	L
T	O	P	L	A	S	T	I	C	I
A	I	H	D	O	I	R	N	K	
O	C	E	A	N	C	T	I	E	N

aerosol
chloride
conserve
drinking
leaks
ocean
plastic
water

WELLNESS UPDATE: HAIR MINERAL ANALYSIS MAKES A DIFFERENCE

by Michelle D'Ambra Castiglia

People today are tired, burned out and minerally depleted. We live in a fast-paced society declaring "I'm so busy" as some sort of badge of honor. Caffeine, sugar and other forms of stimulation are what keeps us going. The ongoing stress becomes a slow silent killer. It starts to show in sleep disturbances, hormone imbalances, digestive issues, aches, pains and skin problems.

These are signals that the body is out of balance. As a life and wellness coach I specialize in nutritional balancing, hair mineral analysis and life coaching. Through my own personal healing journey using hair mineral analysis and nutritional balancing to bring my body back to a more balanced state.

Hair mineral analysis measures the levels of 20 or more minerals in the hair with an accuracy of plus or minus 3%. By analyzing mineral imbalances in the body, one can learn a lot about the causes and correction of hundreds of common physical and mental conditions. Hair mineral analysis provides a picture of body chemistry including: heavy metal toxicity, mineral deficiencies and imbalances, metabolic rate, adrenal health, thyroid function, nervous system imbalances, protein synthesis, inflammation, energy levels, mental health issues, liver & kidney stress, carbohydrate tolerance and blood sugar imbalances, mental and emotional imbalances (Note: criminals and those with mental illness have certain imbalances and toxicity), and trauma.

It is not a diagnostic tool for disease or treatment of it. Nutritional balancing science is individual and about deep and whole system balance. It starts with a Hair Tissue Mineral Analysis (HTMA) test to see where your imbalances are and determine your body's biochemistry. Then, we'll design a nutritional balancing program specific to you.

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If you or your Company would like more information, please email Michelle at hello@michelledambra.com or visit the website <https://michelledambra.com/>

QUOTE FROM KEVIN NGO

"IF YOU DON'T MAKE TIME TO WORK ON CREATING THE LIFE YOU WANT, YOU'RE EVENTUALLY GOING TO BE FORCED TO SPEND A LOT OF TIME DEALING WITH A LIFE YOU DON'T WANT"

QUOTE FROM TARA STAFFORD ON LINKED IN

"BE HUMBLE IN YOUR CONFIDENCE YET COURAGEOUS IN YOUR CHARACTER"