

CONSULT|HR monthly update

ANNOUNCEMENT

Consult HR Partners Forms Strategic Alliance with Global Executive Search Firm

Grace Blue Partnership and Las Vegas based Consult HR Partners are pleased to announce a strategic alliance to provide our clients with a more diverse talent pool to lead the evolution occurring across media, sports betting and gaming.

Grace Blue is a global executive search firm specializing in media, marketing, digital, entertainment and sports leadership roles.

Las Vegas-based Consult HR Partners is a boutique firm with deep experience in the gaming industry working with leaders such as MGM, Scientific Games, Aristocrat, Konami and Ceasars Entertainment.

Together, we are well positioned to source high quality executives with proven success scaling businesses and engaging modern consumers.

For more information about our services, visit <https://graceblue.com/> and <https://consulthrpartners.com/>.



LEADERSHIP | UPDATE



Consult HR Partners Celebrates One-Year Anniversary

By Jennifer Martinez

This month's edition is an especially important milestone as we celebrate our One-Year Anniversary as a Las Vegas based minority owned business. Although I had many special friends, family members, business owners, executives, and of course my husband (an entrepreneur himself) offer great advice and express confidence in me, there was no way to prepare for the unknown challenges and opportunities that were ahead.

I have learned so much this year: from developing my 3-year roadmap business plan, to social marketing and blogging, to the important details necessary for an effective balance sheet, to managing my own business. I also recently became an adjunct professor at my local college and it's been a wonderful experience overall.

If any of you are contemplating becoming a business owner, let me share the few questions and answers I experienced personally:

- **What was the first step you took to start your business?**

- I brainstormed potential company names and gave a significant amount of thought to my business model, including the services I wanted to offer. I identified the services I wasn't prepared to offer based on other companies' ability to provide those services more efficiently. Some of those companies I now have strategic partnership agreements with.

- **How difficult is it to launch a new company?**

- Once I knew I wanted to stay in the Human Capital field, it was super easy. Honestly, I considered other companies that I could develop from the ground up or franchise, and I came back to what I love doing best—helping companies navigate all the Human Resources matters so they can focus on their core business. There are several resources through <https://www.sba.gov> and companies like Legal Zoom that walk you through all the steps.

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Three Non-Physical Ways to Boost Your Workplace Wellness

"Wellness" has become a bit of a ubiquitous buzzword in recent years, often considered just another moniker for your physical health. There's more to wellness than the physical aspects, though, as Anthony Diaz explains on the Health Hero website.

For Diaz, wellness goes beyond the typical tips regarding physical activity and eating and drinking right. He outlines three, less traditional steps you can take to enhance your well-being when you're at work:

1. Stay mindful. According to Diaz, short mental breaks can do wonders. He recommends a variety of break activities, including:

- Meditation: To relax and declutter your mind, you can start your day with five to ten minutes of stillness over a soothing tea or lay your head on your desk with your eyes closed for a few minutes in the afternoon. Repeat a mantra, or just inhale to the word "I" and exhale to the word "am." Focus on those words, and let stray words and thoughts pass on by.
- Intention: Set an intention before you leave bed in the morning. For example, you can decide to be more grateful or compassionate today (more on that below).
- Windows: Concentrate on relaxing your body and breathing slowly while gazing out a window into endless sky or nature's green.
- Phone break: Resist checking your phone, and close your eyes to be still for a few minutes.

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• How did you design your logo and website?

- Similar to the above, I leveraged great resources on the internet such as GoDaddy, Logoworks, and Vista Print. And connect with great colleagues! For me it was Stacey Hinzo monroeobotgraphics.com and Judy Sandgren with Cobalt Blu Design and Photography, both of whom are experts in Graphics and Digital Marketing, including social media and websites.

• What has been the most rewarding part of owning your own company?

- Simply put, I love the great people we work with and the diversity of the industries we offer professional HR consulting services to as an extension of their team. I have so much gratitude for all our clients who gave us an opportunity in the first year, and we look forward to continuing to serve them. Equally, I enjoy collaborating with the team of Consultants who I am honored to work with every day.
- On a personal level, I am able to make choices to balance the priorities of family and client workload that provides me with a higher level of satisfaction and happiness. I am also committed to giving back to non-profit organizations through volunteer and advisory support, which is hugely rewarding. I have met some great new friends along the way who have so much passion to give back to the communities they serve, such as Allen Plunkett with Phoenix Staff.

• Any advice for new business owners?

- Avoid assumptions about potential or existing clients. The clients you may least expect to give you business will reach out to you and surprise you. Also, give your clients more than what they expect and request because customer service is critical to the sustainability of any service company. I learned early in my career about customer service fundamentals and I apply them every day.
- If practical and budget permitting, leverage subject matter experts in areas in which you are not strong; this helps immensely with time management.
- Follow through with every customer and ASK FOR FEEDBACK if you have met their expectations and any opportunities for improvement. Do not take any of the feedback personally.

And my last thought about this milestone: I am on a mission to continue to elevate the role of Human Resources in any size company. Whether that is through my newsletter, presenting to my local chapter of Society of Human Resources Management, or sponsoring conferences committed to our field, I hope to meet you!

**Stay tuned for our One-Year Anniversary
celebratory event and press releases
to be announced soon!**

The Notice—The Opportunity—Your Moves

By Audrey Bloom, Duly Knowted® LLC

Learning that a key employee is leaving can take you by surprise and ruin your day. Here's some good news: You can be brilliant at this!

Notices tend to come without notice and rarely on your schedule. Notices bring risk: the contributor who's leaving, knows things. Best practices, status on projects, client idiosyncrasies, where key documents are filed—just for starters.

What's true is that you don't even know what you don't know about what they know. Unless quickly captured, knowledge assets held by the employee who's just given two weeks' notice (and plans to take eight vacation days) will be lost.

So how do you as a business owner or manager respond? Fortunately, you have options. Good moves beyond the traditional HR "exit management" procedures. Time saving, stress reducing, low pain, high potential options that can improve the departure experience and move you and everyone staying on toward productive, post-departure relationships.

Learn how to plan your next move by clicking through to the [Consult HR Partners website](#).



Audrey Bloom, an information designer and owner of Duly Knowted, can be contacted at Audrey@dulyknowted.com or 702.341.9930 (Pacific time zone).

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- Laugh: To improve your mood, watch a funny video. If that's not feasible, try tossing a big smile at a coworker or passerby. Diaz says even fake smiles reduce your heart rate.

2. Show compassion. Exercising compassion improves well-being and eases suffering. But how can you do so? Easy—with:

- Empathy: When dealing with a difficult coworker, consider the possibility that he or she is in pain or struggling. Imagine yourself flipping off the irritation switch and turning on warmth and compassion. It could slowly change your reaction to this person.
- Personal interaction: Don't hide behind screens. Reply to texts or emails by phone or—even more radical—in person.
- Volunteer: Studies show that people who regularly volunteer experience better physical and mental health outcomes. For example, people who volunteered on a regular basis (at least 200 hours a year) were less likely to develop high blood pressure over a four-year period than non-volunteers. Volunteers also had greater increases in psychological well-being and physical activity.

3. Experience gratitude. It's not just a cliché, Diaz says—gratitude lifts your mood. To make gratitude a habit, begin by taking a thankfulness inventory so you have things to think about when you run into tough circumstances. And, before you leave in the morning, remember one thing you're grateful for that you can return to throughout the day. Later, make a list of three good things that happened that day, big or small.



American Heart Association.



Consult HR Partners cares about heart health.
We are a proud local sponsor of the Go Red for Women.

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