

# LMA E-News

LMA Consulting Group / LMA-EAP

October, 2011

**I try to take one day at a time, but sometimes several days attack me at once.**

~ Jennifer Yane

Sixty-nine percent of employees report that work is a significant contributor to their stress. Nearly 41% report feeling tense or stressed out during their workday. Work-related stress causes absenteeism, tardiness, burnout, decreased productivity, worker's compensation claims, increased employee turnover, and increased medical insurance costs.

Reducing employee stress should be a top priority in your organization.

---

## **RE-ENERGIZING A RECESSION STRESSED WORKFORCE**

Today, many employees feel battered, weary and very uncertain about their future. The challenge of leading through this gradual recovery period while maintaining your employee engagement requires special leadership skills. How do you generate positive energy and get individuals to pull together for the good of all?

## **DEALING WITH STRESS IN THE SMALL BUSINESS WORKPLACE**

It's no secret that stress, especially in the workplace, is a fact of daily life. Most small business owners must face the challenges alone or with little or no support systems. How extensive is stress in the small business workplace? 51% of employees say they are less productive at work because of stress. The reduction of stress in a small business should be a top goal for business owners.

## **PUTTING THE BRAKES ON STRESS**

We all experience stress - it's a fact of life. The good news is that we can put the brakes on the negative stress and get back to a more healthful state. This article provides some very simple tips on how to turn that negative stress around.

## **ASSOCIATES OUT & ABOUT!**

**Glenn Ebersole, Director of Strategic Marketing**, will be interviewed by Ashley Wirthlin, Program Director for BusinessTraining.com - the **focus will be on Business Coaching** and is intended to give listeners a real-life view into the business world.

**Elaine Boltz, Account Executive for LMA-EAP**, recently presented a **Laughter Club** to the Brookshire Community.

Elaine also presented **Laughing Your Stress Away** for the Contact Lancaster Fall Retreat.

**Barry Davis, Director of Career Services**, recently presented "**Rules for the New Workplace**" to students at 6 O'Clock Club at Indiana University of PA.

Barry also presented a seminar on **Telling Your Children Where to Go - A Parent's Guide to Careers**.

## **LMA Recommends...**

Join Dave Wauls on December 6th from 8-11AM as he presents a **special program on Stress Management**. This program will help you identify what (and who) creates your stress and how everyday stressors impacts your work. You will gain valuable tips on how to manage your stress.

**LMA Training Essentials - unleash the "Power of Learning" in your organization.** Upcoming programs (both webinars & public seminars) include:

- Anger Management in the Workplace - November 3rd
- Balancing Work & Family - November 1st
- Building Better Teams - November 1st
- Competency Based Behavioral Interviewing - December 8th
- Caring for Aging Parents - November 1st
- Followership - October 24th
- Giving & Receiving Constructive Feedback - October 13th
- Introduction to Emotional Intelligence - October 27th
- Managing Change - October 27th
- Managing Passive-Aggressive Behaviors - October 18th
- Personal Financial Wellness - November 17th
- Pre-Retirement Planning - October 27th
- Providing Quality Customer Service - November 29th
- Respect in the Workplace - November 2nd
- Supervising for Success - ADVANCED - 5 week program begins November 30<sup>th</sup>
- Supervising for Success - BASIC - 5 week program begins October 26th

**Did you miss our  
September Enewsletter -  
"Back to School :  
Not Just for Kids"**

- [What's the Cost of Not Training Your Employees](#)
- [How Sharp Is Your Saw?](#)

**Get additional program information & register:**  
[http://www.lmaconsulting.cc/program\\_registration.php](http://www.lmaconsulting.cc/program_registration.php)



LMA Consulting Group | [www.lmaconsulting.cc](http://www.lmaconsulting.cc) | 717.509.8889  
LMA-EAP | [www.lma-eap.com](http://www.lma-eap.com) | 717.394.6688  
1848 Charter Lane  
Lancaster, PA 17601

**BEST PLACES** to work in **PA** 2010