



CFMA VOS Chapter News

December 2018

Thank You to All Who Joined the Chapter for a Site Tour and Holiday Social!!

December 6, 2018

A fabulous tour of the The Great Wolf Lodge under construction, followed by great connections and conversations at The VIG for the Holiday Social







Another Fun Day on The Course!!

Annual Golf Tourney

On November 1st, CFMA took to the tees, fairways and greens (or more likely, rough, bunkers, and water hazards) of Moon Valley Country Club for the annual golf tournament benefiting CFMA's scholarship fund.

We had a full field in attendance for a beautiful day that ended in an awards banquet and fajita lunch for the attendees.

Congrats to our winning foursome of Chris Lindstrom, Joe Clarcken, Jake Storms, and Ted Aust with an impressive score -18 under par!

Thank you to all the participants and volunteers, and a special shout out to event sponsors Sundt, Haydon, Sunland Asphalt, National Bank of Arizona, RSM, MGC Contractors, CBIZ & MHM, CNA Surety, & Price Kong for making the day fun and successful!





November's Monthly Luncheon Program Provided Tips to Enhance Employee Engagement!

November 15, 2018



**Michelle Walker, CCIFP, SPHR
Vice President of Finance and Administration
Specialized Services Company**

There are only three measurements that tell you nearly everything you need to know about your organization's overall performance: employee engagement, customer satisfaction, and cash flow...It goes without saying that no company, small or large, can win over the long run without energized employees who believe in the mission and understand how to achieve it. Jack Welch

This presentation was complete with an overview of what does an engaged employee look like; the value they provide to the bottom line; best practices for

leadership and a call to action to create a caring culture within your organization. Often times within this culture, employees feel comfortable discussing things from mental health concerns to child care needs. An opportunity for a "Work / Life Blend" experience.

What is an Engaged Employee (EE)?

Someone who is committed to the organization.

Feels passionate about their role.

Puts discretionary effort into their work, beyond the minimum expectation of their job description.

How do you achieve this goal of EE in your organization?

"Human Factor" Employees are human, obvious but often overlooked by scheduling demands and bottom line numbers taking priority.

Demonstrate respect and show that their worth is more than the work they do for the company.

When can you affect your organization?

Before employment - get the right folks on your bus.

During - Ongoing with intentional effort; survey employees for feedback to improve process

After - Exit interview to understand the reason behind attrition. Learn from failures to improve process.

Where do you start?

Top Down - buy in, promotion and support will set the tone for the organization

Culture Driven - Caring environment to meet multi-generational work force needs

Mission/Vision/Values Guided - clearly defined; demonstrated and communicated

How to hire the right people for your organization?

Advertising: Include a summary about the company culture

Interview: Include value based questions to understand behavior

Onboarding/Orientation: Focus on the new hire; This is the time when you can lose them; share how other employees are successful within the organization by applying the vision/values/mission.

Intentional Effort: 1st impression - feels welcome; Asks about me as a person; received opportunity for early successes; feels valued and supported.

During:

Support a WORK/LIFE BLEND environment - not Balance. Integrate life into work just as work can integrate into life. It's a give and take in both directions.

Show you care about them as individuals; Give them an opportunity to make an impact within the company or community; focus on the why behind the company.

Absolute Musts:

Set clear expectations; maintain open communication; train for effective people managers; offer opportunities for personal development.

Benefits:

Human Capital - Engaged Employees maximize the company's investment in time and money.

A potential for 50% increase in profit from an engaged work force.

Q&A

Employer Resources: "Employers Council" for training/support

How do I start? Go back to your organization's Mission/Vision/Values statement and create an activity/conversation around "What does the statement mean to you?"

***The Chapter truly wishes You and Yours
joyful Holidays filled with
warmth, love, laughs and family.***



Follow, Link and Re-Tweet!

VoS Chapter Social Media Platforms

With so much happening in our chapter, we want the whole world, and especially all of our members, to know about it!

To enable sharing news about upcoming events as well as photos and stories from past events, our Communications Committee has created fresh new profiles on Facebook, LinkedIn and Twitter.

Click on the links below to like/follow our new pages.

And if you have content you'd like to contribute - send it to our Communication Committee Chair [Cliff Spickler!](#)



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