

DRISCOLL LEARNING

Empowering Environments Where Learning Is Embraced

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The Future Workplace Experience: Is Your HR Department Ready?

The business world is more focused on the need to innovate today. Try to be more innovative with your company's culture, leadership style, technology goals, strategy, etc...

One thing that often doesn't get as much traction is Human Resources. The future workplace experience is changing. **How does your HR department measure up?** Are you ready?

The Future Workplace Experience

If you want to have an Innovative HR department, then you check out *The Future Workplace Experience: 10 Rules for Mastering Disruption in Recruiting and Engaging Employees* by Meister and Mulcahy. This great read is helpful for both workers and human resources to see the innovative workplace changes.

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Are You Ready For the Future Workplace?

Resolutions You Can Accomplish By The End Of The Year!

While it may be the last month of the year, there is still time to knock out a few more resolutions before it is over. Looking back over the year, you may be wondering what you've been doing. Take some time to celebrate your accomplishments and set some new goals that will help improve your performance in all areas of life; *personally and professionally.*

Do the following before the end of the year:

Refocus your morning habits – Instead of struggling through the morning before you head to work, regroup and try to set up some good, solid morning habits. Consider pulling back the curtains and letting the sun shine in your windows. Set your coffee the night before and take some time to sit and enjoy it as you read for a few minutes. Make your bed when you get up because it will make your room look tidier.

Brainstorm ways to help you feel more ready and begin to form some new morning habits.

Get some extra sleep – Try to get to bed earlier or set your alarm later. Often, it becomes easy to do one more thing around the house or to check email one more time to get ready for the next day. Try skipping this and get some extra sleep instead.

Take time to read daily – We live in a world where you can watch TV or videos on any mobile device at any time. *Continued on page two – Resolutions*



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The book focuses on the trends in the future from a fresh perspective.

In recent years, people began to consider the opportunity of employees to work from anywhere and on a flexible schedule. They seem to have forgotten the employer though. There is still a need for hiring managers, recruiters, and the HR department.

The Employer Side of Things

This book will shed some light on the employer side of things and the future of work. Specifically, it focuses on 10 trends that will change the way employers recruit, train, and the manner that they use freelancers for projects. The goal is to embrace an innovative approach where you focus less on the 9 to 5 parameters of one’s day job.

Employers should shift their thinking to attract top talent and give them work that is designed for their particular skill sets. The book encourages employers to rethink the entire hiring process and to switch gears on leadership styles as appropriate.



Worth the Read

Meister and Mulcahy’s book is absolutely worth the read. Their findings are geared toward the audience of “gig economy” employers. The material is sure to give ways for leaders to implement innovative strategies for management and HR departments.

This book is different than other business books on the market. The key focus is on people. Technological innovation is great but if you miss the mark with people, then you don’t have much left. The best practices in this book will enable others to see the future workplace in a different light and give their business the opportunity to thrive. ❖

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Continued from page one – **Resolutions**

Rather than focusing on so much screen time, consider reading about 30 minutes per day. Find something encouraging to read which will nurture your mind.

Get out of your rut – You still have time to do something new this year. Try to get out of your rut and embrace something that you haven’t done before. This is a great way to enjoy life and make it feel less mundane.

Consider what you’re thankful for – Work and life can be busy. It is easy to get overwhelmed, so take time out to write down what you are thankful for. Seeing it on paper will enhance your attitude and allow you to feel more positive and grateful, which will help you at work too.

Network with someone each week – Rather than getting stagnant, be sure to network with someone each week. We learn so much from others and they can be an encouragement too. Be sure to take time out each week to build relationships by connecting with others.

There is still time to set some new resolutions/goals that will rejuvenate you for the remaining part of the year. Get started today because time is ticking and the New Year will be here before you know it. ❖

What will you accomplish by the end of the year?

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Happy Holidays!!





Driscoll Learning – What We Do

Dedicated to improving your business and employees as individuals, team members, sales professionals and leaders by providing development opportunities that produce business results through a blended approach of experiential workshops, small group dialogue, data-driven personalized assessments and productivity tools.

Driscoll Solutions

Assessments



When it comes to soft skills and competencies, most people have trouble describing the traits they are looking for in a candidate. We offer several automated and analytical processes to help you define the job, as well as TTI Success Insights assessments to choose the right candidate.

[READ MORE](#)

Leadership Development



An effective leader makes all the difference in a company. It builds employee loyalty, trust among team members and motivation to succeed in everyday activities. By utilizing experiential learning programs, our participants achieve a higher level of understanding and retention. Blending various methods allows us to impact a diverse audience and accelerate the learning process. Learning is truly embraced in the environment we create.

[READ MORE](#)

Job Benchmarking



Have you ever hired someone whose best performance was the day they interviewed for the job? Oftentimes, candidates look good on paper and even throughout the interview process, but still aren't the ideal fit for your company. Businesses everywhere are seeking better ways to secure the best talent necessary for success. But what talent does the job itself require for superior performance? [READ MORE](#)

Sales Training



Without a powerful sales team to drive leads and close deals effectively, any business would suffer dramatically. When it comes to an organization's sales department, it can decide to develop strong employee skills or outsource help to focus on a specific part of the sales process. Driscoll Learning offers several sales training programs to inspire success in sales professionals, no matter the preferred approach. [READ MORE](#)

Team Building



The foundation for a successful organization starts with a cooperative and cohesive team. In order to achieve this unity, it is crucial to create an environment conducive to learning. By utilizing experiential learning programs, our participants achieve a higher level of understanding and retention. Implementing blended methods allows us to impact a diverse audience and accelerate the learning process. Learning is truly embraced in the environment we create. [READ MORE](#)



One Minute Ideas

Top 10 Most Popular Books Of All Time...

1. *Don Quixote* by Miguel de Cervantes 500 million copies sold
2. *A Tale of Two Cities* by Charles Dickens 200 million copies sold
3. *The Lord of the Rings* by J.R.R. Tolkien 150 million copies sold
4. *The Little Prince* by Antoine de Saint-Exupery 142 million copies sold
5. *Harry Potter and the Sorcerer's Stone* by J.L. Rowling 107 million copies sold
6. *And Then There Were None* by Agatha Christie 100 million copies sold
7. *The Dream of the Red Table* by Cao Xueqin 100 million copies sold
8. *The Hobbit* by J.R.R. Tolkien 100 million copies sold
9. *The Lion, the Witch and the Wardrobe* by C.S. Lewis 85 million copies sold
10. *The Da Vinci Code* by Dan Brown 80 million copies sold ❖

Source: FactRetriever.com



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How To Help Employees Manage Workplace Stress

In their paper, “*Reducing Occupational Stress: An Introductory Guide for Managers, Supervisors, and Union Members*,” co-authors Janet Cahill, Paul Landsbergis, and Peter Schnall offer some useful information that may help you improve the health and productivity of employees.

Here are a few of their recommendations:

- **Increase the level of social support from co-workers and supervisors.** Approaches can include proactive supervisory training, conflict resolution training, and staff retreats.
- **Improve physical working conditions.** Approaches include improving indoor air quality, reducing hazards such as noise, toxins, and chemicals, and redesigning jobs to reduce the incidence of repetitive-strain injuries.
- **Suggest healthy ways to use computers.** Good ergonomics are a key to healthy computer use. State health departments may be able to help your organization choose the proper equipment and lighting. Also, involve staff in choosing new equipment. The user should be able to make informed choices.
- **Maintain job demands at healthy levels.** Possible approaches include less overtime and reduced workload.
- **Provide healthy work schedules.** Rotate shifts, use flextime or other alternative schedules, and reduce forced overtime.
- **Offer relaxation training.** Stress management consultants are available to train employees in relaxation techniques. For example, the New York Open Center offers stress management and corporate programs. One course, “*Stress Relief for the Office Worker*,” includes yoga, aromatherapy, and other self-help techniques. ❖



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DRISCOLL LEARNING – Seminar Schedule

For more information, visit our web site at www.driscolllearning.com



Session Title	Time	Date(s)
Professional Sales Development	9:00AM – 12:00PM	Wednesday, December 13 th
The Sales Connection Breakfast	7:30AM – 9:00AM	Thursday, December 14 th Go to www.thesalesconnection.org for details & registration
Business Briefing: What is Talent? Talent Selection & Job Benchmarking	1:00PM – 3:00PM	Tuesday, December 19 th
FREE LinkedIn Training	9:00AM – 10:30AM	Tuesday, December 26 th Go to www.thesalesconnection.org for details & registration
DISC & Driving Forces Certification Process	4:00PM – 4:45PM	Thursday, December 28 th Go To Meeting (email Bryan for details)

All sessions held at: Dublin Entrepreneurial Center 565 Metro Place South, Suite 300, Dublin, OH 43017



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