

# DRISCOLL LEARNING

*Empowering Environments Where Learning Is Embraced*

www.DriscollLearning.com



OCTOBER 2017

VOLUME 17 ISSUE 10

## *The Cloud Is Changing Human Capital Management*

Businesses often struggle with workforce operations no matter their size. Incorporating more cloud-based and mobile technologies will help to fine-tune their organization and ease the challenges they face. Companies have the option to customize the technology so that it fits with their culture and HR department.

### **The Benefits of the Cloud**

Rather than the typical reporting of attendance and scheduling, the cloud will allow companies to focus on predictive modeling. This means that businesses will utilize the correct number of employees that are the best fit for their roles and ultimately at a lower cost.

In the future, the advanced workplace management solutions will allow for changes to individuals and teams that will provide greater customer satisfaction.

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Are You Effectively Employing Cloud-Based Technology?

## *The Big Ask*

Simply asking more of people helps them to rise up to any occasion. What if you could achieve more for your business just by asking more of your team?

People are often flattered when asked to do something different or new. Asking the big and small questions, you will see your team and business enjoy success and thrive overall.

### **Ask for More**

Think about how you can ask more of your staff. Shying away from asking them to take on challenges and big situations, you limit their growth and potential. By asking them to achieve, you empower them to do just that and they feel more significant too.

### **Ways to Ask Big**

You will get further when you ask your team to assist with the big stuff.

- Ask them to do what they enjoy most.
- Ask them to use their skills and strengths.
- Ask them to do things that go along with their vision, morals, and values.
- Ask them to suggest ways they can assist.
- Ask them to stretch their wings and take the plunge to try new things.
- Ask them to think outside the box.

You have not because you ask not. Therefore, it's time to start asking big.

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The performance levels of employees will be utilized to their fullest potential.

### Stay Current

In order for organizations to be successful with the cloud being part of the human capital management, they need to be current on the latest technology. It seems that technology evolves so quickly, but a company that works to stay up to date will succeed with this workplace shift.

Cloud-based technology allows employees to pursue new skills and what interests them most by growing their skills and ultimately bringing value to their business and customers.



### Workplace Changes

The more we see a shift from hosting and management of application away from a company's IT department, the more customers seem to upgrade their systems. These changes within the workplace benefit us all.

Also, allowing employees the flexibility to work from anywhere is another great shift because of mobile technology. Companies are able to make better staffing choices, save money and avoid some of the red tape that goes along with the hiring process.

Truly, the cloud and mobile technology have changed human capital management. The shift has happened and continues to evolve. Businesses will see successes follow as they work to learn how this can apply in their workplace dynamics. Every company has their own culture but staying current with the trends will ensure that they stay cutting edge against their competition. ❖

~ Written for us by our associate Gary Sorrell, Sorrell Associates, LLC. Copyright protected. All rights reserved

*“With the cloud, individuals and small businesses can snap their fingers and instantly set up enterprise-class services.”  
~ Roy Stephan*

*Continued from page one – The Big Ask*

### 10 Ways to Have Confidence and Ask Big

1. Seek out those who want to contribute.
2. Be forthright and simply ask rather than skirt the issue.
3. Give of yourself to others.
4. Connect with people before you ask something of them.
5. Let them have a chance to think your request over and resist the urge to fill space with words. Give them a chance to answer you.
6. Take a poll and ask who would be interested in working on projects.
7. Take steps to ask for smaller things before you ask big.
8. Give people an out so that the “ask” is not actually an insisting situation.
9. Accept people that say yes to your “ask,” even if they may not be the best fit. It could be an opportunity for growth.
10. Ask for suggestions when you ask someone to try something new.



Feel free to ask big of your team. Most likely, they will rise to the occasion if given the chance. Then watch the growth within your business and the dynamic solutions that are the result of asking big. ❖

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**In A Workplace Rut?**  
Get yourself out of a rut today by imagining that today is your first day on the job. What things do you see that you could improve? What things could you change that could result in higher productivity, increased profits, decrease wasted time, and higher sales?

## *Top 10 Actions To Building A Stronger Sales Team*

- 1) **Clear communication.** Use the KISS method – it does not have to be complicated to line out exactly what is expected of them daily, weekly, monthly and quarterly.
- 2) **Motivate your current sales team with incentives,** rewards and, most importantly, acknowledgements of a job well done. In many of my interviews with dissatisfied sales professionals, they lament the fact that their achievements are not noticed nor seem to matter.
- 3) **Praise in public,** criticize in private.
- 4) **Promote from within.** Nothing motivates current sales team members more than knowing they, too, can be promoted when they prove themselves worthy.
- 5) **Be accessible.** Having a manager actually listen and be available may make the difference to that sales rep as to whether they close or lose the sale.
- 6) **Assign mentors to new hires.** A seasoned sales rep can help the new hire avoid the rookie mistakes and accelerate his/her ramp-up time.
- 7) **Offer training consistently throughout the year** to your sales team. Always keep sharpening the saw.
- 8) **Have a book of the month** that all read and discuss. Hundreds of excellent books exist that relate to selling and business success.
- 9) **Build your bench.** If you see top talent from your competitors in the field, begin a relationship with them, so you can contact them when you have an opening. It's not IF you will have an opening- it's when. People get promoted, move, quit or are fired.
- 10) **Continue your relationship with your external recruiter.** When all internal efforts are exhausted, or you need professional help hiring top talent, you'll have an ally ready to go to work for you. ❖



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*“Most people think ‘selling’ is the same as ‘talking’. But the most effective salespeople know that listening is the most important part of their job.”*  
~ Roy Bartell



## *One Minute Ideas*

### Reference Desk

Since 1995, Refdesk is a free and family-friendly web site that indexes and reviews quality, credible, and current web-based resources.

Refdesk has three goals: (1) fast access, (2) intuitive and easy navigation and (3) comprehensive content, rationally indexed. The prevailing philosophy here is: simplicity.

Refdesk's database is on three levels: quick, studied and deep. For thumbnail snapshots: [Fast Facts](#), [Quick Reference / Research](#), and [Facts Subject Index](#). For a more studied approach: [Newspapers - USA & Worldwide](#), [Search Engine Resources](#), [Internet Help](#), and [Writing Web Documents](#). For an in-depth exploration: [Facts Encyclopedia](#) with over seventy volumes of indexed subjects and [Facts Subject Index](#) with twenty-four subject categories. ❖



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## *How To Keep Top Talent from Leaving*

*Avoid losing your high performing top talent with these quick tips.*

**Conduct an employee survey** – find out what your staff thinks about the direction of the company, their role, job satisfaction, their supervisor, company benefits, communications, training, development, support, etc... Once completed, compile the information and look for any trends or common themes.

**Salary analysis & competition** – There have been a plethora of reports stating that most people do not leave primarily for more money. However, they do leave if they feel underpaid for the value they bring to the company. Conduct a competitive wage analysis to ensure your pay scale has not fallen behind.

**Treat your employees like they matter** – As the economy continues to show signs of improvement, it is time to un-freeze pay raises and increase training budgets. Help your high performers improve by offering employee development programs, trainings, and professional coaching. Give them the tools necessary to achieve higher levels of success.

**Share the companies' vision, goals, and values** – Let everyone know the overall vision of the company, the goals necessary to achieve the vision, and the values that govern all decisions. This open communication will make each person feel they are valuable and an important part of the team.

Creating a plan to keep top performers will decrease turnover and make your company more attractive when recruiting new talent. ❖



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## DRISCOLL LEARNING – Seminar Schedule

For more information, visit our web site at [www.driscolllearning.com](http://www.driscolllearning.com)

Session Title	Time	Date(s)
The Sales Connection Breakfast	7:30AM – 9:00AM	Thursday, October 12 <sup>th</sup> Go to <a href="http://www.thesalesconnection.org">www.thesalesconnection.org</a> for details & registration
Professional Sales Development	9:00AM – 12:00PM	Friday, October 13 <sup>th</sup>
Business Briefing: What is Talent? Talent Selection & Job Benchmarking	9:00AM – 11:00AM	Friday, October 20 <sup>th</sup>
DISC & Driving Forces Certification Process	4:00PM – 4:45PM	Monday, October 23 <sup>rd</sup> Go To Meeting (email Bryan for details)
<b>FREE</b> LinkedIn Training	9:00AM – 10:30AM	Tuesday, October 24 <sup>th</sup> Go to <a href="http://www.thesalesconnection.org">www.thesalesconnection.org</a> for details & registration

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



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