



Only the Strong Survive...

Downsizing, right sizing and outsourcing are terms that induce fear and panic in the workplace. The key to surviving this tough economy and profiting from the inevitable upswing is a strong dedicated workforce

Show employees that they matter – Ask for their input. Involve them in decision-making whenever possible. People will support decisions they help make. Encourage reasonable risk taking. Anticipate and address employee concerns. Employees who feel valued will rise to meet the challenge—they are more productive, reliable and happier, all translating to a healthier workforce and bottom line.

Communicate regularly and honestly – Share information regularly. It builds trust, squelches rumors and minimizes surprises. Be candid and realistic, taking care to avoid doomsday prognostications or sugar coating. Talk about successes along with challenges. Communicate face-to-face whenever possible. Repeat messages often using multiple methods.

Pay employees fairly – In a down economy, it's tempting to look for quick savings here, but be careful. Long term losses quickly exceed short term gains as good employees jump ship when another opportunity presents itself. With recruiting and training costs now averaging 6-8 months salary per position, the old "warm body" approach costs cold hard cash.

Show appreciation – It boosts morale. Get creative—consider opportunities for employees to learn and broaden skill sets, voluntary time off, flexible work schedules or telecommuting. Provide resources to deal with increases in stress and conflicts. Say thank you.

Clarify expectations – Maximizing resources often means that positions change and once clear job descriptions become fuzzy. Define new roles and responsibilities, including how they interface with other positions/areas. Provide appropriate training – technical and interpersonal.

Remember, you're all in this together. Good employees are more willing to share the pain if they also share the gain.

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Words to Live By...

“Leadership and learning are indispensable to each other.”

John F. Kennedy



A BRIGHT IDEA

Learn to resolve conflict constructively...

Economic stressors lead to increased workplace conflicts which, in turn, highlight the need for constructive conflict resolution. How do you feel about conflict and your skills as a problem-solver? To find out, take our [Conflict Attitude Survey](#). Then, find resources like training to help you develop the skills you need to effectively resolve conflicts—now.

Office Space For Lease...



Excellent rental opportunity! View our website for details! www.alternativeresolutions.biz

What's Happening...

Employees with a broad range of skills are critical for success today. **Register today** to attend a comprehensive workshop presented by Alternative Resolutions to build communication and conflict resolution skills.

“Mediation Skills for the Workplace”

June 24-25, 2009 8:30 am—4:30 pm

August 11-12, 2009 8:30 am—4:30 pm

“Basic Mediator Training”

July 20-24, 2009 8:00am—5:00pm

To register, get more information about these workshops, or to tailor a training specifically for your needs, contact Alternative Resolutions, Inc. at 920-993-1490 or visit our website at www.alternativeresolutions.biz.

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