

Love Your Work!

Finding Work that Works



What is the definition of career fulfillment? We know that this varies depending on the individual, so in relation to your own position, we ask you to consider the following: *Do you want to make a lot of money? Does your job help the well being of others? Are your hours family-friendly? Do you go to work looking forward to doing the job you are paid to do?*

Find your passion and make it your profession ... and you'll never work again.

~ Anonymous

These are just a few questions that help define what makes a career satisfying. Since most people spend more time at work than they do with their family and your job is more than a paycheck, we are entitled to love what we do! Believe it or not, finding that happiness can be done! D. Gallant Management Associates' *Career Perspectives* can help you to determine whether you "love your work" or if it is an appropriate time for you to make a career change.

The path to a successful career change should not be one of *chance*, but one of *choice*. The career of your choice should be well planned, developed, and implemented with clear focus and direction. Let D. Gallant Management Associates assist you with the planning of a career change strategy, by providing you with the opportunity to accurately assess yourself in the business world, identify

potential career options, determine realistic goals and objectives and develop plans to attain those goals!

People are much more productive, efficient and effective when they like what they do! This benefits the individual, the company, and the customers! Call us TODAY! There is nothing worse than a job you dread, and NOW is the time to make the change!

For more information on D. Gallant Management Associates' *Career Perspectives* & Career Planning Services, please call our offices at 207-773-4800 or e-mail us at DGMA@dgallant.com

Top 10 reasons to have a career you love!

1. Work-related functions occupy up to 75% of your waking hours (more for workaholics!).
2. When you are doing something you love, you tend to do it better than something you don't.
3. It would be a shame to let your gifts & talents go to waste.
4. If you want to leave a legacy, why not create a career in which to do it?
5. People can and often do earn more money doing what they love (contrary to popular belief!).
6. Having a fulfilling career means getting in touch with what is really important to you.
7. When you are happy in one area of your life, it has the potential to affect other areas.
8. If you love your career you can live fully in the present, rather than "waiting to retire."
9. Doing work you enjoy and utilizing your gifts & talents is a form of self-expression.
10. Because you can!

Save the date

For D. Gallant Management Associates'



NEW SUPERVISORY SKILLS TRAINING

May 20, 2005

This highly pragmatic, intensive program will help supervisors gain a much better perspective on the impact and potential of their work. The training program will allow you to emphasize practical skills and methods that supervisors will be able to put to use immediately, as well as evaluate what you are currently doing, regain techniques and exchange ideas and solutions!

See our enclosed flyer, or call us today at (207) 773-4800 for details!



NEWS RELEASE:

The Veterans Benefits Improvement Act, enacted by Congress in December 2004, mandates that employers provide the notice to "all persons entitled to rights and benefits under the Uniformed Services Employment & Reemployment Rights Act (USERRA)."

Employers may meet this obligation by posting the notice in a prominent place where employees customarily check for such information. U.S. Secretary of Labor, Elaine L. Chao announced on March 11, 2005 that the USERRA poster is now available on the Department of Labor's website.

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service.

Employers can obtain detailed information about USERRA by calling 1-866-USA-DOL or by visiting www.dol.gov

the *President's Corner...*

New Manager Assimilation

What to do when the organization's newest member is the boss!

The new manager Assimilation Process can be an extremely effective intervention for any level of manager entering a new organization. Its objectives are quite straightforward and the steps to follow are uncomplicated and relevant in any business environment or culture.

The process aims to accomplish the following:

- Provide direct reports with the opportunity to "get to know" their new manager in a very short period of time,
- Begin to build the basis for a longer-term working relationship between the manager and his/her team of direct reports, and
- Lay the foundation, very early on, for work planning and problem solving between the manager and direct reports.

It is important to recruit the assistance of a third party, either from within the organization or external to the business, who is viewed by the manager and his/her direct reports as an objective third party.

The credibility of this consultant is extremely important to the process since he/she will be used to gather highly confidential data from both the manager and the direct reports. The willingness of the people participating to share that data can be enhanced significantly if the consultant is viewed as objective, able to handle confidences, and competent in organizational development processes.

The New Manager Assimilation Process is not costly, nor is it exceedingly time consuming. But it can produce results if initiated as soon after the new manager is on board as possible, certainly within the first two weeks at least.

Sharing information, exchanging ideas, dispelling myths, and discussing issues can help clear the air between a new manager and his/her direct reports, and help them all ease through those traditionally tense first weeks as the organization adjusts to a new member.

~ *Deb*

"Excuse me, but may I ask you ... What Is Your Human Resource Director's Current Salary?"



Seems like a harmless question, doesn't it? Believe it or not, by answering this question you may be straying into illegal territory. The legal risk you take by answering this question is an alleged violation of the venerable Sherman Antitrust Act.

Within the last 5 years, employees have filed several suits around the nation. Their claim: that by discussing specific wages, the company's goal was not just to help each other control salaries, but actually to keep them artificially low. *Wage-fixing* was the term given, and is sufficiently anticompetitive to violate the Sherman Antitrust Act.

Professionally prepared wage and salary surveys can give you objective statistical data about what other employers in your area, your industry, and the nation as a whole are doing. D. Gallant Management Associates administers wage and salary surveys to literally dozens of clients annually!

Next time someone poses this question to you, HR professionals caution you not to answer. Instead, refer them to Salary Surveys and other Compensation Information provided by a professional third-party source such as D. Gallant Management Associates.



Don't Miss

at the 10th Annual

Maine Human Resources Convention & Expo

May 10 – 13, 2005

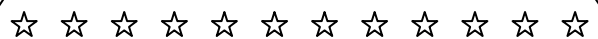
Samoset Resort • Rockport, Maine

Deborah Gallant, SPHR will be a feature presenter on Thursday and Friday presenting two of her most popular programs:

Critical Thinking & The Art of Resolving Conflict in the Workplace

Also, stop by our exhibitor booth to meet our staff & enter to win great prizes!

SEARCHES & JOB OPENINGS



Executive Director

Waban Projects, Inc. – Sanford, Maine

Plant Controller

Pioneer Plastics – Auburn, Maine

Clinical Operations Manager

Maine Cardiology Associates – Portland, Maine

We welcome any referrals and/or names of individuals who may have an interest in any of these positions.

Call our offices today at:
(207) 773-4800