Chamber
SIDNEY/SHELBY COUNTY

perspective

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HOW TO BUILD A WINNING GAME PLAN FOR YOUR CAREER

Research shows those who plan are more likely to succeed. According to *a study by Harvard Business Review*, entrepreneurs who write formal plans are much more likely to achieve viability than those who don't.

When we set goals for ourselves in our careers, we achieve higher rates of success. Knowing what we want and how we plan to get there is pivotal. That's where a career game plan comes into play. It is a simple, four-step process providing a clear road map on how to achieve your goals. In the following steps, we will help you first identify what you want and what you are uniquely skilled to do (your purpose statement). Next, we will build goals to support your purpose coming to fruition and brainstorm steps that will guide you in pursuit.

1. Craft a purpose statement. Start by getting very clear on what you want. This is summarized best in a concise purpose statement. Think the length of a Twitter post (before it extended its guidelines): 140 characters or less. A strong purpose statement will articulate your passions and unique strengths in a single sentence. Reflect on what makes you truly happy and excited by asking these questions:

- What types of tasks, meetings or work am I doing on my favorite days? The answer to this question likely yields some sources of your true passions.
- What do people say I am naturally good at? This signals your strengths.
- What do people ask for my help or advice on? This is a strong indicator of your unique capabilities.

2. Establish goals. Now, it's time to build strong goals that will actively fulfill your purpose statement and make it a reality. Set two or three goals—any more than that is too many. With every potential goal, ask yourself, *"How does this help me fulfill my purpose statement?"* You may be familiar with SMART goals. Make sure your goals follow the SMART acronym:

- **Specific:** What specifically will need happen to be able to achieve this goal?
- **Measurable:** What numbers will I use to measure the successful achievement of this goal?
- **Attainable:** How attainable is this goal in the specified time frame?
- **Relevant:** How relevant am I to making this goal happen?
- **Time-bound:** When will this goal be achieved?

Once you have a strong set of goals, we're ready to prioritize how you will achieve them.

3. Prioritize competencies. Competencies are the skills, behaviors or attributes that define who we become. They range from leadership skills to detail-oriented attributes and communication behaviors. They ensure our ability to achieve our plans and strike a balance between our high-level goals and our purpose statements. I recommend prioritizing three competencies of focus that have both a high impact and a high improvement rate on your purpose and goals. As a tool, the Nielson Group published a list of soft-skill competencies. It contains more than 100 competencies to choose from and includes descriptions for each. I highly recommend perusing it with your purpose and goals in mind. Select all of the competencies on the list that have an impact, then prioritize them based on your ability to improve upon your goals and purpose.

4. Determine actions. This is the final step to building your winning career game plan. This step is fairly effortless, which is a nice reward for taking the time to invest in a purpose statement, set goals and prioritize competencies. If we have diligently articulated our purpose statement, crafted goals and chosen to focus on the competencies that drive the most positive impact, our tactical plan emerges naturally. The beauty of this process is we can break down our goals into a desired time frame. I break mine down every three months and keep a running to-do list on my office whiteboard. Everything that makes the three-month task list supports my long-term purpose and goals.

Now, you have the process for building your winning career game plan. With every choice you make, you take a step closer to having the career you truly want.

FEBRUARY
Meeting & Event Dates

1 **Madcap Puppets**
10:00 a.m.—Children's Workshop (Admission--$10.00—all supplies included)
11:15 a.m.—Twice Upon a Time Performance
Tickets: $4.00, children under 12; $6.00, adults
Cameo Theatre, 304 South West Avenue
https://gatewayartscouncil.org/youth-series/

5 **Shelby County Safety Council**
Topic: Distracted Driving and Work Zones
Speakers: Mary Hoy and Phil Stormer, Ohio Department of Transportation
Wilson Health Professional Building, 915 West Michigan Street

8 - 16 **Sock & Buskins: Same Time, Next Year**
8th—2:00 & 8:00 p.m.; 9th—2:00 p.m.; 14th—8:00 p.m.; 15th—2:00 & 8:00 p.m.; 16th—2:00 p.m.
Historic Sidney Theatre, 120 West Poplar Street
https://sidneytheatre.org/new-events

9 **Gateway Arts Council Presents: The Company Men**
7:00 p.m.—Sidney High School, 1215 Campbell Road
https://gatewayartscouncil.org/performing-arts/

13 **Lean Enterprise Council**
Topic: Going Forward Planning Session
12:00 p.m.—Dickman Supply, 1991 State Route 29

20 **Chamber Leadership Program**
Topic: Human Services
8:00 a.m. - Amos Memorial Library, 230 East North Street

20 **Ribbon Cutting—Ask Amy Home Furnishings**
12:00 noon— 230 East Russell Road, Sidney

20 **Books & Brews**
6:00 p.m.—Amos Memorial Public Library, 230 East North Street
https://shelbyco.lib.oh.us/events.htm

21 **Wilson Health CPR/AED First Aid & Bloodborne Pathogen Class**
7:00—9:00 a.m.—CPR/AED; 9:00—11:00 a.m.—First Aid; 11:00 a.m.—12:00 noon—Bloodborne Pathogen
Additional info, contact sgregean@wilsonhealth.org

ADDITIONAL MEETINGS & EVENTS ON PAGE 2

ADDITIONAL FEBRUARY MEETINGS & EVENTS

22 Bicentennial Ball
8:00 p.m.—12:00 Midnight, Shelby County Court House, 100 East Court Street
Sponsored by: Freshway Foods
(more information on page 3)

23 Open House—Women's Center—Sidney
5:00—7:00 p.m.—2579 West Michigan Street

27 Shelby County Human Resources Council
Topic: My Injured Worker Can't Work, Now What Do I Do? An Employer's Guide
Speaker: Michelle Bach, Coolidge Wall Co., LPA
12:00 - 1:00 p.m. - Hampton Inn, 1600 Hampton Court

SAVE THE DATE

Chamber of Commerce
Annual Dinner & Awards Banquet
Tuesday, March 3, 2020
5:30 p.m. - Social; 6:00 p.m.- Dinner
Palazzo, 309 South Main Street, Botkins
Invitations Sent January 22, 2020

Chamber of Commerce
Annual Golf Classic
Tuesday, May 19, 2020
10:30 a.m. - Shotgun Start
Shelby Oaks Golf Course

FROM JEFF'S DESK—HELP US HELP YOU...

At the Chamber we continue to believe that an initiative launched several years ago has tremendous potential for both our members and our community. YPConnect is the Chamber's young professionals group that is hitting on all cylinders now and well positioned for significant impact.

In March of 2017 we introduced YPConnect with a twofold purpose. One, for the benefit of the young professional members themselves. Through their involvement with YPConnect we endeavor to connect, inspire, and invigorate these young professionals in a manner that will engage them in the community and cultivate relationships with other young professionals in our area. Secondly, the Chamber believes that if successful in our first pursuit, we will strengthen the bonds between these same young professionals and the community itself thus increasing the likelihood that they will continue their lives (and careers) here in Shelby County with our member employers.

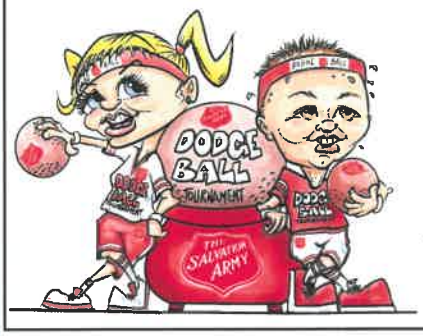
For the past couple years I have witnessed first-hand the evolution of this group and its leadership team as it has nurtured and improved YPConnect in meaningful ways. At present, YPConnect members meet a minimum of monthly for professional development oriented "lunch and learns" and the occasional social or family-oriented purpose. In addition, they gather monthly for lunch at a local eatery to strengthen their YP network and bonds of friendship.

Over my time with YPConnect I've seen new business relationships forged and effective support alliances developed. This group has tremendous potential and, in my view, the missing component toward it achieving even higher levels of success, is the much-needed support from business leaders like yourself.

If you believe in this concept like I do, please speak with the young professionals in your organization about YPConnect and encourage their involvement. Most YP meetings occur during the traditional lunch hour from Noon to 1:00 p.m., however, participants may need a few extra minutes to arrive on time for the meeting and return to the office. If possible, perhaps a measure of flexibility at your organization with their schedule may make regular attendance and participation a bit easier.

Attracting and retaining talent is increasingly more difficult. When successful in recruiting an upwardly mobile individual to your organization, let us help you keep them by engaging these young professionals more deeply in our community and connecting them with others who have shared interests.

SALVATION ARMY TO HOST DODGEBALL TOURNAMENT



SATURDAY, MARCH 21, 2020
419 Buckeye Avenue

- Double Elimination
- $20/player (6 players min./10 players max.)
- Age 15 and Up
- Trophies & Shirts

Sponsored by: Lee's Famous Recipe Chicken

Register your team by Wednesday, March 18th—call or text (937) 244-5262.

DEADLINE FOR SAFETY GRANT APPLICATIONS APPROACHING

Ohio employers seeking grants from the Ohio Bureau of Workers' Compensation to invest in safety measures have until March 31 to apply for funds in this year's fiscal budget. Employers who miss that deadline must wait until July 1, the first day to apply for fiscal 2021 funding under BWC's popular Safety Grants program.

"We appreciate Ohio employers who take safety seriously and seek our assistance funding equipment aimed at reducing or eliminating workplace injuries and illnesses," said BWC Administrator/CEO Stephanie McCloud.

Applications for fiscal 2020 funds via U.S. mail must be postmarked no later than March 31. The online application service will close after March 31 and not re-open until July 1, the first day of fiscal year 2021. BWC offers $20 million a year in safety grants. As of January 3rd, BWC's Division of Safety & Hygiene had approved 616 grant requests. Another 304 were pending.

The March 31 deadline applies to the following grants: Safety Intervention; Employers Working with Persons with Developmental Disabilities; Firefighter Exposure to Environmental Elements; School Safety and Security; Workplace Wellness.

Safety Grants are available to all Ohio state-fund, private and public taxing district employers to purchase equipment to eliminate or reduce workplace hazards.

WELCOME NEW MEMBERS

JC'S BARBER SHOP

BUSINESS CATEGORY: Beauty Salon/Barber Shop

Jacob Cornett
1282 Wapakoneta Avenue
Sidney, Ohio 45365
Phone: (937) 489-8067
Web Site: www.facebook.com/JCs-Barber-Shop-1574985799459366/

STE DISPATCH & BROKERING SERVICES, LLC

BUSINESS CATEGORY: Transportation/Trucking

Susie Eilerman
2259 Cardo Road
Fort Loramie, Ohio 45845
(419) 733-3888

WATCH OUT FOR NIGHTTIME DRIVING HAZARDS

It's important to remember when we are in daylight savings time and winter, our commute to and from work moves just before or after sunrise, sunset or in the dark. It can be dangerous to drive at nighttime, so taking precautions can keep employees safe on the road. According to InjuryFacts, about one out of five crashes happens at night.

Fatigue, vision impairment and inexperience are some of the most common risks associated with nighttime driving. An estimated 5,000 people died in crashes involving drowsy driving in recent years, over 16% of all fatal crashes.

Depth perception, color recognition and peripheral vision can be compromised. Even with high-beam headlights on, visibility is limited to about 500 feet (250 feet for normal headlights), creating less time to react to something in the road. This is especially concerning when driving at higher speeds.

How can you and your employees manage the risk of nighttime driving?

- Aim headlights correctly and periodically clean windshields inside and out to eliminate streaks
- Look to the right of the roadway when you encounter oncoming headlights and dim your dashboard to avoid glare
- Get 7–9 hours of sleep each day; losing two hours of sleep has the same effect on a driver's reaction time as having three beers
- Slow down to compensate for limited visibility and reduced stopping distances

The risk of a fatal crash is three times greater at night. You may not be able to control other drivers' behaviors, but you can take the necessary steps to keep yourself safe, along with those sharing the road with you.

WE ♥ RIBBON CUTTINGS!!!

Huge congratulations to Jacob Cornett and the staff at JC Barber Shop on recently opening their new location at 1282 Wapakoneta Avenue in Sidney. We can not wait to see what the future holds for this business! What an incredible transformation!

ONE OF EVERY EIGHT WORKPLACE FATALITIES IS A GIG WORKER

The "gig economy," where workers are hired for short-term projects or limited time periods, evolved because companies are looking for ways to streamline their workforce, and workers are looking for extra income. Whether you call it independent, contract or gig work, there can be serious downsides to employing workers who might not show up with all the necessary skills and training to perform the job safely.

Gig workers, who are typically self-employed and perform short-term tasks for a specified fee, represented more than 12% of worker fatalities in the most recent two years of data, according to the Bureau of Labor Statistics (BLS). The most dangerous jobs in the independent work category included heavy and tractor-trailer truck drivers, with 173 fatalities, the highest number of any category.

"Independent workers are considered to be an at-risk group because of their fluid employment situation, which potentially puts them at greater risk for poorer workplace safety and health outcomes," said economists Stephen Pegula and Matt Gunter in the a recent BLS publication *Beyond the Numbers*. Some issues to consider when hiring gig workers:

- Do the workers have valid licenses/certifications to operate the equipment or vehicles they will be using?
- Are the workers experienced in performing the task they are being hired for?
- Will the workers be properly trained and supervised?
- Will you give them the same safety training you give your full-time employees?
- Will they be instructed that they can report hazards and other safety issues to their supervisor without compromising their job?

Gig workers may help you manage your workforce more efficiently, but never let it be at the expense of safety.

SHELBY COUNTY TO HOST BICENTENNIAL BALL ON SATURDAY, FEBRUARY 22nd

The Bicentennial Ball will bring to a close the 200th anniversary celebration of Shelby County Ohio and usher in the 200th anniversary celebration of Sidney Ohio. This glamorous evening will feature live music, dancing, heavy hors d'oeuvre, and an abundance of community fellowship. Historical displays will adorn the historic Shelby County Courthouse. The event will be held from 8:00 p.m.—12:00 midnight.

Tickets are $75 per person and can be purchased online through the Shelby County Bicentennial Ball Facebook page or in-person at the offices of Sidney Alive (109 South Ohio Avenue). Additional information can be obtained from Commissioner Julie Ehemann (JEhemann@shelbyco.net) or Sidney Alive Executive Director Amy Breinich (amy@sidneyalive.org).

Ticket price includes heavy hors d'oeuvres and an open bar. Dress is semi-formal. ***This event is being sponsored by Freshway Foods.***

Senior Center
Health, Education, Recreation & Socialization for 50 or Better!

We LOVE February - It's Sweet at the Center

- 2/7: Board Mtg, 9:00a
- 2/11: Carry-In, 11:30a
- 2/14: Foundation Mtg, 8:30a
- 2/17: CLOSED President's Day
- 2/21: Friday Night Out, 6p
- 2/24: Newsletter, 9a
- 2/25: Lunch 'N Learn, 11:30a

TAX ASSISTANCE
From Feb. 4 – April 8, on Tuesdays and Wednesdays, you can make an appointment for help with your Federal, State and School Tax forms.

NEW

United Way
304 S. West Avenue, Sidney, OH 45365
P: (937) 492-5266 F: (937) 492-2134
www.srcentersidney-shelby.com srcenter@nktelco.net

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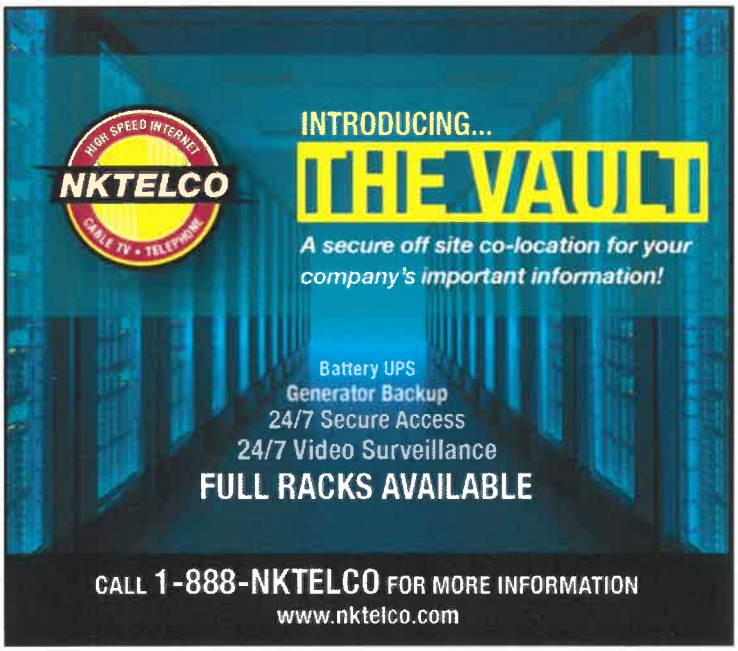
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Apply in person at
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310 E. Russell Rd., Sidney, OH 45365