

Upcoming Events**New Employee Orientation**

Hosted by The Center for Competency Development.

February 20, 2024
8:00 a.m. - 9:30 a.m.

Presentations are scheduled for 90 minutes, and can be attended live or virtually.

Cost to attend is \$40 per person.

Registration is required.

Contact

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Equipped Live

The next Equipped Live is scheduled for February 19, 2024 at 6:00 p.m. Additional details will be emailed in advance of the event.

Equipped Live feedback is always welcome and can be submitted to Jackie Krawczak
jackie.krawczak@kabu.net

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Autodidacts: A Self-Taught Person

George Bernard Shaw, Ernest Hemingway, Albert Einstein, Bruce Springsteen, Ray Bradbury, Frank Lloyd Wright, Oprah Winfrey, and Henry Ford. What do these people have in common?

They are all autodidacts, or self-taught. You might also recognize them as well-known and successful in their area of focus.

The IFMC has many self-learners on the different teams, and for good reason. Autodidacts are often an invaluable resource who bring a competitive advantage and important innovation to an organization. This is not to say that those with formal training are not valuable and necessary to achieving the mission of the IFMC. Both are absolutely important to the continued success of IFMC businesses.

Self-learning, however, is often an overlooked and underappreciated way to grow competencies and advance a career.

Some key attributes necessary to being a successful self-learner are an ability to hold yourself accountable, a passion and interest in an area of focus, self-motivation to continue learning, a level of curiosity that keeps one exploring their area of interest, and confidence to continue the learning process without getting discouraged.

You can continue to come to work every day and do the job tasked to you and you will likely have a decent career. But those who choose to move beyond learning on-the-job and start to dig in to an area of focus outside of work hours, consuming as much information as they can about a topic, practicing, and further exploring will rise in their career and see levels of success unlikely achieved by others.

Are you moving beyond checking the boxes of getting your job expectations done? What are you doing to add more self-learning opportunity to your life? What roadblocks exist to doing so? We'd love to engage in conversation about this topic, hearing your comments and questions. Submit feedback to jackie.krawczak@kabu.net.

Financial Matters:

A Message from CAPTRUST, Your 401(k) Investment Advisor

Investment Planning: The Basics

Why do so many people never obtain the financial independence that they desire? Often it's because they just don't take that first step—getting started. Besides procrastination, other excuses people make are that investing is too risky, too complicated, too time consuming, and only for the rich.

The fact is, there's nothing complicated about common investing techniques, and it usually doesn't take much time to understand the basics. One of the biggest risks you face is not educating yourself about which investments may be able to help you pursue your financial goals and how to approach the investing process.

Saving Versus Investing

Both saving and investing have a place in your finances. However, don't confuse the two. Saving is the process of setting aside money to be used for a financial goal, whether that is done as part of a workplace retirement savings plan, an individual retirement account, a bank savings account, or some other savings vehicle. Investing is the process of deciding what you do with those savings. Some investments are designed to help protect your principal—the initial amount you've set aside—but may provide relatively little or no return. Other investments can go up or down in value and may or may not pay interest or dividends. Stocks, bonds, cash alternatives, precious metals, and real estate all represent investments; mutual funds are a way to purchase such investments and also are themselves an investment.

Note: Before investing in a mutual fund, carefully consider its investment objectives, risks, charges, and fees, which can be found in the prospectus available from the fund. Read the prospectus carefully before investing.

Why Invest?

You invest for the future, and the future is expensive. For example, because people are living longer, retirement costs are often higher than many people expect. Though all investing involves the possibility of loss, including the loss of principal, and there can be no guarantee that any investment strategy will be successful, investing is one way to try to prepare for that future.

You have to take responsibility for your own finances, even if you need expert help to do so. Government programs such as Social Security will probably play a less significant role for you than they did for previous generations. Corporations are switching from guaranteed pensions to plans that require you to make contributions and choose investments. The better you manage your dollars, the more likely it is that you'll have the money to make the future what you want it to be.

Read the full article at [CAPTRUST Advice](#).

Engineering Principles and The Center for Competency Development

Through The Center for Competency Development, Pat Hantz recently taught four hours of Engineering Principles to participants. Participants walked away with resources, tips, and additional knowledge to help them succeed in their engineering careers in the IFMC.



Equipped Live 2024 - What You Can Expect

The first episode of Equipped Live aired in March of 2022, with a new episode almost every month since that time. The series has been well-received, with many commenting on the value they receive from viewing the episodes either live or the recorded version after the live event. And even though the response continues to be positive, the choice was made to change Equipped Live slightly for 2024 to make it even more valuable.

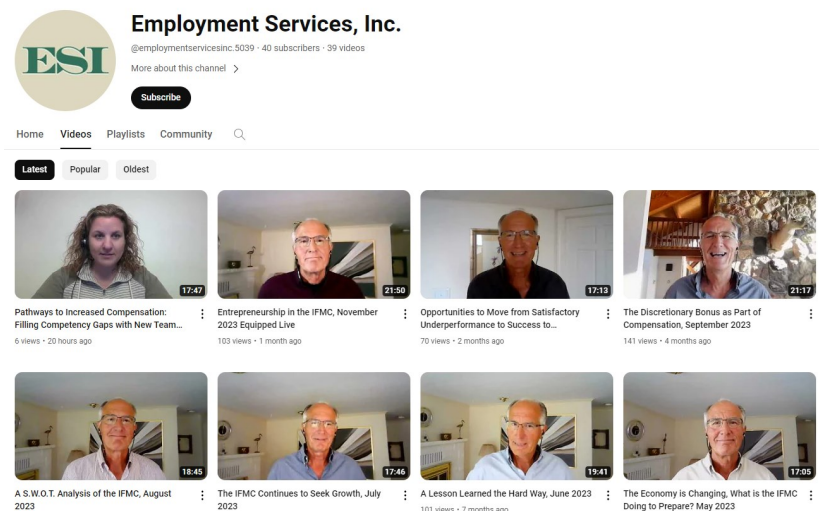
If you watched the first one, which aired on January 22nd, you heard about the changes, but if not, keep reading to learn more.

All 2024 Equipped live events will be a different perspective on the topic, “Pathways to Increased Compensation.” The first episode focused on the pathway of achieving increased compensation by filling competency gaps with new team members (who have the appropriate competencies). The February Equipped Live will discuss the pathway of achieving increased compensation by filling competency gaps from within.

Additional pathways to increased compensation that will be explored in 2024 Equipped Live events include topics such as improving the leadership of remote workers, improved productivity, increasing the hedgehog overlap (read the January Equipped newsletter for more on the hedgehog concept), automation of business services, and more.

Although viewing the event live is not required, as these events are recorded and made available on ESI’s YouTube channel, viewing them live is encouraged as it is real-time, unedited (recordings are sometimes edited to remove spaces and awkwardly long video starts and stops), and those who are watching live hear the information first.

The next Equipped Live event is scheduled for February 19, 2024 at 6:00 p.m. and will, per usual, last roughly 15 minutes. The link for each event is emailed in advance of the event to all employees of ESI clients unless they request to be removed from the list. Additional questions about Equipped Live and comments about the series can be directed to Jackie Krawczak by emailing jackie.krawczak@kabu.net



Wanted: Your Testimonial

ESI is looking for additional employees of ESI clients who are willing to complete this sentence:

“I like working for MY EMPLOYER because...”

These testimonials will be used on ESI’s social media with the goals of recruitment and showcasing the amazing people working for ESI clients. Finish the sentence with a few bullet points or sentences and email it to jackie.krawczak@kabu.net. These will not be published until a draft has been approved by the submitter. A photo is not required.

Leadership Brags

The following brags were submitted to ESI for publication.

Northwood Solutions, Inc. would like to announce Barb Smith’s retirement and thank her for the time she dedicated to the accounts payable team. She was an outstanding contributor and brought a level of experience and professionalism that was a perfect addition to NSI and the IFMC. We wish her and Tim all the best in their future retirement adventures. Congratulations and thanks again, Barb!

Leaders may submit brags for future editions to jackie.krawczak@kabu.net.



Your Health Matters

A message from USI, ESI's health insurance broker.

Employment Services, Inc

Caring for High Blood Pressure



High blood pressure, or hypertension, is known as the “silent killer” because it quietly damages blood vessels and may lead to health issues. Managing your blood pressure can reduce the risk of serious health complications such as heart disease, stroke, and kidney disease. Below are ways to assist in preventing and managing hypertension.

- **Listen to your health care team.** Develop a good partnership with your doctor(s) or health care provider. Immediately address any health concerns or issues. Be sure to discuss your treatment on a regular basis and follow the agreed-upon care plan.
- **Know your numbers.** It's very important to check your blood pressure on an annual basis. If you have been diagnosed with hypertension, it is crucial to regularly monitor your blood pressure either at your doctor's office or with a home blood pressure monitor. Keep a log of your blood pressure readings to review at each doctor's appointment.
- **Practice healthy habits.** Your behaviors are the foundation for managing high blood pressure, as well as most chronic health conditions. Eat a well-balanced diet that is low in salt, limit alcohol, exercise regularly, manage stress levels, avoid tobacco and nicotine products, and maintain a healthy weight.
- **Take your medication.** If your doctor has prescribed you medication, it is very important to follow their instructions. Ask questions if you don't understand something. Never stop taking your medication without first talking to your health care provider.

*Enhance your quality of life by
managing your blood pressure!*



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