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How to Make Every Day Employee Appreciation Day

When was the last time you told your hard-working team that they're doing a good job and that you appreciate them? If you have to think about it too much, you're not appreciating them enough. To help you get started, here are 25 ways to show your appreciation and gratitude...

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Lessons from Leaders - In-depth Profiles

A CEO who writes 9,200 employee holiday cards a year explains the value of gratitude

If you happen to sit next to Sheldon Yellen, CEO of Belfor Holdings, Inc., on your next flight, chances are he'll be writing birthday cards - lots of them. Long before Yellen was chief executive, he has written a holiday and birthday card to every employee of the company every single year. Today, as CEO, he handwrites 9,200 cards annually - one for every employee...

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Coaching Corner – Joel's Article of the Week

4 Daily Habits That Build Good Working Relationships

Developing good relationships is a key part of succeeding at work, yet it's often neglected. Do you ever have days where you keep your nose to the grindstone, churning out work - and feel like slamming shut your door on anyone who dares interrupt? This kind of attitude actually hurts your own productivity as well as your organization's. Building good working relationships will help you become a more effective leader...

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Career Central - Tips for Career Changers

Winning the Interview with a Younger Hiring Manager

Being interviewed by a younger hiring manager can be uncomfortable for older job seekers. But, if you have some tactics ready, interviewing with a younger hiring manager can be pleasant. Here are 7 things you can do to feel confident and comfortable when being interviewed by a younger hiring manager...

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How to Disagree at Meetings in a Positive and Productive Way


How many times have you sat in a meeting thinking, "This is all wrong"? How many times have you disagreed with something, but not spoken up, for fear of making waves, rocking the boat, holding things up or being viewed as the naysayer? Are there ways to disagree at meetings in a positive and productive way? Joel Garfinkle, one of the top 50 executive coaches in the U.S. has something to say about it in his book *Getting Ahead: Three Steps To Take Your Career To The Next Level...*

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Upcoming Speaking Engagements

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Webinar

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Executive Presence: 4 Ways to Convey Confidence and Command Respect as a Leader

Genentech - San Francisco, CA

February 26th, 2020

Stop Avoiding Difficult Conversations: Practical Tactics for Crucial Communication

Webinar

March 4th, 2020 - 1pm Eastern/10am PST

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Current Executive Coaching Engagements







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- **Americans aged 30-49 are the most stressed age group:** Drawing from Gallup's poll on stress levels between different age groups, we can see that 65% of the 30-49 group experiences stress. Americans aged 15-29 are right behind them with 64%, while 44% of people older than 50 reported feeling stressed out. (Gallup)
- **89% of HR leaders agree that ongoing peer feedback and check-ins are key for successful outcomes:** Many of these leaders say their employee recognition program helps with employee experience (89 percent), employee relationships (86 percent), organizational values (83 percent). (SHRM/Globoforce)

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"The single best way to impact an organization is to focus on leadership development. There is almost no limit to the potential of an organization that recruits good people, raises the up as leaders and continually develops them."
~John Maxwell

"People who succeed have momentum. The more they succeed, the more they find a way to succeed. Similarly, when someone is failing, the tendency is to get on a downward spiral that can even become a self-fulfilling prophecy.."
~Tony Robbins

Books Authored by Joel A. Garfinkle

Gain the Competitive Edge In Your Career



Garfinkle Executive Coaching - The top online resource for creating fulfillment at work.
Recognized as one of the best: Acknowledged as one of the top 50 executive coaches in America.
 Global Gurus named Joel #15 on its list of [top 30 global coaching experts](#).

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