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## Wake-up call: Learn to dive into those tough talks

Avoiding or delaying a difficult conversation can hurt your relationships and create other negative outcomes. It may not feel natural at first, especially if you dread discord, but you can learn to dive into these tough talks by re-framing your thoughts...

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## Glassdoor CPO Annie Pearl: "Why Over Communication is Critical"

My career journey has not been a straight path, but one that resembles more of a jungle gym, with constant learning along the way. Now as Chief Product Officer, I make sure everyone across the company is clear on what we're doing from a product perspective and perhaps more importantly, *why* we're doing it...

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## Make Your Employees Glad to Work

What comes to mind when you think of business success? Improving the bottom line? Cutting costs while increasing profits? Those are important, but no business is successful for long without good, talented employees who are happy to come to work and do their best everyday...

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## Changing Careers? 4 Ways to Make Your Resume Stand Out

Creating a resume is perhaps the most difficult aspect of searching for a job. Don't be discouraged. Lack of experience in a specific field does not mean lack of skills. Here are a few ways to make yourself look great on paper and land an interview...

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## When Bad News Hits: 8 Ways to Lessen Your Employees' Panic

Anyone who's ever gotten one of those email alerts for a "company-wide meeting today at 4 - mandatory" knows the feeling of dread in the pit of the stomach. Situations like this are inevitable. But we can go into them prepared by adopting some strategies to get our teams through the bad news...

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### Upcoming Speaking Engagements

**How to Manage and Influence Internal Stakeholders - Turn These Relationships into Advocates & Assets**  
Webinar

April 8<sup>th</sup> 2020 - 1pm Eastern/10am PST

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### Current Executive Coaching Engagements



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- **How often do you check your work email/voicemail on vacation?:** 4% of workers still constantly check their email/voicemail while on vacation, while 41% say they never check it. 34% check it sometimes and 20% regularly check their email/voicemail. (USA Today)
- **How does employee engagement impact your business?:** Organizations with higher than average employee engagement have been known to exceed the financial performance of their peers by 73%.(University of Pennsylvania's Wharton School)

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***"Leadership is solving problems. The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help or concluded you do not care. Either case is a failure of leadership" ~Colin Powell***

***"Always dream and shoot higher than you know you can do. Don't bother just to be better than your contemporaries or predecessors. Try to be better than yourself." ~William Faulkner***

Books Authored by Joel A. Garfinkle

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