

SOAR to SUCCESS

December 2016

MAGAZINE

KRISTIE KNIGHTS

Growing Suicide Awareness
& Education through iRise
Leadership Institute

**HOW TO WRITE A
PROFESSIONAL BIO**

**BEING A
PHILANTHROPIST
DOESN'T TAKE A BIG
FAT WALLET**

PLUS:

- + Gratitude & Celebration
- + Building a Company with a Heart
- + How To Be Confident and Empowered
- + Position Your Business with Effective Marketing
- + A Holiday Gift Guide for Revamping Your Business Technology

soartosuccessmagazine.com



PAT ALTVATER



Soar to Success
AFP Marketing
BizTV Shows

Awakened Entrepreneurs Are Thankful for Everything!

Did you enjoy Thanksgiving last month? It's easy to focus on being thankful for the blessings in our life during the Thanksgiving holiday, but what if we also took the time to be thankful for the things that we perceive as problematic.

You see, **it's all good!** According to the Law of Polarity, everything contains its opposite. For example, black and white, good and bad, Yin/Yang, up and down. We can't define something without having its opposite also present. So for everything that you perceive as negative in your life, the positive side of that event and all the shades of gray in between are also available to you – if you take the time to perceive it.

In this month's feature article about Kristie Knights, you'll read about a failed Kick Starter campaign that led to so much more than Kristie ever dreamed possible. I believe you'll be inspired by Kristie and her story and will see it's another example of the Law of Polarity.

This December find something you aren't happy about and be grateful for the good that is going to come out of it, even if you don't understand what that is right now.

Wishing you the BEST life has to offer. I hope that the articles in this month's issue will inspire and motivate you. Don't forget to take advantage of the links to connect further with our contributors.

Pat Altvater

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KRISTIE KNIGHTS

Growing Suicide Awareness & Education through iRise Leadership Institute

Kristie Knights has been a psychotherapist for nearly 17 years. She is the Founder and CEO of **iRise Leadership Institute**, a Collaborative Practitioner in Civil and Divorce Law, a Professional Speaker, Author, and Vice President of Global Sisterhood.

As a collaborative Divorce Practitioner, Kristie works with lawyers and clients to resolve divorce matters out of court. The process provides an environment of healing instead of trauma that occurs in the litigation process of divorce.

She also provides educational video resources to clients during the divorce process through her popular web TV channel **Life Lessons** on PittsburghBizTvShows.com.

The ***iRise Leadership Institute*** is a not-for-profit 501 (c) (3) entity devoted to suicide education and prevention. She relates the successes of people, who have been to the edge of suicide and returned to find a purpose and joy in life.

Kristie read a touching story on Facebook about a woman, who was suicidal, due to an unbearable recurring pain suffered as the result of a concussion from an accident. The woman did not follow through with her suicidal intention and worked through her issues to find a purpose for continuing to live. Kristie realized immediately, she needed to learn more.

As a psychotherapist, she has seen numerous instances of patients dealing with overwhelming life situations that seemed impossible to overcome and had considered suicide. She felt if she could gather more success stories of individuals that did not follow through with their thoughts of suicide and ultimately found a reason to continue to fight for life, she might be able to help others.

Kristie reached out to the woman to learn her entire story. Within minutes after reading that story, Kristie felt a sense of knowing – that she needed to learn more! So she posted on Facebook and asked for stories from people who also suffered with suicidal thoughts but overcame them. Within 24 hours, she received **48 responses** from people, who came out the other side of suicidal thoughts and are now living a life joy. The responses came from around the globe.

Through work she was doing for the non-profit, Global Sisterhood, she came to understand the inner workings of non-profits and was inspired to start her own organization devoted solely to sharing the stories of former suicidal people and educating others to choose life, rather than suicide. By discussing her passion for this subject with other Global Sisterhood members, she came up with the idea of ***iRise Leadership Institute***.

iRise Leadership Institute is devoted to relating the success stories of former suicidal people through its website: IRise Leadership Institute, books they have in the works, and the resources provided there.



Her hope is by sharing each individual story in the person's own words, the strength to continue is highlighted and will inspire others to choose life.

iRise Leadership Institute was formed just last April and is operating under a nine-member Board of Directors. They have conducted fundraisers and launched their first book project entitled, "***Unsung Heroes Deconstructing***



Suicide.“The first edition of the book is scheduled to be released in December of this year.

iRise Leadership Institute also has a mission to provide suicide education to high schools, colleges and corporations. One source of funds being raised is through donations from memorials from friends and family lost due to suicide.

Kristie realizes that suicide is a very difficult issue for parents to discuss with their children. The stigma associated with the topic suggests failure of their parenting skills or lack of a loving home. The institute’s goal is to help talk through those misconceptions and provide awareness and education to younger people, who feel so much deeper and might contemplate a suicidal act at some point.

Kristie told us,

“If *iRise Leadership Institute* can help bring awareness and education to young people and let them see that others, just like them, have had the same thoughts and issues they are currently facing, it should help prevent future instances of suicide among younger people especially.”

One of the more interesting stories to come out of the efforts to raise funds for ***iRise Leadership Institute*** was the failure of a Kickstarter campaign, which was established to raise \$5,000 to create funds for publishing the book. Kristie said:

“The kick starter, by all accounts, was an absolute bust. We did not meet our goal of \$5,000. I was sad; I truly believe in our project. I thought that we would surplus our goal knowing that it was about suicide awareness. But we just didn’t. However something even better resulted.”

Even though they failed to raise the needed funds, her efforts were noticed by a publisher from the United Kingdom, Kate Gardener, who has promised to donate her firm’s publishing services to get the ***Unsung Hero’s Deconstructing Suicide*** book completed and in circulation by the end of this year.

The book has contributors from around the world. All those folks that reached out in response to Kristie's Facebook post are featured in the book. Suicide is not just a problem in America. Authors from India, Australia, the UK and countless other countries from around the world have contributed inspiring chapters for the book.

This is a great first step in the **iRise Leadership Institute's** efforts to complete their mission, but much is yet to be accomplished. With the help of Kate Gardner they have now created a publishing company called Unsung Hero Publishing. Future books will be specifically providing stories for veterans, Dentists, attorneys, etc. - many of the high risk professions.

Kristie said about her life right now,

"It is such an eclectic life, yet so many people feel they are stuck with the daily grind of life, going to work each day and feeling unhappy. I am working each day to serve others and bring joy, as well as, a purpose for life."

Due to social media and an idea to help others by promoting the positive effects of choosing to live rather than to end one's life, Kristie Knight has found a calling and is raising awareness for an issue that affects people around the world.

If you would like to help with Kristie's effort, she is seeking additional funds to continue the education efforts. Visit iRise Leadership Institute and use the donate button if you wish. Also connect with iRise Leadership Institute on Facebook. Kristie can be reached at her website: <http://www.kristieknights.com/> or on email at: kristie@kristieknights.com.

iRise Leadership Institute is a 501 (c) (3) not for profit organization and all funds are used solely for the stated purpose of suicide education and prevention.

We encourage you to go to our website and listen to the Podcast of our complete interview with Kristie Knights. You'll hear much more about her passion for serving others.

iR;se
Leadership Institute

TOP 3 TRAITS TO SOAR TO SUCCESS

We asked what three traits Kristie felt were important for an individual to Soar to Success.

Kristie indicated the first and foremost is authenticity. She truly believes that unless you're able to be authentic, there is no way for your business to grow. It will initially perhaps sprout, according to Kristie, but in order for it to soar to success that authenticity needs to be present on a regular basis.

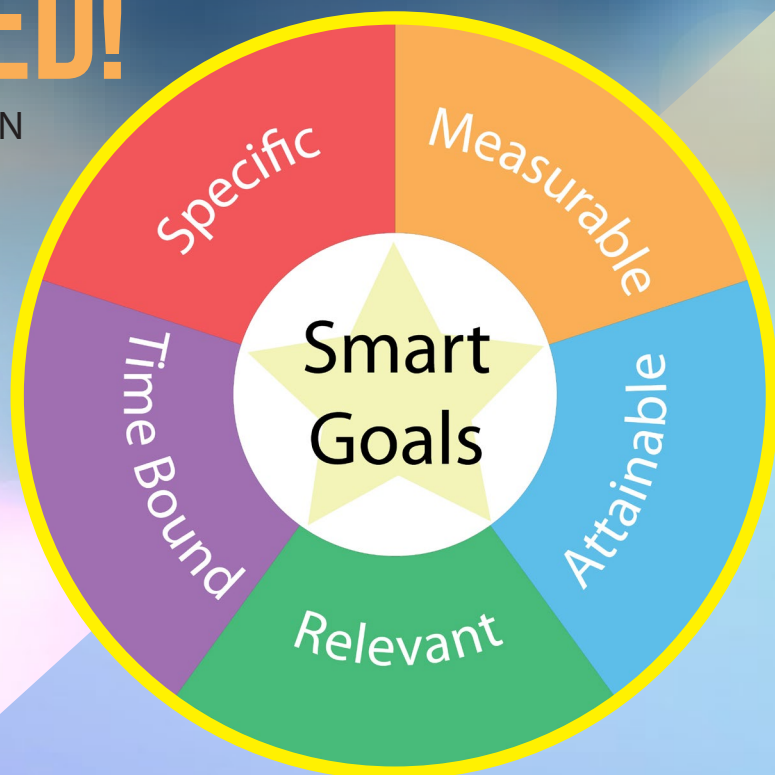
Number two is a high level of confidence, to

know that regardless of naysayers, regardless of negativity that you are confident in who you are, and what you bring to the table of life.

Three is knowing your purpose and embodying your purpose. Kristie said that knowing your why allows you to solidify the authenticity and confidence so that it is real to people, so that it is not about an image, it's not about a product, it's about passion and people buy passion regardless of service or product.

NO GROANING ALLOWED!

BY JOAN WASHBURN



It's that wonderful time of the year again. A time full of possibilities and time to create your 2017 Goals. If that thought makes you groan and want to turn the page, this article is for you!

We've all created goals throughout our lives. Some we have completed; some we lost interest in half way through, and others we totally abandoned. The main reason our goals fall by the wayside is because what we consider to be a goal is just another boring task or quitting, stopping or losing something! There is a big difference.

Your **Goals** show the world what has a great deal of meaning to you. They reflect how you want to be known in this world. They are promises you make to yourself that you fully intend to keep. A goal is a "yes" to something, not a "no".

Tasks are unfinished items that bring you a sense of relief when they are done. Examples include: getting rid of credit card debt, going for your annual check-up, or fixing that leak in the roof.

It's important you create goals that light up your life and propel you forward; that bring you great joy and renewed energy; goals so exciting that the thought of achieving them sustains you when the inevitable obstacles and challenges pop-up.

One way to discern between an exciting goal and task is to use the S.M.A.R.T Goal litmus test. Make sure your 2017 Goals are:

Specific (clear and precise)

Measurable (you will be able to see the progress you are making)

Attainable (a stretch, but attainable)

Relevant (it has a great deal of meaning to you)

Time-based (a date by which it will be accomplished)

Here's an example: Let's say you love adventure.

Your S.M.A.R.T. Goal might be: *I go white water rafting on the Colorado River with my friends by August 30th, 2017.*

Now, to achieve this goal you may need to do the following *tasks*: lose weight; work out, and save the money; but those tasks in and of themselves, are not goals – the trip is the goal.

When setting your 2017 Goals ask yourself “When I accomplish this will I experience ‘Whew, what a relief. I finally got that done’. If so, it’s a *task*. However, if you feel “WOW! Life just doesn’t get any better than this!” It’s a Goal. Go for it!

And remember...Whatever your goal or dream – WE can make it happen.

Joan Washburn coaches busy professionals to reclaim a sense of order and balance in their life—to essentially bring “calm to chaos” if you will.

When we are overwhelmingly busy, more often than not, our priorities fall victim to circumstance. Her ultimate goal as a coach is for her clients to break free of what is not working for them, discover what they really want for their lives, then support them as they make it happen!

Connect with Joan at Washburn Endeavours and on



Watch Joan's video series



WE

Washburn Endeavours, LLC

*If you have a chance to work with Joan Washburn, RUN, don't walk!
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A.D.*

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- FINALLY make your big ideas happen

Whatever your goal or dream...WE can make it happen! Find out how, now.
Contact me to see if NOW is the time for you to go for it!

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A Holiday Gift Guide for Revamping Your Business Technology

BY JEANNE DEWITT

As December 25th draws nearer, there is no shortage of items that need to be taken care of over the next few weeks. One of those items is likely your gift shopping list! Among those you're buying for this year, there might be one important person you haven't thought about. Well, maybe not *person*, exactly. But still every bit as important. I'm talking about your

business. Your technology has been with you every step of the way, through every late night and deadline. If your business could talk, we guarantee that this is what would be on its wish list this year:

1) VoIP - Voice over Internet Protocol, or VoIP as its more commonly known, is a business phone system that relies on an Internet connection rather than a traditional phone line. A hosted VoIP solution provides a fully scalable and cost-effective phone system that can accommodate as many users as needed, and allow your employees to take their office line on the go with them using their mobile device.

Cloud Server - Cloud servers can not only help make accessing data quickly and securely from anywhere simple, but can work a minor miracle on your IT budget. Cloud servers - sometimes called Virtual Dedicated Servers or VDS - can easily be scaled up to accommodate your business' growing storage needs, without the hassle and cost associated with having to purchase, install, and maintain onsite hardware.

2) Secure File Sharing - The ability to share files between team members is a necessity when it comes to efficiency and productivity. A secure



file sharing solution means data can be shared and viewed on mobile devices, and in the event that one of those devices is lost or stolen, sensitive data can be erased from the device remotely. With a guaranteed 99.9% uptime and industry leading security built directly into the platform, your data will always be safe.

ERP System - Enterprise Resource Planning (ERP) software suites are pricey, and not an investment every business can justify making. But a cloud-based ERP solution is a cost-effective alternative that offers all of the same benefits. All of your business systems need the ability to grow as your business grows, and a hosted ERP solution

such as Acumatica or one of the many Microsoft Dynamics programs will give your business that flexibility.

Your business has been very good this year - and very good to you. So why not invest in technology solutions that will help it be even better next year? Contact me to start your holiday gift shopping for your business today!

Author, entrepreneur, IT expert and speaker, Jeanne DeWitt has over 30 years of IT experience helping businesses navigate their way through the ever changing world of technology. Starting CPU, Inc. back in 1986, along with her partner David Hood, she has now become an international, go-to-source for expert advice in the IT Industry including Cloud Services, Infrastructure Security and Support, Cybersecurity, VoIP Phone Technologies, Enterprise Resource Planning and Business Continuity Planning.



Watch Jeanne's video series

Connect with Jeanne at her websites, Hire An IT Expert and CPU Cloud Solutions as well as on



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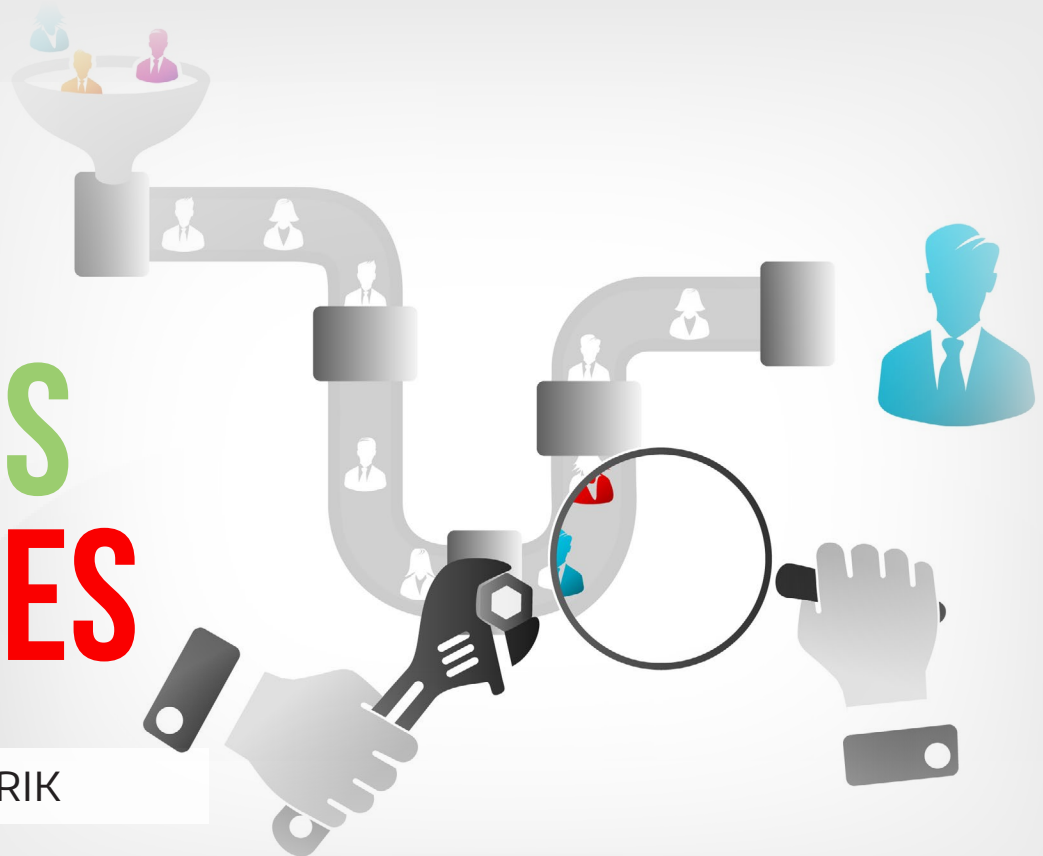
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HIRING PROCESS POTHOLES

BY KATHERINE BURIK



Janell interviewed for the perfect job three times. The hiring manager loved her. The last step was a courtesy approval from the VP.

That was in mid-June. Janell followed up regularly as she should, persistent but not a pest. After about six weeks the hiring manager stopped responding. Finally eight weeks after her final interview Janell noticed the job was reposted with a different title.

Evidently Janell was not getting a job offer although no one told the candidate.

After analyzing the two postings, it seemed the new posting asked for an additional certification that Janell does not have.

Janell's experience raises some important questions about the hiring process:

- Why did it take eight weeks to make a decision?
- Why didn't anyone get back to the candidate?
- Why did the qualifications change when the job was reposted?
- Why didn't the organization know what they wanted before they started interviewing three months earlier?
- How can the organization justify having the position vacant for so long? Isn't that position important to the organization?
- What will Janell tell her friends and family about an organization that treats candidates like this? Think

she is a raving fan? Will she have good things to say on social media?

- What is the impact on that organization's brand if they treat candidates like this?

The hiring process in many organizations contains flaws like this. Candidates complain bitterly about the hiring experience. It takes too long. Hiring managers don't know what they want. No one gets back to the candidates who are sitting on the edge of their chairs waiting to hear some good news.

We are not asking for the world. Just simple communication. Basic common courtesy.

Without even the most basic common courtesy, these kinds of

experiences hit the organization's brand broadside. It takes longer to hire when candidates step away from an inconsiderate hiring process or the word spreads outside the company. Productivity is impacted.

When I moved to Ohio years ago I remember other candidates advising me to stay away from the

three P's, three companies whose names begin with "P" who were notorious for long hiring process and bad employee treatment.

You don't have to treat candidates like this. Be aware of how your hiring process impacts candidates. Be considerate. Communicate with candidates. Know what you want. Save

yourself the hassle of having positions open too long and candidates talking smack behind your back.

We can help you evaluate your hiring process from the candidates' point of view. Just drop me a line at Katherine@InterviewDoc.com or call me at 330-495-2337.

Katherine Burik, partner in The Interview Doctor, Inc. with Dan Toussant, uses her extensive human resource experience to improve companies' talent acquisition process and coaches candidates on career advancement and job search. Her energetic and interactive speaking engagements tilt at that windmill of talent acquisition, development and job search techniques. Her 3 book series, The Job Search Manifesto, is published on Amazon, Apple, and Barnes & Noble.

Connect with Katherine at The Interview Doctor and on



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jobinterviewcoaching.org/recruit-team



FINDING THE RIGHT INCOME TAX PROFESSIONAL

BY TINA MOE, CPA

Tax time is quickly approaching – ok, so is Christmas but it's the right time to start thinking about your taxes too. You may be considering using a tax professional to make sure that your taxes are prepared timely and accurately and to help you navigate the ever-changing complexities of our tax code. If so, here are some important tips that you should know.

All legitimate tax preparers are required to register with the Internal Revenue Service and obtain a PTIN, or a preparer tax ID number. But still, this does

not mean that all tax preparers are qualified to handle your specific tax needs.

Certified public accountants, enrolled agents, and attorneys are suggested by experts as your safest way to go as these professionals are highly educated and require many hours of training and continuing education to stay abreast of the new tax law developments. I recommend beginning your search for a tax professional by tapping into your resources; your network of family and friends by asking who they

use and if they're happy with their services. You can also go online to the American Society of Accountants or the American Institute of Certified Accountants, both of which have a directory on their website to help you get linked up with a professional in your area.

Once you find the names of a couple of tax experts, **take action now and give them a call**. Ask them if they're taking on new clients. What their availability is. What their fee schedule is. Do they charge by the hour, by the form, or a flat

rate? Do they have a niche or a specialty for which they provide tax services?

You can find a full list of questions to ask them on the website for the American Institute of Certified Public Accountants. Be sure to research this professional by checking with the Better Business Bureau, the State Boards of Accountancy, or even

googling their name for some potential online reviews.

Everyone wants to get their taxes done quickly and painlessly, but here are a few tips of things not to do. Don't agree to pay contingency fees. This means that your preparer is electing to charge you fees based on your refund. In our industry, that is unethical. Don't procrastinate and do ask questions. Don't sign

your tax return blindly. A paid preparer, by law, is required to sign your tax return and provide their PTIN, but you are ultimately responsible for the results and accuracy of your tax return. Ask questions; insist that they review the return with you, including all of the schedules before you sign the return.

For more information, visit my website at www.actservices-inc.com

Tina L. Moe, C.P.A., CGMA, formed A.C.T. Services in 2002, and began building her business. Her practice has grown to a clientele more than 1,200 clients and a team of more than a dozen staff members. Tina attributes her business growth to being proactive with her clients, maintaining affordability and accessibility of the business owner herself.

Tina is a member of the American Institute of Certified Public Accountants (AICPA) and the Indiana CPA Society.

Contact her at: www.actservices-inc.com and on



Watch Tina's video series



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HOW TO WRITE A PROFESSIONAL BIO

BY BETH CALDWELL



A Professional Bio is a brief overview of your professional accomplishments. The purpose is to position yourself as a leader, authority or expert. While resumes are long and dull, bios are very short, very direct, and hopefully very interesting. Unlike a resume, a bio always includes a professional photo and can be as colorful and attention-getting as you like.

It's important to have a professional bio prepared and ready when you need it, so you're not scrambling whenever an opportunity arises. This is the simple formula that I use to create a bio for every one of my clients. We begin by completing three simple sentences:

1. Beth Caldwell is _____.
2. She works with/helps her clients/offers_____.
3. Learn more here_____.

Here is an example:

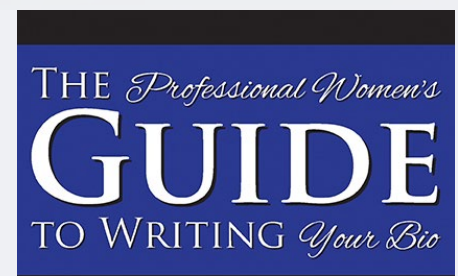
Beth Caldwell is an influential speaker and motivator.

She speaks to women audiences worldwide about leadership and personal development.

See her videos and books online at www.Beth-Caldwell.com.

Most people make their bios too long, complicated and confusing. Avoid doing that. When you're writing your bio, imagine that a TV or radio announcer is reading

it aloud. You want the audience to lean in and listen, not switch the station.



**A Simple and Practical
Step-By-Step
Strategic Writing Guide**



A lot of people have trouble writing their bio. If that is you, I suggest that you find a friend that also needs a bio and help each other. Schedule two hours and spend one hour on each of you. For more help, look for my resource guide called **The Professional Women's Guide to Writing Your Bio**. Its available as an instant download

on Amazon.com.

Once you have your bio written, don't be afraid to share it. Use your professional bio to apply for board positions, award applications, speaking engagements, for your professional membership and social media profiles, and for any articles that you write.

Your bio can also be used as an introduction when you're speaking or when you are featured in the media.

I look forward to reading about you very soon. Remember, whenever you step out of your comfort zone, you're influencing others to do the same.

Referred to by her clients as "The Provocative Leader", **Beth Caldwell** brings a refreshing style to leadership and innovation. She works with companies who need help to confront conflict, deal with drama, and make important decisions. Beth is best known as the founder of **Pittsburgh Professional Women and Leadership Academy for Women**. Her books include *I Wish I'd Known THAT! Secrets to Success in Business*, *Inspired Entrepreneurs*, *EMPOWER*, *INSPIRE* and *Smart Leadership: 12 Strategies to Help You Shift from Ineffective Boss to Brilliant Leader*.

Connect with Beth at her website and on



Watch Beth's video series



Smart

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Insight • Integrity • Influence • Inspiration



BALANCE YOUR THYROID THROUGH LIVER HEALTH

BY DEB REIS, NP, MSN

I have easily encountered over 100 people, mostly women, who tell me they have been diagnosed with thyroid problems. My reply is, “what type of liver cleansing do you do?” I usually get a bewildered look and a response like, “what does the liver have to do with my thyroid?!”

Several years ago, I got a diagnosis of hypothyroidism. I did not have symptoms of a low thyroid and wanted to know what was happening within my body! Well, I discovered that when we are under stress whether emotional, physical or combination, the thyroid and adrenal glands are the first to react and this can lead to an imbalance in the body. These glands produce hormones for body functions. Hormones

are affected by the liver. So, hormone imbalance, including thyroid levels, may be a sign of improper liver function.

When the thyroid is depleted or deficient, the rest of the body functions poorly. Thyroid disease is very prevalent today and may strike over 15% of the adult population. One of the biggest remedies is medication. This is what was suggested for me. However, this did not “feel” right for me. So, I did a holistic health assessment and review.

I was under a great deal of emotional and physical stress and my thyroid took the “hit.” Often, blood testing shows abnormalities only after the liver is in trouble. After evaluation and working with my health provider, I decided to do other

remedies including daily liver support.

These were some suggestions provided to me:

Diet – avoid inflammatory foods such as sugar and artificial sweeteners which may suppress thyroid function. Include iodine rich foods like fish that can nourish the thyroid.

Exercise – may enhance and support thyroid balance.

Meditation – may support the immune system and aid in thyroid balance.

Supplements such as Liquid Iodine. Initially, I used this supplement as directed along with diet and exercise. I was able to get my thyroid levels to normal range.

Essential oils can be a great complement to a health plan. Some essential oils which may assist the liver include Dill and Fennel. You may wish to inhale or diffuse these oils.

Essential oils of Myrtle and Myrrh have a history of giving thyroid

balance. You can add a drop or two to a teaspoon of coconut oil and rub over the thyroid area. Spearmint oil has an association with assist to support the endocrine system. Diffuse or inhale this essential oil.

I continue to do my daily liver

cleanse and adjust on a monthly basis. If this is a concern for you, look at the reason for the thyroid imbalance and ideas to support your system.

For more information or a holistic health consultation plan, please contact me.

Debra Reis is a nurse, teacher and author specializing in holistic health and supportive therapies. She is the director and an instructor for the Certification in Clinical Aromatherapy program for the Institute of Spiritual Healing & Aromatherapy and nationally known expert in the area of essential oils for cancer care. Deb is also a Nia Black Belt instructor with current research and recent publication in the area of Nia benefits for women with a breast cancer diagnosis.

She is the founder of the Supportive Therapy Engagement Program (STEP) to assist organizations to implement and integrate supportive therapies into a patient treatment plan for better outcomes.

Connect with Deb at DebraReis.com and on



Watch Deb's video series



The Procedure is Over, But the Pain Lingers On

Yes, the bypass was successful. The chemotherapy worked. The kidney was a perfect match. Does this mean that your job is over?

Modern medicine is truly miraculous. There seems no end to the ways we can cure diseases and repair injuries. But medical procedures can be brutal on the body. Patients are often left with distressing side effects and unpleasant consequences of treatment.



Take the Next STEP for Your Patients

THE SUPPORTIVE THERAPY ENGAGEMENT PROGRAM (STEP) will help you implement or improve a Supportive Therapy program in your institution. Integrating therapies which address side effects of medical procedures is the next STEP toward better total patient outcomes.



DEBRA REIS
419-349-1815

Supportive Therapies
for Better Outcomes
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YOU DON'T NEED IT – RIGHT?

BY ELLEN "SAM" SCHEER

You just moved into your new apartment! All your boxes are unpacked.....but did you forget one very important thing?

You might have a lot of stuff in your new apartment or you might have just the bare minimum.....so then why would you need renters insurance? Nobody needs that, right?

Renters insurance covers replacement cost on all of your belongings – furniture, clothing, dishes, TV's, everything that you move into your new place. Wouldn't you want it all back if there was a fire or a pipe burst in the building or it was stolen?

Additionally Renters Insurance provides you a place to live if

something goes wrong in the building you just moved into.

We have all seen the news stories in the winter, showing an apartment fire and all the residents standing around in the cold. If you have a renter's policy, you would be put up in a hotel for the night and then the insurance company would help you find another place to live.

This is especially important when living in an apartment or a condo where the walls are shared. You cannot control what the other people do.

In the past I have been a Red Cross disaster volunteer. I cannot tell you how many times we got called to apartment fires and the residents did not have renters insurance. Then the Red Cross put them in a hotel for 3

days and after that they were on their own and none of their stuff was replaced.

Wouldn't it be easier to pay \$10-15 month to know that you would have someone helping you if the unthinkable happened?

Renters insurance also provides liability coverage. I know what you are thinking.....why do

I need that? What happens if you accidentally start a fire? The landlord can sue you for the damages. Having liability coverage would pay those damages too.

So in summary, renters insurance is very affordable and it covers your "stuff", your living expenses if a covered loss occurs, and liability. So tell me again why you don't have it!

Ellen Sam Scheer is an American Family Insurance Agent in Middleburg Heights. Her office includes herself and one full time licensed assistant. She has received the American Star Award for Customer Service for the past 11 years. Scheer has made insurance options not only flexible but expansive as her business grows to incorporate a one-stop shop for customers. Known as "Sam", she is recognized and respected throughout the industry and is well known within networking circles in the area.

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GRATITUDE & CELEBRATION!

BY JULIE MARGO



There is much talk about the power of Gratitude, books, articles and sacred texts all speaking about this amazing gift.

My early memories of the concept of gratitude had a really weird energy:

- Be grateful for what you have others don't have near as much.
- Finish your peas and be grateful there are children starving in China.

Perhaps you heard things like this as well.

What I received was that I "should" be grateful because others were suffering while I was not. The underlying feeling I experienced was a subtle guilt or even shaming. Is it any wonder that when I started hearing about using gratitude to invigorate my mood I didn't really feel drawn to it.

I have since come to a different awareness of gratitude, as a space of playful, joyful

appreciating. A conversation between myself and the Divine.

- I am so grateful for the forest,
- for the wind,
- for really good chocolate!
- I am grateful for the people in my life, for the experiences we share,
- for the things I am learning.

When I am in this space of gratitude, of truly appreciating life, my mood improves, my creativity grows and my energy increases.

So here are a few tools we can use to create a habit of gratitude.

Gratitude Journal

Daily, write down 3 things you are grateful for. Be specific: I am so grateful for the way my kids interact with each other. I love that they are so connected and how they teach me about relationships.

Gratitude Jar

I recently learned about this one and am loving it! Designate a jar, a box or basket -something

with a lid is a great idea. As you go through your day and things occur that you are grateful for write them down and put them in your gratitude jar. Then, on New Years Eve you get to dump out your jar and read through your grateful year!

Gratitude Speech

Appreciate people out loud. Give compliments and allow your heart to come with you in speaking.

Pay it forward

Practice random acts of kindness. Look for opportunities to lend a hand. Pick up the check for the person behind you at a drive thru. I love this one, its so fun to drive away aware that you've given a gift to a complete stranger, just because. What might that create in their world?

My challenge to you: Try one or more of these tools, or use others you find, to support you in having an attitude of gratitude for one week, just 7 days. Then, see what you notice about your

general mood, your level of energy and perhaps even how you are sleeping.

Here's the how

1. Make the decision and begin.
2. Write it down. The act of writing activates our brain in different ways and brings more energy to the process than just thinking.

3. Feel it. Without the feeling gratitude is a word, a concept. When you allow yourself to feel grateful you allow yourself to shift.
4. Recognize that creating a new habit is a process and be kind to yourself.

As we create the habit of gratitude we start to look for things to be

grateful for, for things to put in our journal or jar. When we turn up our awareness of where we are supported, and of where things are going well and as we focus on those things; we find more of them - in more places than you might have ever imagined!

But don't take my word for it - give it 7 days and see what you find!

Julie Margo, Holistic Professional, is an educator and energy practitioner who helps her clients navigate life's challenges naturally. Within her workshops and retreats, Julie teaches universal solutions to empower her students on their personal life journeys.

To arrange a session with Julie, in person or virtually, visit www.JulieMargo.com because choices exist and positive change is possible.

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What Do You Want To
Experience More Of In
Your Life?

Peace, Prosperity, Power?

The Answers Are Closer
THAN YOU THINK!



Identify Your Lopsided Perceptions

BY LILLIAN ZARZAR

Would you agree that you see the world as you are? You have your own view of what life is because of your perceptions.

Have you ever had something “bad” happen only to find that it was a “good” thing that it happened? Likewise, have you ever experienced a crisis only to find the hidden blessing in the situation?

Your stress is greater when you view a situation from only one side while thinking that it is the only side to see. Remember there are always two sides to everything. One of the ways to

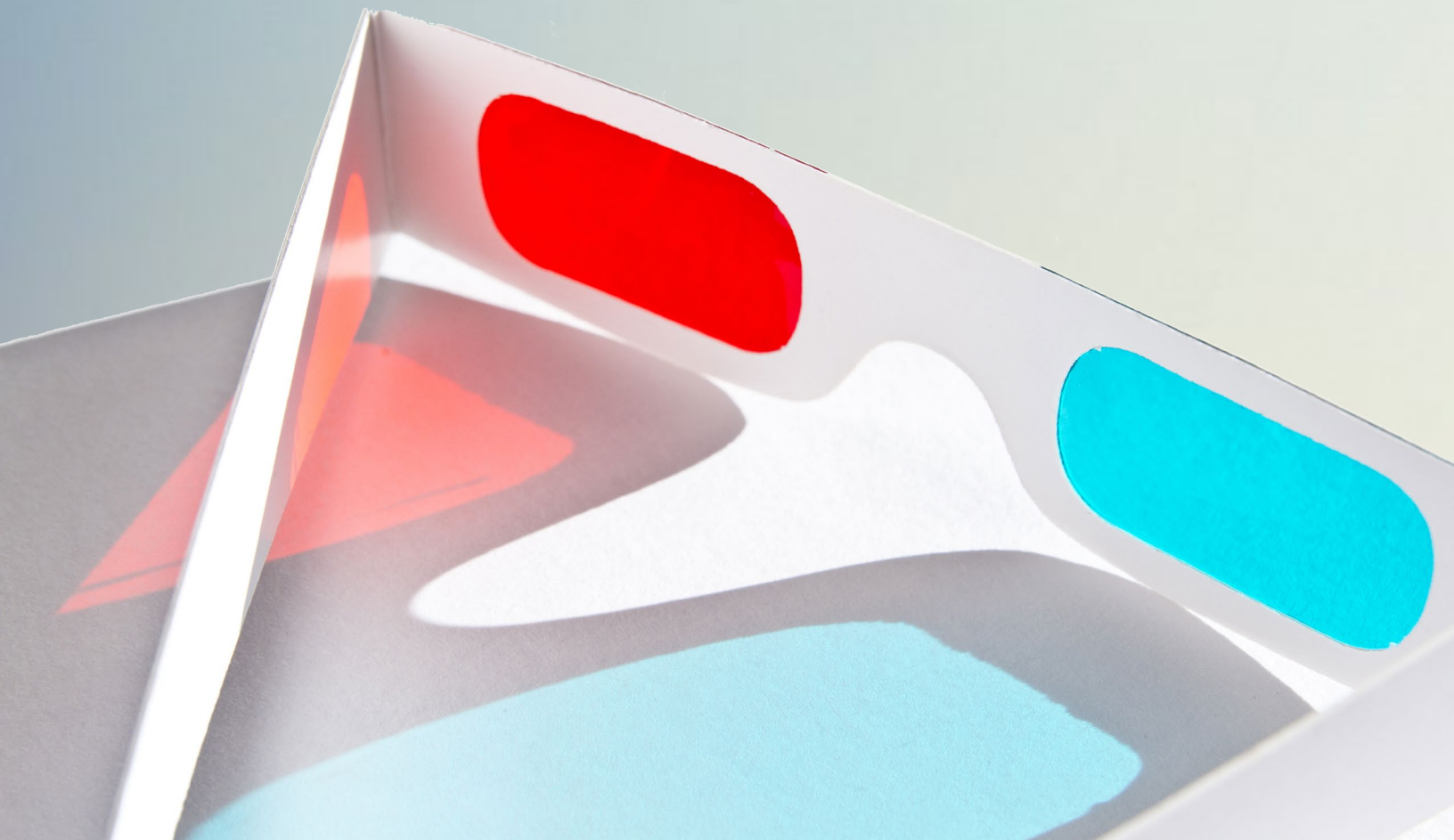
stay in balance is to look for both sides of an issue or situation.

For example, in reality, an optimist may see a glass as half-full, and a pessimist may see it as half-empty. In actuality, it can't be half-full unless it is half-empty! One side cannot exist unless the other side is present.

Because of your lopsided perceptions, you see the side that is comfortable for you at that moment. When you observe someone being nasty, remember they have a nice side they are not showing you in that moment.

Sometimes you appear “mean” to someone when they aren't getting what they want from you. You are also “nice” when in their perception they are getting what they want! You are both “nice” and “mean” given the situation and perceptions of others.

Opposites come from each other. When you go west you know where east is; you know in from out, up from down, north from south because opposites are always present. In an emotional moment, however, you are living on one side.



When you believe something is a drawback, look for the benefit. When you notice the benefit, look for the drawback. Human emotion is the same. While you are expressing sadness, you are repressing happiness and vice versa. You are both sad and happy depending on the situation. Both emotions serve you.

Wisdom is being able to see the two sides immediately and being grateful for both: the balance between the two. Both sides are necessary for understanding, both have value, both are there whether you realize it or not!

Gratitude enables you to appreciate both sides to stay in

balance. You see the world as it is because you recognize the value of each side. Research indicates you cannot be stressed and grateful at the same time.

Look at both sides to keep your perceptions in check to minimize stress, maximize gratitude and remain in balance.

Lillian Zarzar, Certified Speaking Professional, (highest earned designation by the Global Federation of Professional Speakers) offers interpersonal communication insights through thought-provoking sessions as a Trained Demartini Method® Facilitator with the Demartini Institute in Texas.

She is member and past president of the National Speakers Association-Ohio and adjunct professor, Communication Studies, Ohio University.

Zarzar was quoted in Self Magazine, highlighted in Columbus Business First, appeared on Fox 8 Good Day Columbus, and has written articles and books including Conversations on Success.

Connect with Lillian online at The Zarzar Group and on



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HOW CAN YOU EMBRACE CHANGE?

Here are 8 Steps to help you move forward with change.

BY LEANNE CANNON

To “embrace” means to “wrap your arms around.” But how can you DO that when the change is so dramatic, debilitating or painful? I read the old classic book, **“Who Moved My Cheese,”** which is all about mentally and emotionally accepting change. It was very helpful to me, and I would highly recommend it. If you are experiencing a permanent change, realizing you can’t fix it - that you can’t put things back the way they were, acceptance will help you to move on. There is no point in constantly wishing things were different, because that won’t MAKE them different! It just keeps you sad and in pain. I often WISHED my husband had not died; but wishing didn’t change the facts of my new life experience. I am now a widow, and I must face this fact and embrace this change.

HOW TO EMBRACE CHANGE:

- **Allow yourself to grieve.** This is a natural process which acknowledges the fact you are experiencing a devastating change in your life - Do not suppress it - Allow it to provide a measure of release and healing for you. However, make the conscious decision not to linger there.
- **Come to grips with the facts of your new reality.** The sooner you can accept that, the sooner you will be on the road to recovery.
- **Seek out others who will support you and be there for you.** It is easy to fall into a pattern of isolating yourself - which is very easy to do. If you don’t have a supportive family or a hoard of friends to rally around you, seek help

from support groups and other organizations. Having others who have experienced something similar, or who have an empathetic heart for others, can be a huge help.

- **Find empowering music with lyrics and rhythm that bring your mood up** and make you want to move or dance. It’s very helpful in shifting your heart from sadness to joy.
- **Do NOT allow yourself to feel GUILTY once you start feeling better.** Otherwise, you may find yourself slipping back into severe sadness; primarily because you feel you should not be happy. *Reject* these feelings and allow yourself to overcome the sadness and anguish, replacing them with joy and peace.

GO AHEAD! Allow yourself to be happy when you can! It's very important!

- **If you are a person of faith, you need not rely on only your own strength** through these difficult times. You will also gather strength from God.
- **Find something NEW that**

excites you and takes your mind and heart somewhere ELSE. Focusing on something fun, exhilarating or exciting can help to heal your heart and make you feel alive again.

I hope these few tips will be an encouragement and will help you pick yourself up to move

forward in your life, as I myself progress along in my own journey of embracing change.

There is so much more to say about this topic. Be sure to go read my blog post, How Can You Embrace Change and also watch my video on this topic. Reach out to me if I can be of service to you.

Leanne Cannon is a keynote speaker, business trainer and coach who has a passion for inspiring others to believe in themselves and ignites them into action! Her unique style of communicating with the audience as a public speaker challenges them to explore their own potential and to believe that, despite all odds, virtually anything is attainable for them. As a Business Coach, her aim is to assist entrepreneurs in growing their business along with their self-confidence.

Connect with Leanne at her websites, LeanneCannon.com and Dream Achievers Unlimited and on



Watch Leanne's video series



LEANNE CANNON

Author, Motivational Speaker, Business Trainer and Coach

AS A BUSINESS COACH ...

"Working with Leanne has been a true blessing for both my business and personal growth. She has encouraged me to take actions steps that have helped me make large strides with my goals and ambitions. I am truly thankful for her caring and inspiring presence in my life." - Dr. Tunis Hunt Jr DC



AS A MOTIVATIONAL SPEAKER / BUSINESS TRAINER ...

"Leanne is a very thoughtful speaker who challenges her audience to stretch beyond their comfort zone. She is effective at conveying her message by engaging the audience on an emotional level. Her ability to deliver an entertaining as well as impactful speech make her a compelling communicator." **Bill Ferry, Director of Global Relocation Systems at SIRVA**

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BEING A PHILANTHROPIST DOESN'T TAKE A BIG FAT WALLET

BY ROCHELLE FORREST

Our society is currently a little skewed. We've become convinced that money is the most important thing. I'm not sure how we got to this idea, but I am sure that we're wrong. It really is about learning how to be generous with our Time, Talent, and Treasure. See that? Treasure doesn't have to be first or most important. Let's take a look at what I consider to be the four T's to philanthropy.

Temple - If your temple isn't solid and cared for, then you lessen your ability to serve both yourself and others. I'm a nurse, so I've always taken my health, my body's ability to sustain my soul, very seriously. You've heard the saying, to put on your own oxygen mask first?

This is the first step. Figure out what your body can do and how it needs to be taken care of. Not everyone can do the same things or has the same physical strengths. God made you, you. Figure out who that is and how to care for yourself, and then do it to the best of your ability. Then your temple will be ready to sustain a full and vibrant life.

Time - Time is truly the only non-renewable resource and everyone gets exactly the same 24 hours. It's how we choose to use it. Use it to love people. Use it to love yourself. Use it for happiness and use it to help others be happy in whatever way works best for you. Do you love to volunteer at the food

kitchen? Do you love to donate some professional hours for pro bono work? It doesn't always have to be about other people. Do the things you love for you. Do you love to play sports? Or read a good book for hours? Building your own happiness is important so that you always have energy and happiness to share. The only real waste of time is being unhappy and resentful. Do your best to make the most of your time by finding a way to be happy.

Talent - Everyone is good at something. And everything that people can do is valuable somewhere. Figure out what you are good at and then think about how you can use that gift to make the world a better place.

Do you love to make blankets that could be donated to a hospital? Do you write? Offer to help a non-profit. Find what you are good at and share your talent for the good of others.

Treasure - Everyone always thinks of money when you say treasure. Sure, that's part of it, but you don't have to be

a millionaire to share your treasure. Donate things that don't fit. Donate your old glasses to charities for someone who urgently needs a pair. Contribute a dollar or two at the pet store. What do you have that you can share without hardship to yourself? If we were all content with enough, then there would be enough for everyone.

When do we start? When is now a good time? NOW!

Visit my website at RochelleForrest.com, watch my video and download my checklist full of ideas of how to Improve the World One Light at a Time using the TTTT method of philanthropy!

Holistic Transformation Coach, Author, and Motivational Speaker, Rochelle Forrest, R.N., encourages individuals to step fully into their soul purpose and live their full potential. Wouldn't you like to wake up each morning feeling as though it was Christmas? Rochelle Forrest has that much joy and enthusiasm for life. Her mission is to teach you to find it too. Re-Ignite Your Inner Light and the companion workbook are Rochelle's action oriented tools that can light your path.

Learn more at her website and the website of her philanthropic endeavor, Tummies, Minds and Spirits. Also connect with her on



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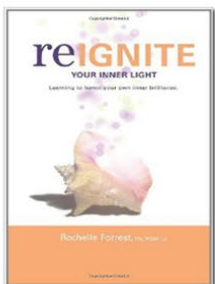


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BUILDING A COMPANY WITH A HEART

BY ANN N. GATTY, PH.D.

Have you taken the pulse of your company lately? Have you built a company with a heart? Smart leaders create an environment in which they make themselves available to their employees and give them an opportunity to seek advice, share concerns and provide encouragement. These same leaders model a non-judgmental attitude that makes them approachable.

As a leader in your organization, do you know how to keep your workforce engaged and happy? I think that it is important to engage in conversations with your employees so that you know more about their values, likes and dislikes. Ask for honest feedback about how they view their relationships with management. This type of relationship building is likely to curb the rise of

employee disengagement and keep them from walking out the door. People like to know that they matter and they will provide better job performance in return.

As you already know, employees are directly responsible for the success of any company. People are most content when they have the opportunity to learn and grow, and know that management supports their striving for improvement. Employees want to be treated with dignity and to have some influence over their future. They want to feel appreciated for their contributions.

Let's take a lesson from my Great Dane therapy dog, Beretta. In our book, ***Leadership Unleashed: A Great Dane's Wisdom for the Business World***, we talk about the importance of

leading with your heart. When Beretta visits a new location for one of our workshops, he takes his time and gets the lay of the land. He uses his canine senses to detect the mood of those he encounters. With every trip he makes to hospitals and workplaces, he models respect to everyone, regardless of their position in the organization. To him, there is no difference between a member of the management team and the college interns.

When respect and compassion are an intrinsic part of the workplace, employee performance improves. When a leader makes fellow workers feel valued and appreciated for their contributions, you will notice a significant and positive impact that permeates the entire organization.

In working with Beretta, I witness this first-hand, as respect and compassion are central to this gentle Great Dane's work. His display of canine empathy brings comfort to those in distress and camaraderie for those needing a friendly boost. Organizations can become tense in an instant, and stress levels rise. But, having a calm presence when the storms

roll through helps keep elevated emotions in check. Nothing diffuses this tension better than quiet, emotional support, and using canine instincts to sense other's moods and emotions can be useful examples for any leader.

Many strategies for boosting employee engagement are

included in the chapters of **Leadership Unleashed: A Great Dane's Wisdom for the Business World**. Applying these examples can transform your organization! Let us know how you are doing with these ideas by dropping us a line at StrategicPeopleSolutions.com, where we build businesses to work brilliantly.

Dr. Ann is an expert at building businesses to work brilliantly. She helps her clients create workable strategic business plans and success initiatives, while improving their workplace processes. She is frequently featured in the media and writes for AllBusiness.com and WomenOnBusiness.com. Her interactive speaking engagements assist participants in discovering new-found talents and skills they can immediately apply in the workplace. To see how Dr. Ann can help you to improve your business, visit www.StrategicPeopleSolutions.com.



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HOW TO BE CONFIDENT AND EMPOWERED

BY DELORES PRESSLEY

Here are 10 keys to being confident and empowered.

- 1. PRACTICE SELF CARE.** The body is the temple of the soul. Take your vitamins, exercise and get plenty of rest. Have some fun as well as this is what puts an engaging sparkle in your eye
- 2. LEARN TO ACCEPT A COMPLIMENT.** As the new you emerges, you may start to hear many compliments. They genuinely embarrass many women. Develop the confidence to accept a compliment graciously and it will empower you!
- 3. LOOK PEOPLE IN THE EYE.** Part of building a supportive team or finding financing or a mentor is to establish personal contact with them. Always look people in the eye when you are speaking to them and especially when you are trying to engage them in being involved in your idea or dream.
- 4. READ INSPIRATIONAL MATERIAL.** Select carefully what you choose to fill your brain with. Stay away from negative books and instead choose self-help or inspirational material that positively reinforces a good attitude and that can help you manifest your goals.
- 5. ALWAYS FOLLOW THROUGH.** Do it! Don't talk about it. If you start an action, complete it. This goes a great way towards building your own self-confidence as well as building other's trust in you.
- 6. ALIGN YOUR HEART WITH YOUR WILL.** Powerful people have an inner peace and knowing that what they do always "sits right" with them. They never do anything that seems wrong, nor do they stoop to conquer.
- 7. BE AN INSPIRATION.** Powerful people are charismatic and pillars of the community.

Set a good example in all that you say and do and many will be willing to support your aspirations.

8. GET INVOLVED IN THE COMMUNITY.

Powerful individuals devote back at least ten percent of their money or time back into good causes. Not only does this take the focus off of themselves and their own problems but it creates a good reputation and is a source of personal inspiration and motivation.

9. LEARN TO SAY NO. Every time someone asks you to do something for them, it takes away from your energy. Don't let others stress you out with their demands. This creates respect.

10. DO WHAT YOU LOVE AND THE MONEY WILL COME. Everybody was put on this earth for a specific reason. Decide what it is that will fulfill you, not just intellectually but also on a deep level in your heart and soul. Having the faith in you to do this is true personal power!

International Keynote Motivational Speaker, Executive Life Coach and Author DeLores Pressley is dedicated to helping people take action to launch bold, confident and courageous lives. She is the CEO of DeLores Pressley Worldwide and Founder of the Global Up Woman™ Network—a movement to empower and elevate women in business.

She may be reached online at www.delorespressley.com. Those interested in her Speaker Coaching Programs specifically may reach her at www.launchpadspeaker.com.



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THE BUSINESS PLAN THAT ALWAYS WORKS

BY MICHAEL KAPLAN



“Destiny is not a matter of chance, but of choice. Not something to wish for, but to attain.”

- William Jennings Bryan, Former U. S. Secretary of State

The “business plan” is a common tool used by many companies. But why? Too often, preparing a business plan is done because “that’s what businesses do” and it becomes a rote exercise that inevitably yields little or no productive results.

You’re about to discover a completely new version of the business plan – a business plan that actually serves you. It serves you because it starts with your passion and translates into specific actions. It begins with the entrepreneur and ends with your inner manager. It also recognizes change as your constant companion.

This business plan begins with a different set of operating assumptions than does the “traditional” business plan. Your attitude and how you translate

your goals into projects and tasks are the key factors that make it a success.

Business Planning “Productive Points of View”

These are some “productive points of view” about planning that make it a truly worthwhile endeavor:

Start with what’s important to you – are you passionate about your plan?

Approach planning as more of an art than a science – make your best guesses and document your planning assumptions

Create a planning framework that accommodates change - think of your plan as more of a series of guideposts of key topics to focus attention on and targets to aim for.

Recognize those things that are hard for you and how

you avoid them - Which skills do you need to develop? What parts of planning make you crazy? There’s probably a lot of room for growth here if you embrace it.

Connect goals to projects, and projects to tasks - plans don’t work unless they drill all the way down to day-to-day tasks.

If you have a vision for what you want your business to become, and if you really want to make that vision a reality, here’s where you get to draw the map that will get you there. Just jump right in. You’ll probably see that you’ve already done a lot of the necessary thinking and documentation.

Here’s an easy way to begin:
Be specific and realistic about what you want to achieve

- Get organized
- Involve others
- Make it easy
- Make it flexible
- Use milestones

Benchmarks for Producing Your Business Plan

The following benchmarks help you pull all the pieces together into a document that combines heart-centered and head-centered planning to become the living, breathing plan for your organization.

1. Imagine the impact you want your business plan to

- have
- 2. Assess the Current Condition of Your Business
- 3. Prioritize the Business' Needs
- 4. Create Quarterly Goals and Monthly Actions
- 5. Assign Accountabilities and Due Dates
- 6. Document Assumptions and

Allow for Change

For more information on this topic, watch the webinar **How to Make 2017 Your Best Year Yet** and download the informative booklet that goes along with it. *While there, sign up for a free consultation where we can discuss steps to move your business forward.*

Michael Kaplan is a seasoned business owner with a skill for creating successful businesses, leadership transformations, and personal growth with owners and managers of mid- sized businesses. He has a passion for people development. Kaplan has more than 36 years of experience in sales, business coaching and entrepreneurship. In 2008, he opened his own coaching business, Strategic Solutions Coaching, and developed his business coaching system, GPS (Growth Producing Strategies) for Business™ that gives business leaders a new way to look at their businesses to accelerate growth. As a Certified EMyth Business Coach, he has access to the most comprehensive business development system anywhere.



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POSITION YOUR BUSINESS WITH EFFECTIVE MARKETING

BY DIANE HELBIG

The most effective marketing methods are the ones that get you in front of your target markets. So, in order to decide where to be you first have to know what markets you are interested in. And believe me, your product or service is not good for everyone. It's good for specific audiences.

One reason it's important to identify those audiences is because your marketing message has to speak directly to a market. Otherwise, they won't hear it. You can't market to everyone in hopes that the right

ones will hear it. Guess what? When you do this, no one hears your message.

So the first thing is who are you targeting. The next question to answer is what do you want to tell them? Your message should elicit a response of some sort. It could be that they visit your business, or they clip a coupon. Maybe it's that they register for your event. Whatever you want them to do, build a marketing message around that call to action.

Now you want to decide where and how to market.

This also depends on your target markets. For example, if one of your targets is people over 80 years of age you'll want to advertise, and send things in the mail. Using social media won't work for that demographic.

Video is a great marketing method. And it's growing in value every day. From content marketing videos like mine on NE OHIO BizTV Shows® to Facebook live you can show your expertise and your personality. Remember, people do business with people they trust. What

better way to gain trust than to share your knowledge with others?

In addition to video, writing can be really valuable as a marketing method. You can write articles and blog posts that provide information your prospects are looking for. When they read your words they get

some insight into how you think and what you know.

And there's always print advertising. For some markets advertising in magazines can be a great way to market. Just be sure you are in a magazine that caters to your audience. Social media is the newest way to market. And here as well it is

very important that you spend your time in the right places. You don't want to be marketing to your target if it isn't going to hear your message.

So, what will it be? Articles, videos, social media? Pick a couple of paths to follow. Effective marketing requires using a couple of methods at the same time.

Diane Helbig is an international business and leadership change agent, author of *Lemonade Stand Selling and Expert Insights*, speaker, and host of *Accelerate Your Business Growth* Radio show. As president of *Seize This Day*, Diane helps businesses and organizations operate more constructively and profitably using her expertise in small business, sales, social media, networking, and leadership.

Diane is the creator of the Clarity of Course Sales Training Program and the founder of Business Opportunity Network™, a business referral/mastermind program with chapters throughout the United States.

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5 WAYS TO GROW YOUR SMALL BUSINESS

BY JACK KLEMEYER

Many of my good friends are small business people. One of my passions is to make a study of what makes them successful and what pitfalls they need to avoid. After many years and many conversations, this is what I have learned so far. It seems the pitfalls of the unsuccessful are the very things that make their counterparts successful. Here are the top five ways to find success in your small business:

- 1. Know yourself.** Do a S-W-O-T analysis. What are your Strengths, your Weaknesses, the Opportunities and the Threats? Examine and understand each. In every strength there is a weakness and in every weakness there is a strength (e.g. you are small so lack financial clout, the advantage is by necessity you will be more creative). The better you know yourself the more successful you will be. By knowing yourself you not only know your areas of opportunity, you know what areas to avoid. One of my favorite assessments is Fascinate based on Sally Hogshead best selling book by the same title.
- 2. Set goals.** This sounds almost too simple but many people and businesses do not set goals. Goals can keep you focused on where you want to go and how you need to get there. Set specific measurable goals with timelines and track progress towards them. Set goals in areas that you know you can win (if you did the SWOT in 1, you will know those areas).
- 3. Grow within profitability.** Many times I see companies who set the goals, but they grow their expenses in anticipation of sales only to find the sales do not materialize at the level they thought. I've fallen for this too many times myself. Sell first then add overheads.
- 4. Sell more to your existing customers.** Look at what they buy from other sources that you might be able to sell to them. You already have the relationship with your customers. You are already spending the time to service them so your incremental cost is quite low. For example,



if you supply them with toner cartridges, it is easy to sell them some printers or other hardware or software. An existing customer is the easiest customer to sell.

5. Sell to more customers. You obviously have something worth buying or you would have no customers. What other customers might benefit from what you provide? Then market and sell to that audience – email, mail, fax, advertise, call, visit, etc. Ask your existing customers for referrals. Sell in a larger

geographic area. Take the knowledge and systems you have to broader areas. Warning on this – the grass is not always greener. Remember, it costs more to sell in markets further away. You can lose your advantage.

Just as you focus on goals, focus on these strategies to grow your business this year. When you do that, you save yourself from diluting your efforts by spreading you energy across many tasks. And you also set yourself up for greater success.

Grow Your Business™ Coaching founder Jack Klemeyer is recognized as a preeminent resource for business professionals. As a John Maxwell Certified coach, speaker, trainer and facilitator of Mastermind groups for business owners and professionals, his results-driven philosophy calls for action and accountability. He and his Grow Your Business™ team are dedicated to taking businesses and their owners to the next level. Jack can be reached at Jack@GYBCoaching.com or at 317-755-6963.



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