



2Work

Lovetowork.org

# Productivity Power

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## Linked Web Sites

[www.sces.org](http://www.sces.org)

[www.ccpl.org](http://www.ccpl.org)

[www.jimcollins.com](http://www.jimcollins.com)

[www.lovetowork.org](http://www.lovetowork.org),  
coming soon

## Contact Us

843/452-4121

[www.lovetowork.org](http://www.lovetowork.org)

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yahoo.com](mailto:lovetoworkorg@yahoo.com)

## LovetoWork.org, LLC Launched on Labor Day

LovetoWork.org was born on Labor Day 2006. LovetoWork.org, LLC is a new workforce consulting business designed to assist businesses and job seekers improve company and individual performance. The Charleston based company will assist workers, students, and companies in becoming more productive and in finding avocations that they enjoy doing.

Gary Crossley, retired SC Employment Security Commission employee, is the owner of LovetoWork.org. Most recently for the past six years, Crossley served as the Area Director of the Charleston Workforce Center, with a focus on fostering collaborative partnerships to help address area labor market needs. Crossley brings over 30 years of experience in workforce development, economic analysis, and labor market information.

The new corporation will rely on knowledge of labor market policy and programs designed to aid performance of employment and training programs through resources, career preparation, and employment trends. The new consulting company will develop skill inventories, productivity motivational tools, web site ([www.lovetowork.org](http://www.lovetowork.org)) will be up in mid-September 2006), and/or employee surveys for improving job satisfaction and performance.

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## Productivity Push

How can you be more productive in your current job or find your dream job that you are thrilled to get up and go to the workplace? The former is a little easier than the latter.

One way to be more productive is to be more involved in the operations of your job. The first step in doing this would be to make sure you have the best skills possible to do your job – if it is a PC job have you taken the highest level of certification or software training? If it is a customer service job have you read the any of the top literature on excellence of customer service? Other ways include if a national or global operation, make sure you know the latest in technology or if there are new ways of performing your job that you are the first one to volunteer for training.

Finding the ideal job can take months or even years with some folks never discovering the golden job. A first part of the process is to make sure you have taken a job interest inventory. There are many out there and several have no cost (the ones given at Employment Security Workforce Centers and the Trident One Stops is the SC Occupational Information System). Explore the results and recommended career tracks to see if they are a good fit. Maybe you are already in a field close to this, or maybe you will have to switch to a completely new line of work.

Before taking the plunge (and before quitting your current job), do some investigation. Check the Internet (the Bureau of Labor Statistics puts out an annual Occupational Outlook Handbook that is not the government's top selling publication for nothing!). Find local or regional occupational groups that meet regularly and visit with those occupational specialists. Do your homework and find the entry paths to employment, the right networking, companies in the area who typically hire those occupations (you can use the [www.sces.org](http://www.sces.org) web site's Labor Market Information PEARS/Palmetto Economic Analysis & Research System) database to track some of these key data.

## **Buddha .....**

"Your work is to discover your work and then with all your heart to give yourself to it."

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## Legislative Lowdown: Minimum Wage Status

Does it really matter if the nation has a minimum wage any more? Do we still have one? The debate will be an interesting one particularly if no compromise is reached before the coming Presidential election. The minimum wage has been at \$5.15 an hour since 1997.

There are 22 states and DC who have passed legislation to increase their state wages above the federal level – Kansas is the only state with a lower level (for businesses not governed by the federal statute).

Just before the Congressional Labor Day recess, the Senate adjourned and failed to pass a bill to increase the federal minimum wage (the vote was 56-42 largely along party lines) and end debate on legislation (H.R. 5970) that would have increased the minimum wage to \$7.25 over three years. Included in the bill is language that would have reauthorized the Work Opportunity Tax Credit (WOTC) and Welfare-to-Work Tax Credit (WtWTC) programs. Majority Leadership fell short by four votes of the 60 needed to invoke cloture that would have ended debate and permitted a simple majority to approve the bill. Inclusion of language in the legislation that would have expanded the exemption from the estate tax tipped the balance against the bill for most Members in the Minority.

Some Senators also expressed concern with the language to increase the minimum wage because they noted it might actually reduce wages for workers who rely on tips. Dueling analysis produced by the Congressional Research Service (CRS) and Congressional Budget Offices (CBO) showing the bill likely would override some states' minimum wage laws and the U.S. Department of Labor's (USDOL) analysis showing it would not impact wages negatively added to the uncertainty and convinced some to vote against the bill. The Washington Department of Labor and Industries sent its own analysis to Senators Cantwell (D-WA) and Murray (D-WA) that concluded workers receiving tips would see a decline in income. Both Washington state Senators voted against the bill.

According to most Washington employment/training legislative analysts, the prospect for another package of tax cuts for businesses including the WOTC and WtWTC programs is unclear. Senate Majority Leadership expressed an interest in revisiting extension of the tax credits when the Senate returns to Capitol Hill in early September.

Of course, some folks may ask that if the job has lower wages and there are shortages of workers to do these types of jobs, wouldn't businesses increase the levels of pay on their on in order to attract workers to help their company?

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## Spotlight On: Charleston County Library PC Training

Did you know that the Charleston County Library system offers free computer training classes? There is no charge. While the majority of the classes are offered at their main library at 68 Calhoun Street in downtown Charleston, many of the branch locations also offer some computer classes.

Some of the courses include beginning basics, Microsoft Office (Excel, PowerPoint, Publisher, & Word), Email Essentials, HTML/Web Site Development, and others. The courses range in length.

You can access the list of monthly offerings by locations at the following web site – [www.ccpl.org](http://www.ccpl.org), click on the "Services" tab on the top bar, then click on the "Computers" item in the left hand column, and then select the "Computer Classes" listing in the middle. Registration and more info can be obtained by calling 843/559-1945 and ask for the Reference Department.

## Aristotle .....

"Pleasure in the job puts perfection in the work."

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## Production Tools: Making Meetings Work to your Advantage

Meetings can be very productive, but they can also be a waste of time. Here are three quick ways to improve your meeting management and participation skills.

First make sure everyone in the meeting knows the purpose. If the convener or presenter does not state this up front ask the question. A clear couple of sentences will layout the expected results so that the meeting's performance can be measured against a stated goal.

Second, review the agenda for the meeting against the stated purpose. Try to have a rough time frame for each section or grouping of the agenda so that the topics can stay on track. Each item should list the responsible team or person to lead the discussion.

Finally, Timing is everything! Make sure the meeting starts on time, ends on time, and that each part of the agenda in between is focused without digression.

Hopefully, the meeting organizer will agree to take and report back out a meeting summary, highlighting action and consensus of the meeting and delegating any follow-up action required by which group/person.

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## Take this Job & Love It! A Listing of Community Job Fairs & Recruitments

September 5, 2006 2-6pm	MAU Workforce Solutions Career Fair 5101 Ashley Phosphate Road, Suite 145, N. Charleston
September 6 9am-3pm	Dunhill Staffing Call Center Job Fair Trident One Stop, 1930 Hanahan Road 843/375-0031
September 7 10am-1pm	Summerville Workforce Center Job Fair Hwy. 78 at Jedburg Road
September 8 11am-4pm	Kiawah Island Golf Resort Job Fair Charleston Workforce Center, 176 Lockwood Drive <a href="http://www.kiawahresort.com">www.kiawahresort.com</a> , 843/953-8400
September 9 8am-12noon	Force Protection Industries Interviews Trident One Stop, 1930 Hanahan Road <a href="http://www.forceprotection.net">www.forceprotection.net</a>
September 20 10am-2pm	The Employment Guide Job Fair North Charleston Convention Center <a href="http://www.EmploymentGuide.com">www.EmploymentGuide.com</a> , click on Job Fairs
October 11, 2006 10am-4:30pm	Post and Courier Career Fair North Charleston Convention Center, Ballroom C, #3 <a href="http://www.charleston.net">www.charleston.net</a> , 843/937-6000 (select option # 5646 if company & select option #5665 if job seeker)

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**Harold Taylor .....**  
"The roots of true achievement lie in the will to become the best that you can become."

## Who You Gonna Call?

Looking for a job, need to file a claim for Unemployment Insurance claim, need info on the local labor market (major employers, wage rates, industry trends, etc.), and/or just a place to have access to a Resource Center (PCs to update your resume, fax machine for sending apps, copier, etc.)? The Charleston Metro area has three SC Employment Security Workforce Centers (WFCs).

The state run offices (see their web site, [www.sces.org](http://www.sces.org)), also a partner with the Trident One Stop System, are generally open from 8:30am to 5:00pm Monday through Friday. Here are their addresses and phone numbers:

Charleston WFC 176 Lockwood Drive Charleston, SC 29403 843/953-8400	Moncks Corner WFC 107 East Main Street Moncks Corner, SC 29461 843/722-2082	Summerville WFC 2885 W. 5 <sup>th</sup> North Street Summerville, SC 29484 843/821-0695
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## Well Read Worker: Good to Great, Author Jim Collins

*Good To Great* is a book by Jim Collins that has been out for several years (New York, Harper Business, 2001, 320 pages). This book is a follow-up to his hugely successful *Built To Last*. However, *Built To Last* focused on those companies which were already great. What about those businesses struggling to move and improve their status in the corporate world championships as opposed to those trying to hold on to greatness?

Jim Collins and his team studied 11 companies that were average (as measured by their stock returns) for 15 years and then for the next 15 years performed with above average stock returns. Based on a five-year research project, *Good to Great* answers the question: Can a good company become a great company, and, if so, what are the ways did change occur?

Mr. Collins now has his own web site, [www.jimcollins.com](http://www.jimcollins.com), where there are many articles and excerpts of his writings. One can access excerpts from his new follow-up monograph titled, *Good to Great and the Social Sectors...Why Business Thinking is Not the Answer* (July 2005). The web site also explores his leadership concepts – Level 5 Leadership.

### Subscription Information



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[www.lovetowork.org](http://www.lovetowork.org)

*PS Get to Work* is published 12 times a year, Individual issues are \$2.00 and annual subscriptions are available for \$15.00 per year. Customized and volume discounts for companies are available by calling Gary Crossley at 843/452-4121. Invoices are available, please send your requests (with name, phone #, snail mail, and email address) to one of the addresses (email or snail mail) shown.

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Coming Soon – mid September 2006 LovetoWork.org, LLC web site =

[www.lovetowork.org](http://www.lovetowork.org)

