



## Holidays - Time of Reflection & Gratitude



**Concept Technical Group** has been very blessed over the years and as the holiday season approaches, we take time to reflect on the past year which has been both rewarding and mournful. 2014 saw the passing of Concept's first President and my mom, Gail (Mousey to most of you!) in May. The deep outpouring of support from both employees and clients of Concept was very heartwarming and made the grieving process a little easier. Mousey touched many lives in a very positive way over the years and I continue to think about her daily. Often when making difficult decisions, I ask myself "What would Mousey do"??? With her in mind, I want to thank you for working with Concept over the years and my sincere gratitude for your continued loyalty. We will do our best to continue the legacy of integrity and compassion for others that was instilled in us for years to come.

*Warmest Holiday  
Wishes  
to You and Yours!*

## Annual Review Time is Here!

It's that time of year again....the time of year that managers and employees alike dread.....job reviews. Why is it that we all cringe when we get feedback from bosses, colleagues or clients??? You know the routine, "you are doing great but....". Whether it is our inherent fear of failure or rejection, we should instead embrace this "criticism" as a gift and an

opportunity to improve. If presented properly, this information can enhance the relationship between manager and employee and create a level of trust between them. Instead of dreading the process this holiday season, graciously accept the "gift" or thoughtfully give a "gift" that can keep on giving!



## Congrats to our Packer Raffle Winner!

I think it is safe to say that our Packer Raffle (which will probably be an annual event) was a resounding success! Sincere thanks to all who participated and gave us valuable feedback as to how they like "The Staffing Letter". While most of you indicated that you prefer to get future mailings electronically, this issue will come both ways as an opportunity for us to get you our annual calendar! The name that was drawn randomly from the entries submitted and the lucky winner of four Packer tickets was Rick Gilpatrick from Briggs & Stratton! Rick wisely chose



the Carolina Panther game and was rewarded with a beautiful day and relatively easy WIN! He even took his mom who is a huge Packer fan and had never been to Lambeau! Go Pack Go!

### Scared to hire great people??

Frequently managers stunt their own careers by hiring people they feel they can "control", people they can "keep under wraps", sometimes even undermining them, because they feel threatened if someone shines too bright. This is a big mistake. The secret to success is to hire people who are better than you at the jobs you want them to do. If you want to build a strong organization, it's all about leverage. Leveraging the talent of those around you! That may sound like exploitation but it certainly is NOT! Not if you create opportunities and development for those you hire. It's all about the people you bring with you on the journey! Don't be scared to hire great people!!!

*"Does your company have some empty seats to fill?"*

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