

THE WINTER BLUEPRINT

**BLUE
COLLAR
CONSULTING**

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Schedule Trainings for 2024!

Get Ready to Make 2024 Spectacular! Drop us a line to discuss crafting high-quality training sessions or workshops for your team. Let's start planning for an epic year ahead!
Highlighted trainings:

Contact us!

Flagship Training Program:

Trauma Informed Care Orientation: A 3-Part Training Series, Plus Optional Coaching & Wellbeing Groups

The Trauma Informed Care Orientation offered by Blue Collar Consulting is a 3-part training series aimed at introducing participants to the concepts and importance of trauma-informed care. The series includes sessions on ACEs, PACEs, and TIC principles. Additionally, there is a Leadership Summit workshop for organization leaders to prepare them for implementing and sustaining trauma-informed care. Optional add-on services include professional coaching and monthly wellbeing groups. The coaching sessions are available for individuals, groups, and executives, while the wellbeing groups provide a supportive space for participants to focus on their wellbeing.



NEW Training!

Enhancing Resilience & Self-Assurance: The 6 Domains of Resilience

This training program helps individuals develop resilience in personal and professional challenges through 6 key areas of resilience, covering topics such as emotional regulation, stress management, and building healthy relationships. The program includes 7 sessions lasting about 1 ½ hours each and a PR6 Resiliency Assessment, with an optional 3-hour session. Participants gain insights and practical tools to navigate life's challenges confidently and gracefully. The objectives include understanding resilience, learning about the neuroscience behind resilience, and developing strategies to overcome adversity. By the end of the course, participants have a toolkit of strategies to thrive and a personalized resilience plan.

*Examples of
2-hour Trainings for
Leaders:*

Enhancing Employee Performance: Strategies for Attraction, Development, and Retention

This 2-hour training focuses on building high-performing teams by attracting, developing, and retaining talented employees. It emphasizes investing in staff well-being and professional growth and recognizes them as valuable assets. The course includes a humanistic approach aligned with contemporary employee expectations, guided by Blue Collar Consulting, with downloadable resources.

Tips for Effective Leadership During Times of Change

This 2-hour training helps participants to manage change effectively in today's rapidly evolving environments. It equips participants with the strategies and tools needed to successfully lead change management. The class focuses on both individual and organizational change and combines lessons learned with practical application.

Contact us!

Embracing Holiday Traditions: The Heart of Family, Community, and Organizations (Summary of Article) by, Chuck Price

The holiday season is a time for connection, tradition, and joy. Traditions and rituals are essential for nurturing bonds, fostering belonging and inclusivity, enhancing employee engagement and camaraderie, and honoring heritage. Family traditions provide a platform for family members to connect, while community traditions encourage individuals to come together and celebrate, strengthening the fabric of their community. Organizational traditions reinforce the sense of belonging among employees and boost team morale. Traditions and rituals enrich our lives and create cherished memories that will be treasured for years to come. Wishing you a blessed and joy-filled holiday season!

~ Chuck

[Read the full article!](#)

BEST OF 2023!

Explore the Engaging Content of Blue Collar Consulting's Best Blog of 2023.



Mastering the Tightrope: How to Balance Empathy & Accountability in People Management (10 Tips)

by, Brooke Sena

As a people manager, it can be challenging to balance empathy with accountability. On one hand, you want to be a compassionate leader who cares about your team's needs and feelings. On the other hand, you also have to hold them accountable for their work and ensure that they meet their goals and objectives. Striking the right balance is crucial for effective leadership that results in happier employees, a positive work culture, and improved productivity. In this blog, we're going to explore some tips and strategies for

mastering the tightrope of people management.

First and foremost, it's essential to understand that empathy and accountability are not mutually exclusive. You can care about your team's wellbeing and still hold them accountable for their work. In fact, showing empathy can actually help you be more effective in holding your team accountable. When you're empathetic, you create an environment where your team feels comfortable coming to you when they're struggling. They trust you to be understanding and offer support when they need it. This makes it easier to hold them accountable because you can have open conversations about what's going wrong and work together to find solutions.

Here is a list of tips for "Mastering the Tightrope" of empathy and accountability in People Management:

1. Lead by example:

Accountability starts at the top, and as a leader, it is crucial to demonstrate accountability in your own actions. When you hold yourself to a high standard and follow through on commitments, you set a positive example for your team to emulate. Avoid making excuses or blaming others for any shortcomings; instead, take ownership and learn from mistakes.

2. Foster a culture of trust and open communication:

Encourage open and honest communication within your team. Make it clear that feedback is welcome and that mistakes or setbacks are learning opportunities. Create an environment where team members feel safe and supported, allowing them to take risks and ask for help when needed.

3. Set clear expectations:

As a leader, it is essential to communicate clearly and establish precise goals and expectations for your team. This includes setting specific timelines and quality standards. Clear expectations ensure that everyone understands their responsibilities and what is required for success.

4. Listen actively:

Listen to your team members and try to understand their perspective. This will help

you build trust and rapport, which will make it easier to address any performance issues if/when they come up.

5. Provide feedback:

Provide regular feedback on performance, both positive and constructive. This will help your team members understand what they're doing well and what areas they need to improve.

6. Prioritize one-on-one meetings (and keep them as scheduled):

Schedule regular one-on-one meetings with each team member to discuss their work, professional aspirations, and any issues they may be facing. This will help build a trusting relationship and show that you're invested in their success. Remember, avoid canceling or rescheduling these individual sessions. I can create a separate blog post to elaborate on this tip at a later time!

Give regular feedback to your team, highlighting both positive and constructive areas for improvement.

7. Take responsibility:

When you make a mistake, acknowledge it and avoid placing blame on your team members. By doing so, you will foster trust and demonstrate that you hold yourself accountable to the same expectations as your team. This advice aligns with leading by example, but it bears repeating!

8. Be flexible:

Being flexible as a leader is crucial for effective management. It involves being open to feedback from your team members and being willing to adapt your management style accordingly. By doing so, you demonstrate your willingness to learn, grow, and improve your leadership skills. Flexibility in management means being receptive to the perspectives and suggestions of your team members. Understanding the individual needs and preferences of your team members allows you to tailor your management style to help them excel.

9. Actively Request Feedback:

Be proactive in seeking feedback from your team members. By asking for their input, you demonstrate that you value open and honest communication. This helps foster an environment of trust and respect, where everyone feels their opinions are important. When you receive feedback, approach it with an open mind and consider it objectively. Reflect on how you can make adjustments or improvements based on the feedback. This shows your team that you appreciate their input and are dedicated to the group's overall success.

10. Provide resources and support:

Ensure that your team has the necessary resources, tools, and training to execute their responsibilities effectively. Be proactive in identifying any gaps and addressing them promptly. By providing ongoing support, you empower your team to meet their goals and fulfill their commitments.

BONUS TIP: Don't forget to celebrate successes:

Celebrate the successes of your team members and recognize their hard work. This will help build morale and show that you value their contributions.

By embracing empathy and accountability, you can create a healthier

People managers are like superheroes, blending empathy and accountability into a sweet harmony. They're the ones who listen, understand, and support their team, all while making sure everyone is on track to conquer goals and crush objectives.

and more productive work environment. As a people manager, you have the power to balance these critical qualities and create a culture of acceptance, trust, and cooperation. Over time, you'll gain more confidence and become more skilled in managing people. Being human, after all, is both an art and a science.

Until next time! ~ Brooke





Dog of the Season, **Sully**



Submitted by, Alisha Brown, Professional Development Coach, Blue Collar Consulting, LLC

Meet Sully, another four legged member of the BCC team! Per his DNA test, Sully is a Portuguese Waterdog mini poodle mix. Sully made his way into the Brown family on Christmas Eve 2022 after one of his mama's was scrolling facebook and came across a post from Clark County Human Society listing him and several of his siblings for adoption. On a whim, absolutely NOT needing another dog, an application to adopt Sully was submitted figuring that there would be many applications these adorable 12 week old Porti-doodle pups and believing that the universe would decide if the Brown home could handle a 3rdfour legged friend.

Mere hours later we were told that we had been selected to adopt Sully! While life was turned upside down for Sully in Monsters Inc, THIS Sully has a tendency to turn the Brown household upside down with his antics! These antics started before Sully even made it in the house as he immediately hid under the car upon being taken out, once inside he stood frozen...as he was greeted by his 3 two legged siblings and the 2 four legged siblings. He had to be carried from place to place that first day as he 100% refused to walk. We worried he was "broken" for the entire first day we had him, wondering what we had gotten ourselves into. Before we knew it he became best buddies with his 4 legged brother Auggie and became quite the snuggler. Sully's favorite past times consist of eating numerous pairs of rather expensive tennis shoes, chewing holes into as many of his mama's favorite leggings he can find, using the trim in the house as his own personal teether, tearing apart not one but TWO couch cushions and most recently staring and grumbling from across the room when he is wanting to be invited to snuggle. While we truly look forward to the day that he has outgrown his chewing phase; Sully brings a lot of laughter into each day, we look forward to many years with him.



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