



**Human.
Resources.
Consulting.**

Summer Newsletter



July 26, 2021

Greetings!

If you noticed that we've been a bit quiet lately, we decided that we'd reach out mid-summer rather than deliver two separate newsletters for July and August. This time of year is so precious and so fleeting, and if you're like us, you're making the most of it while you can. That said, we've got a lot to get to in this edition, so let's jump right in.

The culture you keep

Business leaders at all levels are dealing with a number of acute challenges right now, from finding qualified candidates and hiring them, to retaining and providing opportunities for great employees, to figuring out how to manage a team remotely, to dealing with burnout and mental health issues, to planning for an uncertain future. All of these issues can boil down to the culture you keep. Whatever difficulties you might face in managing your team, a thriving culture is the best foundation for resolving them.

Have you considered your culture and how it impacts your day to day business operations? At KMA, we developed an internal Culture and Communications Guide, which required that we define for the entire organization our principles, norms, expectations and standards. Having it in place holds us accountable as leaders, ensuring that our behaviors align with our stated values, and minimizes the threats that a neglected culture poses. It's essentially the blueprint for how to be successful at KMA, and promotes an atmosphere of excellence, trust and respect. If you're interested in learning more about it, or discovering how you can strengthen your company culture, reach out to me anytime.

Q&A With KMA

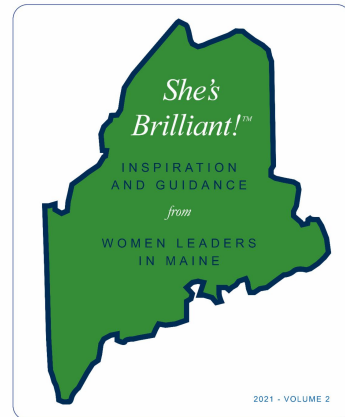
We launched our new blog series, Q&A with KMA,



interviewing Kate Rogers, Recruiting Operations Manager. We asked Kate for her insights on what's contributing to the current tight labor market, and she offered some recommendations for employers who are struggling to hire right now. You can read the piece [here](#).

She's Brilliant! Volume Two

Back in 2019 at KMA, we were brainstorming ways to amplify the voices and experiences of women leaders in our community. Our blog and print book, *She's Brilliant!*, was born out of this idea, and with over 40 contributors to date, we're thrilled the project has continued all this time, and that it lives on still. For our second volume, we suggested some new questions, and sought even more diverse voices among our contributors. We were struck by the incredible courage all have demonstrated throughout their lives and careers – whether in showing up as one's authentic self; immigrating to a foreign country to begin a new life; starting a business from the ground up and hustling every day; taking the leap of faith in making a career switch; or accepting responsibility for carrying the torch of a family business to the next generation. These leaders are truly inspiring in their ability to find strength and a way forward by facing their fears head on. Beloved role model Eleanor Roosevelt's audacious dare to, "Do the thing you think you cannot do," is both meditation and rallying cry for our brilliant contributors – and for us all. I could not imagine a more perfect sentiment to introduce this collection.



You can read all 40 of the posts [here](#) and if you want to pre-order a copy of the book, contact jenny@kmahr.com and we'll mail one out to you as soon as they're off the presses.

Upcoming Webinars

We have two events to invite you to attend, both on Thurs., July 29th.

Harassment Prevention Training – July 29th from 9:00-10:30

This course is intended to help employers prevent and stop the damaging effects of all types of harassing behaviors – including in a remote working environment. Participants will learn about legal requirements and what to do when harassment occurs. Special training for supervisors is also provided. This program meets Maine

compliance requirements for sexual harassment training. Register [here](#).

Actionable Recruitment Marketing Tactics and Strategies

– July 29th from 1:00-2:00



Holly Lancaster joins the Anania Bailey Team, along with Katie Shorey of Live + Work in Maine, to discuss tactics and strategies that will help you attract new employees. Learn more and register [here](#).

Please give us a 5-star Google review and help us support Make-a-Wish Maine!

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We'll donate \$10 to Make-a-Wish Maine for every 5-star Google review we receive between now and September 1st. Thank you for supporting an organization that literally makes kids' wishes come true.

Thank you for taking time with us today. We'll be back in your feed in September – and in the meantime, be well and enjoy all the sights, sounds and tastes of summer!

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