



Driving Business to
Peak Performance!



Mastering Momentum

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NEW – MCN MULTIMEDIA DIVISION



We have created a multimedia division to meet the increasing demands of our clients. Under the direction of Matt

Harper, MCN Multimedia Director and Owner of [Oval Solutions](#), MCN offers full-service multimedia solutions. These include audio, video, print and web design and production; branding, apparel, marketing materials, trade show materials, signage, banners, vehicle and storefront lettering, just to name a few. Visit our [Partner's](#) page to learn more.

2009 HUMAN RESOURCE & EMPLOYMENT LAW UPDATES



New legislation goes into effect in 1st Quarter 2009 impacting employers of all sizes.

In brief:

FMLA: The Federal Family and Medical Leave Act and Military Leave effective January 16, 2009 will expand to include military leave coverage requirements.

ADA - ADAAMA: American's With Disabilities Act Amendments Act effective January 1, 2009 now includes clarifications on the definition of disability, exclusion of consideration of mitigating measures, broadened the scope of "regarded as" disabled, and various additions

Getting Past Go!

The New Year is upon us and despite the doom and gloom reports, our clients are planning for growth. Are you? Why is it so hard to put your goals into action? Getting past go is hard to do all on your own.

Here are some tips to help you build momentum to jump start the New Year:

1. **Brainstorm** – Create a random list of your goals, however small or grand they are.
2. **Prioritize** – Once you've got a healthy list, prioritize these into short (< 6 months), mid (6-12 months) and long range (> 12 months) goals.
3. **Action Plan** – Create a monthly schedule of each goal's target date; then list the action items that need to be done to reach each goal. Work backwards from the goal date to fill in the action items on the planning calendar. Be sure to list required resources (people, technology, funding, etc.) as necessary.
4. **Commitment** – Committing these goals, action items and required resources to writing and sharing them with others will get you past go. Placing them someplace visible where you and/or others can hold you/each other accountable to them is essential.
5. **Celebrate** – Momentum builds as action items are completed, goals are successfully achieved and appropriate praise and recognition of these efforts are shared.
6. **Revisit and Revise** – It's no doubt that 2009 will bring even more change, so it's important to revisit the goals often, perform your SWOT analysis and revise the goals/action plans accordingly. Sticking to a plan when circumstances change, purely for the sake of sticking to a plan, is unwise and potentially destructive. Be flexible and willing to revise goals and plans as needed.



Our clients find it helpful to use a team approach in working through these steps and many times we lead, facilitate or assist in these efforts. These are the high pay off activities that our clients invest in which enable them to achieve their growth objectives.

MCN is pleased to offer a New Year's Goal Setting session to get you started in building momentum in 2009. Please reference [this offer](#) when contacting our office for your free 3 hour session.

to the list of major life activities.

I-9 Reporting: Employers will be required to begin using the new I-9 Form along with the new rules on acceptable documents used to satisfy the forms requirements on February 2, 2009.

Now Available – The Human Resource Compliance Audit: This audit service reviews a variety of employer activities to determine if the organization is in compliance with all required federal and state requirements.

Also available are The Human Resource Best Practices Audit and the Human Resource Strategic Audit.

To find out more about the HR Audits available, please contact Amy Bergman, 517-917-5730 or amy@mastermindconsult.net, today.

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If you would like some help mastering momentum in your company, you may want to partner with an expert. Contact Amy Bergman, at MasterMind Consulting Network to get started: 517-917-5730, or amy@mastermindconsult.net.

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