

FLASH

The Electrical Board of Missouri and Illinois

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Vol. 108 No. 8

AUGUST 24, 2017

EDUCATION OPPORTUNITIES

September 11th - Classes and seminars start
(check www.electricalboard.org for class listing)
Sign up early to save \$50!

October 20th - 12th Annual Electrical Safety Symposium**
At Ameren Headquarters
Program info available in a future FLASH issue

Fall program - Emerging Illinois Energy Topics**
October 11th in Springfield, IL and November 2nd in Mt. Vernon, IL
Program info available in September FLASH issue

PDH/PEU awarded with most of the classes
** Table Top opportunities are available.
Call Bill @ 636-305-6434 or email bill@electricalboard.org for table top information.

RENEWABLE ENERGY SUMMIT

Our third Renewable Energy Summit will be held on

Thursday, September 28th
at the Osage Centre in Cape Girardeau

Discussion topics

Ameren's Innovation Portfolio, Solar Installation, Pace Financing, Community Solar, Solution for Microgrids and Ameren's Electric Vehicle Pilot update.

If you want to attend (\$35) or have a table top (\$100) at the Cape Girardeau program, please email bill@electricalboard.org before **September 21st**. This program is organized by the Ameren Missouri –EBMI Task Force.

Name _____ Email _____
Company _____ Address _____
City/St/Zip _____ Phone _____

- I'd like to attend the September 28th Renewable Energy Summit in Cape Girardeau.
- I'd like to have a table top at the September 28th Renewable Energy Summit

Engineers Only: Do you need a pdh letter? Yes No
Please call EBMI Office with credit card info.



**Message from our new
Chairman of the Board**

Lacey Bernard

First of all, it is indeed an honor to serve as EBMI Chairman for 2017-18 and I look forward to an eventful year.

We are heading into year without planning for Electrical Expo 2020, which provides us time to re-evaluate some items and look into where the Electrical Board will be in 5 years and even 10 years.

Kurt Schulz, as EBMI treasurer will form a committee to make recommendations to the Board of Directors about our investments and how we can financially sustain the organization.

We are forming a 5 year committee to address some issues that may arise during that time period. This committee will be led by Mike Kelsch and Ken Keeney. We will also have a 10 year committee which Cathi Tennant will lead to get input from our younger industry associates on what they feel EBMI should be providing in the future. During these timeframes, we will be transitioning to a new President, a new treasurer, how will the state electrical contractor licensing affect our organization and the education program? There are some corporate representatives that may be considering retirement in 5 to 10 years. Who will be your replacement and will they be as willing to assist the Electrical Board? How can we keep our corporate members through these management changes?

We are also working with Dave Meglio and the Ritenour School District to bring the 12 for Life concept to the region. If your company is interested in hearing more about this program, please contact Bill at the EBMI Office.

And lastly, we want to restructure the EBMI Foundation by finalizing the By-Laws, selecting new officers and seeking additional members for the scholarship committee.

These committees will provide a report on their discussions at a future Board of Directors meeting during 2017-18.

While I have not addressed any activities, I have confidence in our committee chairs to continue providing quality events for our members and the industry.

Members wishing to get more actively involved in your organization should contact Bill or Annie at the EBMI Office.

In closing, I thank the EBMI members for having confidence to elect me as the new Chairman of the Board of The Electrical Board of Missouri and Illinois. I look forward to working with our Board of Directors, committee chairs and members to improve what we offer the industry and will make every effort to keep the Electrical Board of Missouri and Illinois a strong organization.

CALENDAR OF EVENTS

See calendar on www.electricalboard.org

August 30th	Renewable Energy Summit At Courtyard by Marriott in Columbia 7:30 to 12 noon
Sept. 18th	GOLFfest At Crescent Farm Golf Course
Sept. 20th	Transformer Seminar 8:00 am to 12 noon
Sept. 21st	EBMI Board of Directors meeting
Sept. 28th	Renewable Energy Summit At Osage Centre in Cape Girardeau 7:30 to 12 noon
Oct. 11th	Emerging Illinois Energy Topics At Lincolnland Community College Springfield, IL 7:30 am to 12 noon
Oct. 14th	BBQ at the VA Medical Center 9:30 am to 1:00 pm Call EBMI to volunteer
Oct. 14th	Bowling Fundraiser for Michael A. Postiglione Scholarship 7:00 – 10:00 pm Epiphany Lanes
Oct. 20th	ELECTRICAL SAFETY at Ameren headquarters 7:30 am to 12:00 noon
Nov. 2nd	Emerging Illinois Energy Topics In Mt. Vernon 7:30 am to 12 noon
Nov, 9th	EBMI Night at the Blues game All-Inclusive tickets @ \$135 per person and regular tickets @ \$55 per person. Call Bill at 636-305-6434 for tickets
Dec. 6th <u>Wednesday</u>	CHRISTMAS MIXER at Chase Hotel

Call EBMI at 636-305-6434 for more information or to register for any of these events or visit our website at www.electricalboard.org .

EDUCATION CLASSES AND SEMINARS START SHORTLY

Engineers need PDH's and Contractors need PEU's for Jefferson County for continuing education for license renewal. Jefferson County started a new 3-year cycle as of 1-1-16. You can get an early start on satisfying these requirements by attending the EBMI classes and seminars. Call the EBMI office if you have any questions about which courses and seminars qualify. Sign-up as soon as possible... classes will run **only** if we have minimum # of students. The advanced rate (2 weeks prior to start) saves you \$50 per person.

Practical Applications – Starts Sept. 19th for 8 sessions
Instructor: Dan Asaro, Frost Supply

Electrical Power Systems – Starts Sept. 11th for 10 sessions
25 PDH / 12.5 PEU - Code
Instructor: Randy Schlake, Ameren

Variable Frequency Drives - Starts Sept. 19th. 27th for 8 sessions
16 PDH / 8 PEU - Elective
Instructor: Paul Tucker, Control Technicians

Grounding – Starts Sept. 21st for 5 sessions
10 PDH / 5 PEU - Code
Instructor – Keith Cooper, McClure Engineering

Voice/Data Communication Systems – Starts Sept. 25th for 9 weeks
22.5 PDH / 11.25 PEU-Code
Instructor: John MacArthur, Frost Supply

Understanding the National Electrical Code - Sept. '17 class is full!!
Waiting list started for September 2018 class.

Reading Electrical Construction Drawings – Oct. 4, 11 & 18
Instructor, Warren Kohm, Ross & Baruzzini

SEMINARS

Transformers – September 20th - **WILL BE HELD – 11 Signed up**
4 PDH / 2 PEU - Code
8:00 am – 12 noon at Eaton
Instructor: Greg Haub, Eaton

Lighting Controls for Non-Residential Buildings – Nov. 15th
Co-sponsored with IES-St. Louis Section)
WILL BE HELD – 8 SIGNED UP ALREADY
4 PDH / 2 PEU - Elective
8:00 am to 12 noon at EBMI Office
Instructor: Jeff Stoyanov, Vector Electrical Sales

Harsh and Hazardous Area Locations – October 5th
4 PDH / 2 PEU-code
8:00 to 12 noon at EBMI Office
Instructor: Kurt Schulz, Eaton's Crouse-Hinds Division

Arc Flash Calculations – December 1st (6 signed up)
4 PDH / 2 PEU-Elective
8:00 to 12 noon at EBMI Office
Instructor: Ed Scherry, Scherry Engineering

Education brochures were either mailed or e-mailed to members in August. A complete brochure is available through our website at www.electricalboard.org, call the EBMI Office at 636-305-6434 or email annie@electricalboard.org.

ELECTRIC SHOCK AND ARC FLASH PROTECTION

(4 PDH's / 2 PEU's - **Elective**)

Only 10 spots left in seminar - sign up today!

Last seminar filled quickly and had waiting list.

\$110 per person for member firms before Oct. 24th
\$170 per person for member firms after Oct. 24th
(\$160 per person for non-member firms before Oct. 24th;
\$220 for non-member firms after Oct. 24th)

Date: Friday, November 3, 2017

Location: EBMI Office (636/305-6434)
900 S. Highway Dr. – Fenton, MO 63026

Time: 8:00 a.m. - 12:00 noon

Presented by : Edwin Scherry
Scherry Engineering

Ed will discuss Shock Hazard and Arc Flash Analysis (NFPA 70E and IEEE 1584)

What is arc flash?

Discuss arc flash terminology

Overview of various codes and standards

Discuss how an arc flash affects daily work activities

Compare arc flash evaluation methods

NFPA Tables & IEEE Calculations

Hazard Risk Categories

Mitigation techniques – Deenergize; Energized work permit;

How to reduce arc energy; Warning signage;

PPE for flash protection;

Shock Hazard Analysis: Safe Work Practices; Exposure

voltage; Boundaries; PPE for shock protection; Energized

work permit

Enrollment Form

(Scan/email to annie@electricalboard.org before Oct. 26th)

Name _____

Company _____

Address _____

City/ State/Zip _____

Phone _____ E-mail _____

(Please check appropriate box for payment.)

Invoice

Will send check.

Mastercard , Visa or Amex-call EBMI with info.

POSITIONS WANTED

6A17 – MARKETING SPECIALIST - Highly motivated individual with a recent Communication degree and numerous marketing, sales, and event planning experiences. Writes engaging and effective web marketing content, while also maintaining exceptional interpersonal skills. Available to start immediately. Contact EBMI for resume.

7A17 – SALES REP FOR CENTRAL ILLINOIS - I am a 35 year veteran of the electrical industry. Selling for manufacturers reps or directly for manufacturers. I represented central Illinois for 11 years from 1991 to 2002. I have sold to distribution for the entire 35 years and have worked most of Illinois and 3 counties of NW Indiana. The first 20 years of my career were with manufacturers reps and I'd like to get back to that. If any reps covering central Illinois are looking for experienced help, please contact Mike Strawn at (630) 418-7471 or strawn8@sbcglobal.net.

POSITIONS AVAILABLE

6117 – OUTSIDE SALES/ BUSINESS DEVELOPMENT

Anixter offers competitive salary and bonus program to reward your results. Position Description:

- * You will be developing new business in the assigned territory, as well as retaining and developing business with existing customers.
- * The position is focused on initiating, establishing and building strong relationships as well as the retention of existing loyal customers.
- * Deliver products and services that exceed our customers' expectations.
- * Engage Anixter's resources into the accounts to better serve value to the end user and customer.

Please check out this opportunity at https://www.anixter.com/en_us/about-us/careers.html and select US/Missouri opportunities, or send resume to stlouiscareers@anixter.com.

8117 – ELECTRICAL ENGINEERING MANAGER **Peoria, IL (open to our Normal, IL or Champaign, IL office locations)**

Qualified candidates must be proven leaders with solid technical experience in the preparation of MEP construction drawings, specifications, submittals and construction administration. The ability to build a team, develop and mentor staff, collaborate with other disciplines, establish and maintain budgets, and work in partnership with leadership throughout the entire Company is essential for this opportunity. Design aspects include lighting and lighting controls, HVAC systems and power distribution systems applicable to commercial, governmental, healthcare, higher education, retail and industrial facilities. A working knowledge of the integration of fire alarm, voice/data, and mechanical controls into building systems is also essential. Please Apply Online by clicking on the link below

<http://newton.newtonsoftware.com/career/JobIntroduction.action?id=8a3b93ee4aebc807014af4eefb977a9e&source=Electricalboard.org>

8217 – ELECTRICAL ENGINEER – PROJECT MANAGER Peoria, IL (open to our Normal, IL or Champaign, IL office locations)

We have an immediate opening for an Electrical Engineer within our Facilities Science and Technology team in our Peoria, Normal or Champaign, IL office. This key position will serve as a project manager for the local electrical engineering team supporting local and nationwide clients.

Qualified candidates must have solid technical experience with the preparation of electrical construction drawings, specifications, submittals and construction administration. The ability to develop and mentor staff, collaborate with other disciplines, establish and maintain budgets, and work in partnership with leadership throughout the Company is essential. Job duties include managing projects and providing quality assurance for lighting, power systems, fire alarm, communications and data. Project types will involve commercial, governmental, healthcare, educational and industrial facilities.

Please Apply Online by clicking on the link below
<http://newton.newtonsoftware.com/career/JobIntroduction.action?id=8a7880ec54e116070154f38d4e664910&source=Electricalboard.org>

or visit the Farnsworth Group website at www.f-w.com and click on the careers link. Farnsworth Group, Inc. is proud to be an EEO/AA employer M/F/D/V.

8317- ELECTRICAL ENGINEER - Ameren. Focused Energy. For Life. This is an exciting opportunity for an electrical engineer to join the Ameren team. Facilities management and construction experience is preferred. To apply please visit the website directly at www.ameren.com/careers. Look for Job Title: Electrical Engineer (Facilities Management & Construction), Job ID 15911.

8417 – SENIOR ELECTRICAL CONSTRUCTION PROJECT MANAGER (both travel and local)

ESSENTIAL FUNCTIONS

- Oversee total construction and design effort (if applicable) to ensure project is constructed in accordance with design, National Electric Code, budget, and schedule.
- Act as a liaison to coordinate communication between both internal and external members on the project including, but not limited to: General Contractors, Subcontractors, Superintendents, General Foremen and union officials.
- Authorize and/or approve all project staff transactions including choice of superintendent, general foremen, foremen, staff volume and wages.
- Provide direction to planning, scheduling and engineering functions.
- Collaborate with internal teams to estimate projects and write bid proposals.
- Review and approve purchase requisitions, payment approvals, sending invoices, and change order requests.
- Assists in the implementation/interpretation of safety programs and ensures that all OSHA requirements are met.
- Maintain and develop customer relationships; solicit feedback to ensure customer satisfaction
- Maintain a thorough understanding of labor agreements and standards specific to projects.
- BS in Electrical Engineering/ related field of study or equivalent in job experience.

Email your resume to jaldag@sachsco.com.

Sachs Electric Company is proud to be an equal opportunity and affirmative action employer regardless of race, color, gender, age, sexual orientation, gender identity, religious beliefs, marital status, genetic information, national origin, disability or protected veteran status.

TRANSFORMERS

(4 PDH's / 2 PEU's - CODE)

Will be held – already have 11 attendees

\$90 per person for member firms before Sept. 13th

\$140 per person for member firms after Sept. 13th

(\$150 per person for non-member firms before Sept 13th;

\$200 for non-member firms after Sept. 13th)

Date: Wednesday, September 20, 2017

Location: Eaton

62 Soccer Park Dr.

Fenton, MO 63026

Time: 8:00 a.m. - 12:00 noon

**Presented by: Greg Haub
Eaton Corp.**

INFORMATION: This seminar will provide a basic understanding of transformer operation, calculations, installation, and NEC requirements.

1. Transformer selection, application and basic calculations.
2. Unit Substation and pad mount transformers.
3. Energy efficient and harmonic mitigation transformers.
4. Installation and application considerations for Transformers

Enrollment Form

(Scan/email to annie@electricalboard.org prior to September 13th)

Advanced reservations

____ @ \$90 per person (member firms)

____ @ \$150 per person (non-member firms)

After September 13th:

____ @ \$140 per person (member firms)

____ @ \$200 per person (non-member firms)

Name _____

Company _____

Address _____

City/ State/Zip _____

Phone _____ E-mail _____

(Please check appropriate box for payment.)

- Invoice Will send check.
 Mastercard , Visa or Amex-call EBMI with info.

ELECTRICAL SAFETY SYMPOSIUM

(4 PDH's)

\$35 per person before October 13th

\$55 per person after Oct. 13th

Date: Friday, October 20, 2017

Location: Ameren Headquarters

1901 Chouteau

St. Louis, MO 63103

Time: 8:00 a.m. - 12:00 noon

Discuss topics

- Ameren's All-in Safety Culture
Jason Wernex, Ameren
- NFPA 70e – Dave Ritter, Ritter Safety
- Emergency Preparedness,
Melba Moore, City of St. Louis
- The Hidden Costs of Ergonomics
Jacob Thomas, Greenlee Textron
- Lightning Protection for Facilities -
McClure Engineering

TABLE TOP OPPORTUNITY AVAILABLE - \$125

Call Bill at 636-305-6434 or email

bill@electricalboard.org before September 13th to reserve a table top and be recognized on the flyer.

Attendee Enrollment Form

(Scan/email to annie@electricalboard.org)

Name _____

Company _____

Address _____

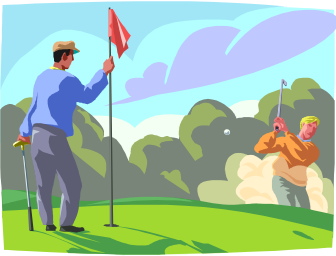
City/ State/Zip _____

Phone _____ E-mail _____

Engineers: Do you need pdh letter? Yes No

(Please check appropriate box for payment.)

- Invoice Will send check.
 Mastercard , Visa or Amex-call EBMI with info.



GOLFfest is a FUNfest!

SEPTEMBER 18, 2017

CRESCENT FARMS GOLF COURSE

745 Lewis Road, Crescent, MO 63025

7 FOURSOMES LEFT!!!! Spotters still needed.

GOLFfest Co-Chairs – Bruce Erickson & Ed Rhomberg

THANKS TO THE SPECIAL EVENT SPONSOR:

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They also provide multiple items to each golfer.

GOLF BALLS – provided by AGGREKO

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THANKS ALSO TO OUR WONDERFUL VOLUNTEERS thus far ...

Melissa Berry, Terry Bremer, Elaine Huntebrinker, Kim Johnston, Rose Laws, Joe McCarthy, Dave Meglio, Tom Montgomery, Jeff Moss, Milt Murry, Jan Olliges, Pat Pettey, Kris Steiger, Bob Szevery, Brian Weiss, Jeff Williams and Carol Yochim.

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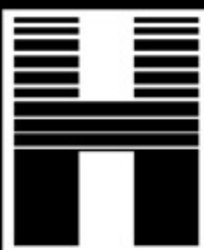
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 F: 314.714.1715

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 1702 Chase Drive
 Fenton, MO 63026
 P: 636.680.0000
 F: 844.783.4392

O'Fallon, MO
 1718 West Terra Lane
 O'Fallon, MO 63366
 P: 636.321.2300
 F: 636.321.2301

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 1852 Highway A
 Washington, MO 63090
 P: 636.231.6969
 F: 636.231.6601

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12 for life update

Dave Meglio and I have met with several companies and have heard from other companies interested in participating in this program. We are still hoping that some other companies will contact me to learn more about our plans. We are really interested in companies in the Fenton area.

BBQ at VA Medical Center in Jefferson Barracks.

Saturday, October 14th – 9:30 am – 1:00 pm

We had 25 volunteers last year, if you would like to held, please email annie@electricalboard.org

Golf league

We just completed our 21st year with 10 teams playing in the 16 week league at Forest Park Golf Course. The Electric Power Systems team defeated the Graybar team to win the league championship and take home the league trophy.

FLASH (ISSN 0746-6528) is published monthly by The Electrical Board of Missouri and Illinois
900 So. Highway Dr.- Fenton, MO for \$6.00 per year, which is included in dues. Periodicals postage paid at Fenton, MO and additional offices.

POSTMASTER: Send address changes to the FLASH, 900 S. Highway Dr. - Ste. 306 - Fenton, MO 63026.

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CONTACT:

Chris Danner
314-599-2026

What's your critical one-hour activity that you need to do every working day?

By Dan Coughlin

The problem with business is busyness.

We all face the challenge of keeping our work days from being eaten up with being busy. The angry customer calls, our boss wants something NOW, the computer breaks down, the package that was supposed to be delivered overnight somehow didn't make it, and on and on. Every day multiple things can take us off track, the week is over, and we never got around to doing the one critical activity that we needed to do.

This requires a three-step process:

1. Define your role.
2. Clarify your one-hour daily critical activity.
3. Carve out one untouchable hour for your critical activity every day that cannot be interrupted.

Define Your Role

Here's a way to define your role. Fill in the blank in this sentence: I am a professional _____ .

For example, you might say:

I am a professional salesperson.

I am a professional client relationship liaison.

I am a professional operations person.

I am a professional marketer.

I am a professional trainer.

I am a professional executive.

I am a professional manager.

In my case, I see my role as a professional influencer.

Then you have to define what that role does in or for an organization.

Here's my stab at answering it for these roles:

A professional salesperson convinces a buyer that the value of the product/service being sold is worth the investment the customer needs to make to get it.

A professional client relationship manager works with clients to strategically grow their business in a sustainable way.

A professional marketer explains the change the product/service will make for a desired customer.

A professional operations person develops and executes processes to achieve a desired outcome.

A professional trainer explains the skills needed to do a certain task, and works to develop those skills in other people.

A professional executive makes decisions about what will be done and what will not be done.

A professional manager guides human, financial, and other resources toward achieving specific goals.

A professional influencer impacts how other people think so they can achieve what they want to achieve. This is not about motivating people. It's about influencing them.

Clarify Your Critical One-Hour Daily Activity

Every role has one thing that has to be done for a minimum of one hour a day no matter how busy the person becomes.

A professional sales person has to feed the pipeline with new prospects. This can include making cold calls, and asking current customers for referrals and then calling those individuals.

A professional client relationship manager has to have one-on-one or small group strategic growth conversations with clients.

A professional operations person has to develop or execute processes to achieve desired results.

A professional marketer has to work on clarifying the change the company wants to make for the customer, and on determining the message to be delivered to the customer.

A professional trainer has to break down complicated concepts and explain them to other people, or practice explaining them to other people.

A professional executive has to make decisions, or invest time in understanding a situation in order to make a decision about what to do or not to do.

A professional manager has to meet with employees on an individual or group basis, or plan an effective meeting with them, in order to guide them toward achieving the goal.

A professional influencer has to clarify the message to send to other people, and then deliver it in an effective manner.

Carve Out One Untouchable Hour for Your Critical Activity Every Day That Cannot be Interrupted

And this is the key step. You have to select one hour in your day to do your critical activity. If need be, communicate to other people that this is your one hour that needs to be uninterrupted. Put it on your calendar. Do NOT allow anything or anybody to interrupt you during that hour. If a thought pops in your mind about something else, acknowledge the thought, and then tell it to go away.

For example, if you are making cold calls and you start to think about an email you need to write to a customer, write down that item, and then go back to your cold calls. Don't write that email during this hour.

Conclusion

This is not complicated. You know your role, and you know what you need to do. The challenge is to stay faithful to your one untouchable hour every day, and not let other people or your emails and texts take you away from doing what you know you need to do during that hour. It will make all the difference between a great year's performance and a mediocre one. You can spend more than one hour a day on your critical activity, but you have to spend at least one hour a day on it.

About Dan Coughlin

Dan Coughlin is president of The Coughlin Company, Inc., a management consulting firm focused on improving executive effectiveness and significance. He serves as a thinking partner for executives, managers, and business owners toward improving their most important desired business outcomes. He does this through executive coaching for individuals and small groups. He also provides keynote speeches and seminars on effectiveness and leadership.

Visit his *Free Business Leadership Idea Center* at www.thecoughlincompany.com.

In Defense of Business People.

Another article from Dan Coughlin

Recently I heard a speaker talking about the rights of homeless people. I was so impressed by his message and his example.

It was a powerful speech including many good points. He said it was wrong to criticize homeless people in a degrading way, and that it was wrong to make generalizations and assumptions about why people are homeless. He had been homeless himself at 15 years old, and he left home to get away from an abusive father. He said it was important that if we have clothes we no longer wear to give them to people less fortunate than ourselves. He said he had gotten a good job in construction, but decided to leave the construction world to go to work for a not-for-profit organization where he could focus on building a community of homeless people that could help them improve their lives. He fought for homeless people to have the option to sleep in their own sleeping bag and to be able to have a blanket with them even in a public park. Apparently laws had been enacted saying that it was illegal to sleep under a blanket in a public park in that particular area. All in all, it was a very meaningful speech.

However, during his speech about five times he said that he felt business people were in a rat race, they were obsessed with making money, and they always looked to step on people on their road to making money. He said that a business career was crap because it was only focused on making money.

During the Q&A session, I started asking questions and making comments.

I asked if he thought that most people in business who were making a lot of money felt they were in a rat race, were obsessed with money, and didn't care about other people. He said you can't have two masters. Either you love money or you love people.

I said, "I've been in business for 20 years. I've met hundreds and maybe thousands of business people. The vast, vast majority of the people I've met are not like what you describe. The vast majority are trying their best to help people. They're trying to help their communities, their families, their employees, their customers, and their suppliers."

Then I said, "You said it's wrong to talk badly about homeless people. That everyone should be treated with dignity and respect. If that's the case, why isn't it equally as wrong to talk badly about business people who make a lot of money? Aren't they human beings who deserve to be treated with dignity and respect as well?"

We Don't Need to Denigrate One Group While Trying to Compliment Another Group

When I was in high school I received really good grades. I wasn't a very good athlete. So I would say to myself, "Well, that kid might be a great athlete, but he's a lousy student." I didn't know the other kid's grades. I just assumed he must be a lousy student in order to try to feel better about myself. In college, the situation was reversed. I received lousy grades. So I would say to myself, "Well, that kid might have great grades, but he has a lousy personality." I didn't know the kid's personality. I just assumed it was lousy.

I was trying to make myself feel better by putting down another person. It was incredibly immature on my part. It didn't help my self-esteem. It hurt my self-esteem.

Oftentimes in our society today adults are obsessed with complimenting one group while denigrating other people. A person will praise a conservative, and then feel it's necessary to denigrate a liberal. Or the person will praise a liberal while slamming a conservative. People will praise The Greatest Generation, and then feel they have to humiliate Millennials in the same sentence. Or people will make fun of older people while trying to compliment a younger group. Even journalists today who are supposed to craft an unbiased story have shifted to bashing one group while telling a story about another group.

Why? Why do we keep doing this over and over and over even as we move into adulthood? We need to mature as adults if we are going to be the type of leaders who can make a significant impact in society. Otherwise as adults we sound like we never grew up.

We need you as a leader to be able to say positive things about one group without feeling it's necessary to tear down another group. Otherwise, we just keep going around and around. We're not making progress. Doing noble things can become undone by harshly criticizing someone else for being different than you. The right action doesn't make the wrong action okay.

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