

DAO.

DAO CONSULTING SERVICES

"YOUR PARTNER IN SOLUTIONS"

Issue: November/
December 2007

In this Issue

- The Power of Appearance
- The Influential Culture
- TCIA: Company's Value

Dress for Success Myth or Fact?



New Services for the Non-Profit Industry!

PROGRAM SOLUTIONS

- Organizational Consulting
- Implementation of Medicaid Programs
- RFP Proposals Writing

COMPLIANCE SOLUTIONS

- OMRDD, Medicaid & DMH Audit Compliance
- HIPAA Compliance
- Understanding Medicaid & OMRDD Regulations

As the Holidays approach and 2008 is in the horizons, I want to wish you and your family Happy Holidays.

I am committed to helping my clients achieve their Condition Improvement state for themselves and their business by providing them with professional services and respect for their business.

Helen E. Dao, President & Founder

Dress for Success: Myth or Fact?

The first impression is very powerful. People will judge you on the way you look. Always remember that going to an interview, it is just not about the knowledge, skills, charm, how many questions you ask, posture, or presentation. A manager decides how much time he or she will give you during the interview as soon you walk in the door. Your professionalism, credibility, confidence and potential performance will be judged upon your appearance during that first meeting. It is important to remember that even if you got that dream job, you should not let your guard down, people are always watching you. Your image is the best selling point of who you are, therefore, know the image you want to project and the message you are giving to others. Note: With the Holidays coming, keep it safe, if you do not feel 100% comfortable walking out of your house with that outfit, chances are that it's not the right one to wear to the office.

The Influential Culture: Organizational Culture

Culture: is a shared, learned, symbolic system of values, beliefs and attitudes that shapes and influences perception and behavior -- an abstract "mental blueprint" or "mental code." An effective performance culture is driven by sharing the same ideologies of the business' goals and success, and the foundation of its philosophy and purpose.

The Influential Culture's Characteristics:

- A defined **communication** system among employees on their contribution to the organization and their ownership to the end results of the business is fundamental.
- Having a conceptual vision of the organization's **values** to guide employees to deliver best practices that influence how the organization delivers the commitments and promises to its clients.
- A culture that promotes and nourishes **ownership & accountability** is the foundation to achieve successful end results.

TRAINING SOLUTIONS

- Writing ISPs
- Documentation & Case Notes
- Active Communication
- Culture Connection



Executive Coaching

- Sharpen your skills
- Be more assertive
- Increase self-confidence
- Think like a leader
- Diplomacy
- Sharpen your connection skills
- Active communication skills



CONTACT US

info@daoconsultingservices.com
www.daoconsultingservices.com

Phone 973-844-0834

Fax 973-844-1180

The Condition Improvement Act: Company's Value

When we talk about Company's Value, we are not referring to the company's' worth and its stock price. We are talking about the assets that company's have when it comes to employees, productivity, bottom-line results, human resources, consultants and anybody that is part of the company's daily functions. It is about human value. When companies make decision of who they will call to do an assessment, or who are they going to hire to run a particular department, they are adding value to the company. It is important not to loose the essence of WHO makes a company. There is a lot of emphasis on how much money do we need to bring in this year? But, do you have the right assets (by this I mean employees) to achieve the goals? There are many companies that know the value of their employees and invest in being employee or family friendly. Do you know why employees leave a company? Yes, salary is one of the reasons, but is not the #1 reason why good people leave. In an article published by **E.C.Pressler, Jr.** the findings of a survey showed the following:

Job Dissatisfaction

This is the number one reason why good people leave. It is a catch-all term but, if people are unhappy, feel undervalued or unappreciated, they will soon leave. The reasons for this vary widely

Lack Of Challenge *(If you read my last month Newsletter, it talks about this one)*

Good people need to have their skills used and tested constantly. If challenge is missing, they will soon be missing as well. Identify good performers early, use their talents, listen to their ideas and increase their responsibilities.

Lack Of Confidence In The Company

This reason often goes hand-in-hand with the above. If the corporate culture or the company's image is not deserving of respect, good employees will soon find another, better environment.

Dissatisfaction With Co-Workers

Personality differences within the staff can cause people to leave. It is important to consider the "chemistry" of people who must work together as a team. Mixing aggressive and passive people, for example, can lead to disruptive personality clashes.

Compensation

Many studies have shown that compensation is usually way down on the list of reasons why good people leave. If the only right thing in a person's job is the pay received, no amount of money will keep that employee.

Therefore, company's value is determined by different factors, but most importantly, by human assets.