

Just in case it matters to you:

- **DIFFICULT PEOPLE AND CONFLICT ARE PART OF THE BUSINESS LANDSCAPE** and cannot simply be ignored. “The truth is that all of us can become difficult, defensive or aggressive.” The key to dealing with such moments is to first recognize that we are “often unconscious as to how we react to conflicts” since humans fall into two basic early-age behavioral dynamics which govern reaction: “*assertiveness* – the extent to which we’re attempting to satisfy our own concerns and *cooperativeness* – attempt to satisfy the other person’s concerns... Accordingly, we’re all part of the problem and solution.” Then, by changing the way we think about conflict from being “a game to win or situation in which we simply appease... to an opportunity to develop a deeper understanding of the situation at hand,” we can develop strategies that effectively deal with the actions, behaviors and responses of everyone involved,” which leads to less stress and better solutions. [CALIFORNIA CPA – Mar/Apr 08]
- **“GOOD TEAMWORK CAN BE YOUR COMPANY’S COMPETITIVE ADVANTAGE.”** Or not – like when it isn’t coordinated in the following case story: A company had four employees named Everybody, Somebody, Anybody and Nobody. “When an important job had to be done, Everybody got the assignment. But Everybody figured Somebody would do it, and Anybody could have done it, but Nobody did. Somebody got angry about that, because it was Everybody’s job. And Everybody thought Anybody could do it but Nobody realized that Everybody wouldn’t do it. So, once the assignment was blown, it ended up that Everybody blamed Somebody, when Nobody did what Anybody could have done.” A ‘workgroup’ of individuals in the same department is a far cry from employees who work together cohesively as a ‘Team.’ When properly structured and trained, Teams can operate with open (versus ego-driven) communication to problem-solve for the company’s greater good, and far more effectively to meet its strategic goals and objectives. DCG and our affiliates have consulted clients in effective team-building for decades. Call for courtesy consulting. [METAFORCEAGENTS.COM NEWSLTR – Mar 08]
- **THE FED IS FINALLY GETTING SERIOUS ABOUT ENFORCING ILLEGAL ALIEN EMPLOYMENT LAWS.** Companies who receive a ‘no match’ notice from Social Security Administration – relating to any questionable SS Number – should not slough this off, since regulations require ‘corrective steps’ with documentation of ‘good faith’ follow-up. If not, employers can face serious charges including ‘harboring illegal aliens’ and/or ‘conspiracy.’ (Also, these risks exist even where Subcontractors have middle-manned the hiring process). Immigration & Customs Enforcement (ICE) and the U.S. Attorneys office have been actively prosecuting not just the companies who employ illegals but “are also going after individuals who work for those firms with a vengeance.” If your company receives a ‘no match’ letter, immediate action should include meeting with the employee, re-examining and copying all documents, and “preparing for a Form I-9 audit before ICE shows up.” [USI RISK ISSUES – Mar 08]

THOUGHTS FOR THE WEEK: *April 15 is never fun, but this year’s pain for many didn’t compare with 1987 – when IRS changed one simple rule:*”\ “instead of merely listing the name of each dependent child in order to get a deduction, tax filers were now required to provide a social security number for each child and, that year, 7 million American children suddenly vanished from the tax rolls.”

Why it’s better to be the boss:

