

Wednesdays with Warrenton Area Chamber of Commerce

February 10, 2021

UPCOMING CHAMBER EVENTS

Friday, February 19th

12:00 Noon

Ribbon Cutting—Olive's Bakery

*"Would I rather be feared or loved? Easy. Both.
I want people to be afraid of how much they love me."*

~Michael Scott, The Office

SCHOOL PARTNERSHIP IDEAS

We are exploring the possibility of providing a list of businesses interested in offering internships to our high school students. If you feel your business could benefit from having an intern or would like to know more, please contact the Chamber office at warrentoncoc@socket.net.

We are looking to partner with Warren County R-III to create an intern application process for our high school students' career exploration.

Also, if you are a business that would be open to having a few students visit your site, please let us know.

If you are an organization that has a need for the A+ students' community service, please contact us for that, as well.

Our business community is a gateway for our students to get more information and education regarding their future. Thank you for supporting our future leaders!

Again, you can contact the Chamber office at warrentoncoc@socket.net.

WELCOME NEW MEMBERS

UDDERLY MOOLICIOUS

Tammy Guerra

(636) 377-1796

1000 Warrenton Shoppes, #16

RIBBON CUTTING

OLIVE'S BAKERY

February 19th, Noon

902 W. Hwy M, Truesdale



FRIENDS OF THE CHAMBER

CertainTeed
www.certainteed.com

Legacy Drugstores
www.legacydrug.com

Ratholland Towing & Automotive Services
www.rathollandtowingandauto.com

Farmers Insurance - Nick Skibinski
www.agents.farmers.com/mo/warrenton/nick-skibinski

Amy Lombardo Insurance - Amy Lombardo
www.myuhcagent.com/Amy.lombardo

Warrenton Office Furniture - Patsy Barteau
www.warrentonofficefurniture.com

Town & County Garage, Inc.
www.townandcountygarage.com

WARRENTON AREA CHAMBER MISSION STATEMENT

"To enhance the business climate and quality of life for the Warrenton area through programs that facilitate and stimulate economic and professional growth."

NEW MEMBERS!

We had several new members attend our meeting yesterday! They all received their new member plaques from Chamber President, Samantha Richardson.



Sarah Thoroughman, Shelter Insurance (left); Amy Jamison, Art and Soul (right); and Mike Long, Prairie Silicon Technical Sales (below)



April Vahey, Bunny's Craft Corner (left); Joy McBride, Maw Maw's Cupboard (right); and Kevin Guerra, Udderly Moolicious (below)





BUSINESS SPOTLIGHT OF THE MONTH

Lewis-Bade—Bart Korman

Professional Surveyors and Engineers

Lewis-Bade, Inc has been in the surveying and civil engineering business since 1964. With more than 50 years of experience in road and bridge design, subdivision layout, water and wastewater systems, design and engineering, construction supervision and inspection and the preparation of legal documents for property and easement

descriptions, we have the capacity and capability to perform the tasks you require for a successful project. 636-456-2615



Warrenton Area Chamber of Commerce

2021 Community Guide/Directory Advertisement Order Form

Business Name: _____

Contact Person: _____

Contact Person e-mail: _____

Daytime Phone Number: _____

- \$850 Outside Back Cover - 5" x 8" (Previous advertiser has first right of refusal)
- \$600 Inside Front Cover - 5" x 8" (Previous advertiser has first right of refusal)
- \$600 Inside Back Cover - 5" x 8" (Previous advertiser has first right of refusal)
- \$500 Full Page - 5" x 8" (possible choice of placement in Community Guide)
- \$250 Half Page - 5" x 4"
- \$125 Quarter Page - 2 1/2" x 4" or 5" x 1 3/4"

Orders must be submitted with payment and art work – business cards will be accepted for ads larger than 1/4 page, however, we reserve the right to adjust the design to accommodate directory needs.

2,000 brochures will be printed and available at banks, realtors, title companies, city offices, Chamber members, and distributed throughout the community. Only 2020/2021 Chamber members will have the opportunity to advertise in this directory.

Ads sold on first come basis – ads are four color

Please mail this order form to Warrenton Area Chamber of Commerce, P.O. Box 333, Warrenton, MO 63383 or e-mail (warrentoncoc@socket.net) with ad attachment in pdf or jpeg format. Ads must be submitted by February 12, 2021.

Please make check payable to: Warrenton Area Chamber of Commerce, P.O. Box 333, Warrenton, MO 63383
(Please note address change)

Credit Card Check



Credit Card #

Expiration Date: Zip Code: 3-Digit Security Code:

Name on Credit Card: _____

Signature: _____

DIRECTORY AND COMMUNITY GUIDE

IF YOU LISTEN UP, YOUR EMPLOYEES WILL STEP UP

How often do you actively involve employees in making decisions for your company?

- The best way to make your employees feel important and valued is to listen to them.
- Incorporating an employee listening strategy is a great first step to making your employees feel important.
- Once you incorporate this strategy, you have to make real changes to the culture of the company.

If you want your workers to take a more active role in your business, you need to listen to what they say, a new study shows. The No. 1 reason employees don't take more initiative at work, the study shows, is that their leaders fail to get their input before making decisions.

The study, conducted by John Izzo, author of the new book, *Stepping Up: How Taking Responsibility Changes Everything* (Berrett-Koehler, 2012), defined stepping up as "taking initiative to make the company better, including bringing up new ideas, suggesting better ways of doing business and taking high levels of effort to improve the organization's services.

Sixty-four percent of the 675 professional workers in the U.S. and Canada who were polled said that "leaders making decisions without seeking input" was the biggest problem.

"The bottom line is that people want to be heard and feel valued," Izzo said. "When decisions are made without getting input from people, they tend to hold back their ideas and take less initiative to make improvement."

Another big factor in keeping people from stepping up is how leaders react to employee ideas and input. Thirty-eight percent of respondents said that "leaders dismissing ideas without exploring these ideas" is the second biggest reason why people won't take initiative.

Another 26 percent cited "people not getting rewarded or recognized for playing outside the lines" as a critical factor keeping people from stepping up.

"Companies that want more initiative and for employees to bring more of their ideas to work need to regularly recognize people who are constructive irritants or who take initiative even if they break the rules a little," Izzo said.

Having a company culture where people will bring their ideas to work has been associated with many important outcomes in such areas as productivity, employee engagement, retention and innovation. One of the best examples Izzo cites is the development of the Starbucks frappuccino. The idea for the drink was first suggested by some frontline employees and a store manager in Southern California. When the idea made its way to the corporate offices at Starbucks, it was rejected. Yet one manager encouraged the store to experiment anyway, and the result was a billion-dollar product for Starbucks.

"This is something we see time and time again," he said. "When leaders involve people in decisions and value people's ideas, resistance turns into productive energy."

Employee listening strategy

An employee listening strategy is understanding the experience of employees through an integrated approach. This approach includes involving employees, requesting feedback from them and improving the organization by incorporating their ideas. The goal is to do this while maintaining the objectives and mission of the company.

It is more than just sending out surveys. It involves a change to the culture of the company, by behaving in such a way that employees feel heard and valued. An employee listening strategy must start at the top with an implementation of top level management and HR. It does require work from everyone in the agency to implement these strategies. It is a top down type of implementation.

How do you develop a strategy?

When you are developing an employment listening strategy, you must look at your company as a whole, including your goals and objectives. This can help you determine questions you should ask and the type of feedback you are most likely to receive. It is most helpful when the feedback you receive is relevant to your company. When considering which techniques are best for your company, you need to look at all potential strategies and make sure whichever ones you choose work well for your organization across the board.

Implementing these strategies may not take more than a few weeks, but it is a constant process. You cannot just say you are going to ask questions one time and call it a day. It is a constant process of asking for feedback, reviewing the feedback and making the changes. Then you begin the entire cycle again. It is important how you start your strategy and implementation. You must create a plan of action and mapping for the surveys. Then you must gather the data that you capture and determine how to move forward. The key is to make real changes, or you will lose your employees entirely.

Strategies that you can implement include:

- Surveys of those whom who are interviewing for a position in your company.
- Surveys of those as they are starting a new job for your company.
- Surveys of those who are leaving your company.
- Pulse surveys that are short and at regular intervals so managers can gauge employees feelings and changes.
- Focus groups to allow employees to add value and meaning, by digging deeply into certain subjects.
- One-on-one discussions with management to give employees a chance to talk directly to a manager and openly discuss any topic.
- Feedback that includes everything that is happening within the company to bring self-awareness to everyone.

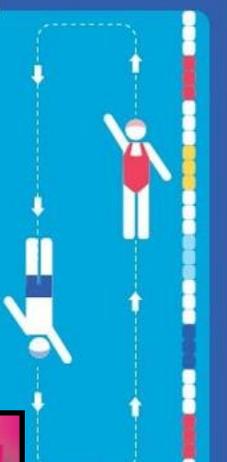
How do you get employees to give feedback?

You cannot guarantee that employees will respond to your questions and give meaningful feedback. If you explain to your employees that their feedback is important and encourage their feedback, you need to listen to them to show that you are sincere. Once you begin adjusting based off their concerns, they will see that you are committed to listening and making changes.

EVENT DATES (see flyers)

February 19 - March 26

Fish Fry - Holy Rosary School



LAP LANE RESERVATIONS

New Year resolutions create a high demand for lap lane exercise. To best meet the needs of our patrons, we are introducing Lap Lane Reservations.

Lanes are available on a first come first serve basis. Reservations can only be made one day in advance. Before your desired exercise day, simply go online to make a reservation for an available time slot. You can also call ahead on the desired day to check for availabilities.

www.warrenton-mo.org
636-456-2288

*Exercise pool hours 6am-Noon are reserved for members only. During Rec Swim hours lanes are open for reservations to members, City residents, & their guests.



2021 February Schedule

Monday through Friday	8:00-8:45am	Jeanette
		\$60 members, \$120 residents, \$180 non-residents
Monday & Wednesday	8:00-8:45am	Jeanette
Monday & Wednesday	9:00-9:45am	Sherry
Monday & Wednesday	5:45-6:30pm	Sherry
Tuesday & Thursday	8:00-8:45am	Jeanette
Tuesday & Friday	9:00-9:45am	Linda
Tuesday & Friday	10:00-10:45am	Linda
		\$24 members, \$48 residents, \$72 non-residents
Friday	8:00-8:45am	Jeanette
		\$12 members, \$24 residents, \$36 non-residents

Register at the Aquatic Center • 751 Warrior Avenue



HOLY ROSARY SCHOOL FISH FRY FUNDRAISER

Beginning: February 19, 2021
Last Fish Fry: March 26, 2021
Every Friday During Lent (except Good Friday)
Serving Dinner: 4:00 pm - 7:00 pm

DRIVE THRU ONLY

NEW

TRY OUR FRIED FISH SANDWICH

\$5.00

MENU

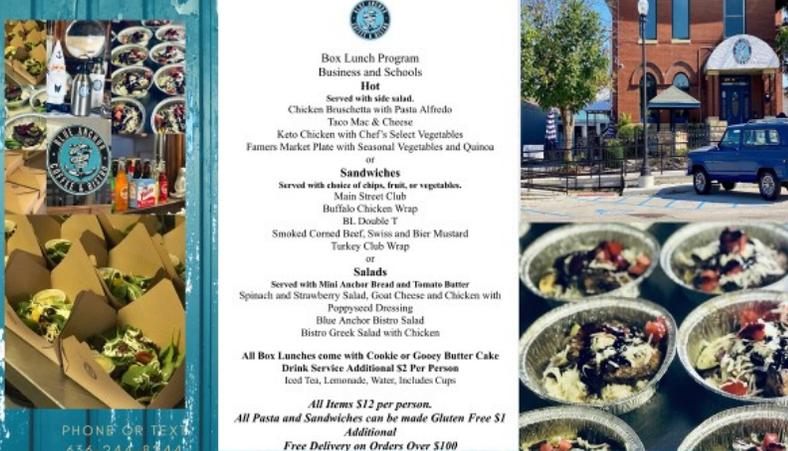
\$10.00

- Hand Breaded Fried Fish
- Fried Shrimp
- Hush Puppies

CHECK OUT THE 2 DRIVE THRU LOCATIONS ON SITE

⇒ ⇒ ⇒ Thank you for supporting Holy Rosary School! ⇐ ⇐ ⇐

For more information call the school office: 636-456-3698 Ext. 2
Holy Rosary School - 718 E. Booneslick Road - Warrenton, MO 63383
(2/10 of a mile east of Highway 47)



Box Lunch Program Business and Schools

Hot
Served with side salad.
Chicken Bruschetta with Pasta Alfredo
Taco Mac & Cheese
Keto Chicken with Chef's Select Vegetables
Farmers Market Plate with Seasonal Vegetables and Quinoa

or

Sandwiches
Served with choice of chips, fruit, or vegetables.
Main Street Club
Buffalo Chicken Wrap
BL Double T
Smoked Corned Beef, Swiss and Bier Mustard
Turkey Club Wrap

or

Salads
Served with Mini Anchor Bread and Tomato Butter
Spinach and Strawberry Salad, Goat Cheese and Chicken with Poppyseed Dressing
Blue Anchor Bistro Salad
Bistro Greek Salad with Chicken

All Box Lunches come with Cookie or Goosy Butter Cake
Drink Service Additional \$2 Per Person
Iced Tea, Lemonade, Water, Includes Cups

All Items \$12 per person.
All Pasta and Sandwiches can be made Gluten Free \$1 Additional
Free Delivery on Orders Over \$100

PHONE OR TEXT 636-242-8744

Business Lunch
BLUEANCHORBISTRO.COM

