

YOUR CAREER > YOUR FUTURE

Career Experts Group Monthly Newsletter

MAY 2024 -

"BUILDING BRIDGES OF RESPECT: A CELEBRATION OF CIVILITY IN OUR DAILY LIVES"

Newsletter Editor: Denise Bitler

"Civility costs nothing, and buys everything."

- Mary Wortley Montagu



Navigating differences of opinion is essential to our personal and professional growth, but it can be challenging. That's why we've made it the central topic for our May newsletter, titled "Building Bridges of Respect: A Celebration of Civility in Our Daily Lives."

This issue provides a variety of resources for incorporating civility in your daily interactions, both at work and at home – including an informative and inspiring interview with Career Experts Group member Jacqueline Peros, whose "Civility Counts" initiative led to New York City's declaration of May as Civility Awareness Month.

Most job seekers will agree that the interview process can feel uncivil at times, so we've included tips for reacting to rejection respectfully and professionally. We also have suggestions for improving workplace dynamics, including how allyships can support marginalized coworkers.

On the home front, in celebration of Mother's Day and mothers everywhere, a fictional resume for Maxine "Multitask" Powerhaus spotlights the many accomplishments and talents that keep family and household running smoothly.

For more career-focused information, insights, and inspiration, visit the Career Experts Group website at www.careerexpertsgroup.com.

SPECIAL ANNOUNCEMENT

We are excited to announce the rollout of Section One of our Employment Separation Resource Guide, which offers a plan for your departure (voluntary or otherwise) from your job.

[Click Here to Dive In.](#)



We've got you covered wherever you are in your career journey.

[Receive "Your Career > Your Future" directly in your email.](#)

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ALLYSHIP IN THE WORKPLACE

An ally is a person who has your back. When you provide allyship in the workplace, you are using your personal privilege to support colleagues from marginalized groups.

Because of the power differential, allyship in the workplace comes with the ability and responsibility to foster a culture where people can speak freely. Our daily interactions can help others feel heard, valued, and respected. Each action may be small, but when combined, they foster a company culture that's open and receptive to new ideas. Support must come from the top down and the bottom up.

People will respond to allyship differently. One person may appreciate vocal support on their behalf. Others may prefer to fend off microaggressions for themselves and find intervention offensive. As an ally, your intent – and the actual impact you have on others – may differ, but learning from your mistakes is part of the process.

FEAR may keep people from being an ally. This includes fear of change and the loss of power that real inclusion will bring; fear of getting uncomfortable; and fear of saying and doing the wrong thing.

Research from BetterUp shows that employees of organizations that foster strong allyship and inclusion are 50% less likely to leave, 56% more likely to improve their performance, 75% less likely to take a sick day, and up to 167% more likely to recommend their organizations as great places to work.

The Art of Active Allyship by Poornima Luthra: Actions to Guide You

1. **Deep Curiosity:** Challenge our assumptions and ask questions.
2. **Honest Introspection:** Assess where your own unconscious biases by taking the Harvard Implicit Association Test.
3. **Humble Acknowledgement:** Make a list of all the things in your life that you take for granted.
4. **Empathetic Engagement:** Listen without getting defensive, apologize without over-apologizing, and reflect on what you can do better.
5. **Authentic Conversations:** Create psychological safety: “a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns, or mistakes.”
6. **Vulnerable Interactions:** Embrace your own vulnerability. Work with others to identify their biases, especially unconscious ones.
7. **Courageous Responsibilities:** Be observant of who tends to get opportunities to be seen and heard. Take steps to include and amplify those who don't.

Allyship in the workplace starts with each of us.

Resources to Get Started

What Is Allyship? Your Questions, Answered | CCL

7 Ways to Practice Active Allyship (hbr.org)

What is Allyship? | Office of Equity, Diversity, and Inclusion (nih.gov)

How to be an ally in the workplace: 13 ways to do it | (ted.com)

by Elyse Pipitone

ADDRESSING REJECTION RESPECTFULLY AND PROFESSIONALLY

Rejection and ghosting during the interview process may be common occurrences, but that doesn't make them easier pills to swallow. How you respond to the bad news and express your disappointment can shape your future relationship with that employer or connection. Here are some suggestions for maintaining a professional image after being dismissed or ignored.

ACKNOWLEDGE YOUR FEELINGS AND GET SUPPORT

It's normal to feel demoralized, hurt, and even angry when facing rejection. These are typical reactions, and everyone processes them differently. Reach out to your support system – your friends, family, colleagues and [Career Board of Directors](#) for encouragement.

DON'T USE PUBLIC FORUMS TO BADMOUTH THE DECISION-MAKERS

Insulting or criticizing a company or recruiter on social media or other public forum can be viewed as a red flag by other hiring managers. The CEG articles [What Does Your Digital Footprint Say About You?](#) and [How Credible is Your Brand?](#) explain that your online presence is your brand – and it's searchable and accessible to anyone.

KEEP THE DOOR OPEN

A rejection from a hiring manager or recruiter doesn't necessarily mean the end of opportunities with that employer. This [article by BalanceMoney.com](#) explains how writing a thank-you letter after receiving a rejection can help create a positive and memorable impression with decision-makers. Recruiters and hiring managers will be much more likely to keep you in mind for other opportunities.

LEARN FROM EACH EXPERIENCE

There is always room for improvement during the interview process. If you think that something you said or did was partially responsible for getting rejected, consider how you might do things differently next time. On the other hand, reflect on what went well. Did the interviewer seem satisfied or impressed with your responses? Use these positive reactions to guide your performance in future interviews.

You can also try requesting feedback from the hiring manager or recruiter after the interview. However, some employers have policies in place instructing them against providing this information. For more insights into following up after a rejection, see Part 2 of our interview with Arthur Hughes where he discusses the "[Rule of 3](#)" for following up after an interview, and explains why many [recruiters are prohibited from providing feedback](#) (at 39:27 minute mark in video) if a candidate is not chosen.

By responding to rejection respectfully and professionally, you can build and nurture relationships that may lead to a new job opportunity.



OPPORTUNITIES EXPAND WHEN WE EXPAND OUR CIRCLE

When I was in junior high school, I sat at a desk that someone had carved a little poem into with their pen. My 13-year-old self thought it was hilarious. It said, “Those who know me, know me well. Those who don’t can go to...” I’m sure you can guess that last word! Over the years, those lines became my “secret mantra” when I would become angry or frustrated with other people. I even shared that mantra with my children when they became angry or frustrated with others.

The reality is, that phrase provides a poor justification for not getting out of one’s comfort zone and interacting with strangers.

In my mid-twenties, I was working for a small company, and my boss was really into networking. She had the company pay for me and my colleagues to attend the monthly meetings of a business and professional organization. As a single person, I enjoyed these meetings because they included a dinner that I didn’t have to make myself! However, I was reluctant to join the organization because the meeting agenda included everyone reciting a poem — kind of like saying grace before dinner. I thought it was hokey, and shared my hesitation with my co-worker Liz. She responded by saying, “If it bothers you, join and change it.” Liz made me realize that having to recite a poem was not a good enough reason to avoid membership in an organization that had a lot of good things going for it.

I did join. It was the single most formative thing I did that directly impacted my career advancement. I became involved in the leadership of the organization, which taught me how to run a meeting effectively. I attended state and national conferences, where I learned how to advocate for issues that were important to me. And during the 28 years I was a member, I met countless people with whom I wouldn’t have otherwise interacted – people who made a difference in my life.



It’s easy, especially for us introverts, to avoid networking events or opportunities to interact with other people. But if we can train ourselves to approach instead of back away, to seek out instead of avoid interactions, we will benefit greatly. Develop a mindset of curiosity: what can you learn about this new person you just met?

For every career field, there are organizations to join. Google “organizations for (job title)” and you will have several to choose from. The beauty of this is, you already have something in common with the people you meet in these groups. There also are local and state organizations, such as Chambers of Commerce, that provide ways to meet new people.

Do you have to like everyone you meet? Of course not. But will you meet people who will teach you things you didn’t know, broaden your views on topics, and introduce you to even more people? Absolutely. If you want to grow your business, or your career prospects, start by expanding your circle.

For more reasons why being open to meeting new people is important, check out this 13-minute TED talk by Tanya Menon: [The secret to great opportunities? The person you haven't met yet](#)

by Jacqueline Peros

ENHANCING YOUR PERSONAL BRAND: THE POWER OF CIVILITY IN THE JOB MARKETPLACE

Setting yourself apart in today's competitive job marketplace requires more than a stellar resume and impressive skills. Employers are increasingly recognizing the value of soft skills, and one key aspect that can significantly impact your personal brand is civility. How you conduct yourself in professional interactions can have lasting effects on your career trajectory.

Defined as showing respect for others, exhibiting good manners, and maintaining politeness, civility is also about cultivating a secure, pleasant, and professional environment that nurtures trust among colleagues.

CIVILITY AS A CAREER DIFFERENTIATOR

Demonstrating civility, both online and in person, is essential for shaping positive perceptions and building a strong professional image. Employers seek individuals who can handle any workplace scenario — positive or negative — with grace and civility. Additionally, displaying civility in your online interactions, whether through thoughtful comments, constructive feedback, or professional discussions, can set you apart from candidates who may not prioritize digital etiquette.

WHY CIVILITY MATTERS IN THE WORKPLACE

- **It Builds Positive Relationships:** Civility fosters effective relationships with colleagues, clients, and stakeholders. People are more inclined to collaborate and work with individuals who treat them with respect and consideration.
- **It Enhances Your Professional Reputation:** Your behavior directly reflects your professional reputation. Employers value candidates who can represent their organization positively through their actions and demeanor.
- **It Improves Team Dynamics:** Civility contributes to a harmonious work environment, improving team dynamics and overall productivity. Respectful communication minimizes misunderstandings and conflicts.
- **It Provides Networking and Career Growth:** Civility is crucial in networking and career advancement. Treating others with respect can open doors to new opportunities and professional growth.

PRACTICAL TIPS FOR CULTIVATING WORKPLACE CIVILITY

- **Active Listening:** Demonstrate respect by listening attentively to others during meetings and discussions.
- **Professional Communication:** Use clear and concise language in written communication, whether in emails, text messages, or social media posts. Respond promptly to emails and messages to show reliability and respect for others' time.
- **Constructive Feedback:** Frame your suggestions in a positive and solution-oriented manner. This approach demonstrates your commitment to improvement and fosters a collaborative atmosphere.
- **Acknowledge Diverse Perspectives:** Cultivate an inclusive mindset by actively seeking input from colleagues with varied backgrounds and experiences. Embracing diversity of thought contributes to a richer work environment and showcases your ability to collaborate effectively in a global and interconnected world.

Enhancing your personal brand through civility is a strategic investment in your career success. By prioritizing respectful and considerate behavior, you contribute positively to your work environment and pave the way for long-term professional growth.

Jacquie Peros recently sat down with fellow Career Expert Group members Denise Bitler and Laura Johnson for a fascinating discussion about the importance of civility in one's professional and personal life. You can watch the video(s) here: [Creating A Civil Workplace: Why it Matters and How to Achieve It - YouTube](#)

Special Featureby *Jeanne Stoner***CREATING A CIVIL WORKPLACE: WHY IT MATTERS AND HOW TO ACHIEVE IT
(FEATURING AN INTERVIEW WITH JACQUELINE PEROS)**

In a recent conversation with her fellow Career Experts Group members Laura Johnson and Denise Bitler, Jacqueline Peros explained her passion for civility in the workplace and in one's personal life. She discussed its influence on the workforce, its effect on personal branding (see [Jacquie's branding article on page 5](#)), and offered tips on incorporating civility into everyday interactions.

Jacquie led the "Civility Counts" initiative while she was president of the New York Tri-State Chapter of the Association of Image Consultants (AICI). Her efforts resulted in New York City declaring May as Civility Awareness Month in 2012. Jacquie's work proves that civility in professional settings enhances one's personal branding and fosters a more respectful and effective business culture.

A More Positive and Productive Work Environment

A 2021 [study by Korn Ferry](#) surveying 690 professionals found that 75% considered quitting due to an uncivil co-worker or boss. Additionally, 59% of respondents say that colleagues are ruder to each other than they were before the pandemic.



During the interview, Jacquie discussed how organizations that value civility report positive effects on their overall workplace well-being, productivity, and employee satisfaction. This, in turn, enhances an employer's position in the marketplace because employees are brand ambassadors – representing the company's brand both inside and outside of work.

Jacquie said leaders must do more than manage; they must lead with civility. This includes establishing or strengthening a clear code of conduct. Such guidelines ensure that every employee feels safe and respected, with clear consequences for violations.



Go to our YouTube channel to watch the entire Career Experts Group discussion with Jacquie, Laura, and Denise at [Creating A Civil Workplace: Why it Matters and How to Achieve It - YouTube](#)

Video 1: [What is Civility?](#)

Video 2: [Civility Code of Conduct](#)

Video 3: [Impact on Personal Brand](#)

Video 4: [The Civility Umbrella: Soft Skills, Mindset & Handling Constructive Feedback](#)

Video 5: [Tips to Make Civility a Daily Intention](#)

Video 6: [Civility in the Digital World and Understanding Your Company's Code of Conduct](#)

Video 7: [Jacquie's NYC Civility Proclamation](#)

ASK THE EXPERTS

My team is working on a complex client proposal, but my suggestions are consistently overlooked due to more vocal team members dominating the discussions. I hate confrontation and conflict, but I must say something before exploding! How do I speak up comfortably, preserve goodwill, and be heard? Katie B.

First, you might not be the only one on your team who feels this way. When a few team members or leaders dominate the conversation, it can discourage others from speaking up and confronting problems (Alvarez, 2022). Unheard team members face decreased motivation, stress, and isolation, leading to eroded trust and increased conflict within teams. This negatively impacts productivity, decision-making, and turnover rates, damaging organizational reputation.

Embracing healthy conflict, rather than avoiding it, can significantly benefit team performance, innovation, and overall effectiveness. (Two Rivers Marketing, 2024). So, how can you safely and productively initiate a conversation about feeling more included, without causing hurt feelings? Follow these steps:

Prepare Your Points

- Reflect on specific instances when you felt your expertise was overlooked. Prepare to articulate your feelings and observations without placing blame.
- Identify clear examples of how your contributions could benefit the team or project, including any missed opportunities for improvement.

Request a Meeting

- Approach the team leader or a relevant team member to request a private meeting. Frame it to discuss how you can contribute more effectively to the team.

Express Your Feelings and Observations

- Start the conversation by expressing your commitment to the team and the project's success. Use "I" statements to communicate your feelings and observations, such as "I feel like I have insights that could contribute to our project's success, but I find it challenging to get my points across during our meetings."

Share Specific Examples

- Share the examples you prepared, highlighting instances where your expertise could have made a difference. Be specific about the situations and the potential impact of your contributions.

Propose Solutions

- Suggest practical solutions or changes that could help you contribute more effectively. This could include structured meeting formats, specific roles or tasks that leverage your expertise, or mentorship opportunities where you could share your knowledge with the team.
- Recommend a round-robin feedback method to ensure everyone's input is considered, fostering a more inclusive and collaborative team environment.

Listen and Engage in Dialogue

- Be open to feedback from your team leader or colleagues. They may offer insights into the situation that you hadn't considered or suggest alternative ways to involve your expertise.

Agree on Actionable Steps

- Work together on actionable steps that can be taken to ensure your contributions are valued and utilized. This might include meeting structure changes, communication channels, or project roles.

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ASK THE EXPERTS

Follow Up

- After the meeting, send a thank-you note expressing your appreciation for the discussion and reiterating the agreed-upon steps. Follow up as necessary to ensure the changes are implemented, and offer feedback.

Stay Engaged and Proactive

- Continue to look for opportunities to demonstrate your expertise and contribute to the team. Offer help, propose ideas, and stay engaged with team activities.

Evaluate Progress

- After some time has passed, evaluate whether the situation has improved. Consider whether further conversations are needed or if additional adjustments are necessary.

Approaching the conversation with a mindset geared toward finding solutions and improving team collaboration is key. It's about expressing your needs while being open to understanding the team's dynamics and working together to create a more inclusive environment.



RESOURCES

Alvarez, E. (2022, September 13). *The Five Dysfunctions of a Team - Dysfunction #2 "Fear of Conflict."* <https://www.linkedin.com/pulse/five-dysfunctions-team-dysfunction-2-fear-conflict-eduardo-alvarez/>

Two Rivers Marketing. (2024, February 21). *Embracing Conflict at work: 4 reasons Why It's a good thing.* <https://www.tworiversmarketing.com/blog/embracing-conflict-at-work-4-reasons-why-its-a-good-thing>

Gaskell, A. (2024, March 27). Why people don't always speak up at work. *Forbes*. <https://www.forbes.com/sites/adigaskell/2021/03/23/why-people-dont-always-speak-up-at-work/?sh=97936c12934b>

MDivmhr, D. G. P. (2023, February 1). *Embracing healthy Conflict: Harnessing the power of positive Conflict in teams:* <https://www.linkedin.com/pulse/embracing-healthy-conflict-harnessing-power-positive-diedrick/>

Crucial Conversations: Tools for Talking When Stakes Are High, Third Edition: Grenny, Joseph, Patterson, Kerry, McMillan, Ron, Switzler, Al, Gregory, Emily

"Civility is not a sign of weakness."
- John F. Kennedy

HOLIDAY HIGHLIGHTS

by Vivian Vanlier

INTERNATIONAL CIVILITY AWARENESS MONTH

In 2009, the Association of Image Consultants International (AICI) established International Civility Awareness Month, inspired by Johns Hopkins University professor Dr. P.M.Forni, author of *Choosing Civility: The 25 Rules of Considerate Conduct*.

According to AICI, International Civility Awareness Month is celebrated every May "...to raise awareness of the decline of civility around the world....Civility is a key component in our overall image and plays a huge role in our day-to-day interactions....This month, we should not only spread awareness on civility but practice it in our own lives."

The concept of civility involves not only politeness, but also a deeper understanding and appreciation of differences among people. Civility is about more than manners; it's about connecting with others in a way that values their dignity and worth. This observance encourages everyone to listen attentively, speak kindly, and act considerately – fostering positive interactions in both personal and professional settings.

Ways You Can Observe International Civility Awareness Month

- **Practice Active Listening** — Show a genuine interest and understanding in conversations. Active listening improves communication and helps build stronger relationships.
- **Express Gratitude** — Regularly express appreciation to friends, family, colleagues, and even strangers. A simple "thank you" can go a long way in fostering a positive atmosphere.
- **Engage in Kind Gestures** — Small acts of kindness can have a big impact. Hold the door open for someone, offer your seat on public transport, or help a colleague with a heavy workload.
- **Promote Positive Online Interactions** — Spread positivity over social media. Share uplifting stories, compliment others, and engage in constructive conversations while avoiding negative and hostile comments.
- **Educate Yourself and Others** — Organize or participate in workshops that focus on communication skills, cultural competence, and conflict resolution.
- **Support Community Initiatives** — Participate in or volunteer for community events that foster inclusivity and mutual respect, including community clean-ups, charity events, or cultural festivals.

Above all, influence others by being a role model who consistently behaves in a respectful and considerate manner.

SHRM (Society for Human Resource Management) has launched the Civility Index, which gauges how often people say they have experienced or witnessed uncivil behavior. Two key statistics from the Index include nearly two-thirds of U.S. workers have experienced or witnessed incivility in their workplace within the past month and employees in uncivil workplaces are over three times more likely to be dissatisfied with their jobs. SHRM Research released in February found that the most common forms of uncivil acts included addressing others disrespectfully (36% observed this behavior), interrupting or silencing others while they were speaking (34%), and excessive monitoring or micromanaging (32%).

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HOLIDAY HIGHLIGHTS

GLOBAL HEALTH AND FITNESS MONTH

by Vivian Vanlier

May is Global Employee Health and Fitness Month. Initiated in 1989 by the National Association for Health and Fitness, the observance can serve as a catalyst for companies and their employees to reevaluate and rejuvenate their health and wellness strategies.

The benefits of a healthy workforce are well-documented. Organizations with strong health and fitness programs often report reduced healthcare costs, lower levels of stress, higher employee morale, and increased productivity. Moreover, promoting a culture of health can enhance job satisfaction and retention, creating a more vibrant, energetic, and resilient workforce.

Workplace health initiatives do not have to be expensive or time-consuming. Simple changes, like providing healthier food options in cafeterias, encouraging regular stretch breaks during the workday, or offering flexible work hours to facilitate personal health appointments or workouts, can make a significant difference.

ADDITIONAL COMPANY INITIATIVES

1. Offer group discounts for local gyms and workout facilities.
2. Bring in a healthcare consultant to talk about healthy living.
3. Invite a nutritionist to talk about healthy eating.
4. Promote “walking” meetings where you walk around the building instead of gathering in meeting rooms.
5. Give away inexpensive games or objects that promote outdoor activities, such as frisbees, beach balls, hula hoops, and soccer balls.
6. Stock the break room with healthy snacks.
7. Offer on-site exercise classes, yoga sessions, or fitness classes.
8. Provide information sessions that educate employees on the benefits of their health insurance, such as free check-ups and preventative care offerings.
9. Communicate the importance of employees staying home when they are sick – and offer time off so they stay home.
10. Provide employees with a branded water bottle to use for exercising and hikes.

By investing in the well-being of employees, companies not only enhance the lives of their team members but also position themselves for greater success in an increasingly competitive business environment.



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CHRO AND CHIEF FAMILY OFFICER: WHERE STRATEGIC PLANNING MEETS MAGIC

*HARNESSING CHRO EXPERTISE AND SUPERMOM MAGIC TO DRIVE ORGANIZATIONAL EXCELLENCE,
CULTIVATE HARMONY, AND PROMOTE FINANCIAL WELLNESS IN BOTH CORPORATE AND FAMILY DYNAMICS*

- Finance & Budgeting
- Strategic Planning
- Resource Management
- Conflict Resolution

PROFESSIONAL EXPERIENCE

Powerhaus Family Dynamics Ltd | Anywhere, USA (May 2014–Present)

CHIEF FAMILY OFFICER, SUPERHERO EXTRAORDINAIRE, AND CEO OF HOUSEHOLD OPERATIONS AND FINANCIAL WIZARDRY

Powerhaus Family Dynamics Ltd: Where bedtime negotiations rival UN assemblies, diaper changes are considered extreme sports, and the CFO juggles budgets and bedtime stories with the finesse of a Wall Street wizard and the heart of a superhero.

Operational Excellence

- Orchestrate daily operations for a team of five minors, achieving a 100% success rate in on-time morning dispatches to educational institutions over 10 years.
- Engineer a multitasking framework that increased household productivity by 200%, allowing for simultaneous laundry folding, homework assistance, and meal prep.
- Pioneer just-in-time transportation network, ensuring punctual arrivals to 1.5K+ sports practices, music lessons, and social events with zero incidents of double booking.
- Implement sophisticated tracking system for inventory management, reducing incidence of lost items by 85%.

Financial Strategy and Management

- Administer high-stakes finance operation, allocating a fluctuating budget to cover essentials, entertainment, and education, while also investing in long-term savings plans with an 8% annual growth.
- Streamline accounts payable system, reducing household expenses by 20% through meticulous audit and negotiation of service contracts and utility bills, resulting in annual savings of \$5K+.
- Enhance financial literacy among household members by developing a gamified allowance management program, increasing savings contributions from minors by 50% within the first year.
- Champion sustainable living initiative that reduced utility consumption by 25% through the implementation of energy-efficient appliances and a household-wide conservation awareness program.
- Automate reconciliation of household's financial ledger, employing cutting-edge spreadsheet formulas to track expenditures, savings, and investments, reducing manual data entry time by 75%.

Wellness and Harmony

- Direct comprehensive wellness program, resulting in zero missed school days due to illness for 3 consecutive years.
- Negotiate 3.5K peace treaties between sibling rivals, maintaining a harmonious environment 95% of the time.
- Master the art of persuasive communication, securing voluntary bedroom cleanups with a 75% success rate through innovative incentive strategies.

Resource and Vendor Management

- Orchestrate vendor management overhaul, consolidating service providers and leveraging competitive bidding to secure premium services at a 15% reduced cost, enhancing household operational efficiency.
- Spearhead cost-benefit analysis of grocery spending, optimizing meal planning and bulk purchasing strategies to cut food expenses by 30% without compromising on quality or variety.
- Deploy cloud-based document management system for tracking warranties, maintenance records, and important receipts, improving asset longevity and reducing unnecessary replacement expenditures by 20%.
- Negotiate with educational institutions to secure scholarships and grants for extracurricular activities, effectively extending the household education budget by 40% and enabling participation in additional programs without financial strain.

MAXINE "MULTITASK" POWERHAUS (PAGE 2 OF 2)

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LaughTrack Leadership & Diaper Dynamics, Inc. | Anywhere, USA (December 2012–Present)

CHIEF HUMAN RESOURCE OFFICER (CHRO)

A pioneering firm that blends the art of workplace joy with serious business outcomes, serving as a beacon of innovation in the corporate world. Hired to infuse the workplace with strategic initiatives that bolster employee engagement, drive financial health, and foster an inclusive culture. 10 direct and 500 indirect employees.

Talent Optimization & Culture Crafting

- Amplify employee engagement by 150% through the implementation of "Giggle Breaks" and a "No Ties Tuesday" dress code policy.
- Reduce turnover 40% with a groundbreaking "Choose Your Own Adventure" career development program.
- Increase productivity 30% by introducing "Nap Pods" and "Unlimited Coffee & Cookie" stations, proving rest and sugar are the real MVPs.
- Spearhead diversity and inclusion initiative that resulted in a 50% increase in underrepresented groups in leadership roles within two years.

Strategic Leadership & Financial Foresight

- Pioneer a "Profit Sharing with Play-Doh" scheme, boosting annual revenues by 25% as employees literally shaped the company's future.
- Negotiate a landmark health insurance deal that saved the company \$2M annually, including coverage for pet therapy sessions.
- Launch "Family First Finance" program, reducing financial stress for employees, which inadvertently improved quarterly sales by 20%.
- Implement AI-driven "Budget Balancer" tool that slashed operational costs by 15% while ensuring not a single office plant was harmed in the process.

Innovative Work-Life Integration

- Introduce "Bring Your Parent to Work Day," enhancing intergenerational collaboration, enriching the company culture, and sparking viral social media coverage.
- Develop "Kids' Corner" in the office, decreasing childcare costs for employees by 35% and doubling as a test ground for patience and negotiation skills.
- Roll out a "Pawternity Leave" policy for new pet owners, leading to a 100% increase in workplace happiness and a slight uptick in unscheduled bark-offs.
- Organize annual "Superhero Summits," where employees showcase their hidden talents, leading to the discovery of three in-house patent-worthy innovations and a lot of questionable magic tricks.

SPEAKING ENGAGEMENTS

- International Family Dynamics Conference, Keynote Address - *Mastering the Art of Household Harmony*
- TEDx Talk - *Budgets, Bedtimes, and Beyond: The Superhero CHRO*
- Global HR Summit, Workshop - *Laughter as a Leadership Tool*
- Diversity and Inclusion in Business Conference, Panel Discussion - *Crafting Cultures Where Everyone Thrives*

PUBLICATIONS

- "The Family CFO: Strategies for Financial Wizardry and Household Harmony" - A guidebook offering wisdom on balancing the budget with the chaos of family life, ensuring both financial health and familial happiness.
- "Joy at Work: The LaughTrack Way" - A book detailing the innovative practices and culture shifts that have propelled the company to success, focusing on happiness as a key driver of productivity.

EDUCATION / CERTIFICATIONS

BS, Family Dynamics & Operational Management - The Institute of Chaotic Coordination and Bedtime Negotiations (ICCBN)
MS Happiness and Productivity in the Workplace - The University of Giggles and Growth (UGG)
Certified Domestic Logistics Strategist (CDLS) - The League of Extraordinary Multitaskers (LEM)
Financial Wizardry Practitioner (FWP) - The Enchanted Budgetary Council (EBC)
Certified Joy Officer (CJO) - The Institute of Workplace Happiness (IWH)
Sustainable Household Management (SHM) Certificate - The Green Home Guild (GHG)

CHECK OUT A SAMPLING OF OUR GREAT INFORMATIONAL AND INSTRUCTIONAL VIDEOS.

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CAREER EXPERTS GROUP
LET'S GET TO WORK ON YOUR CAREER!

**Everything You Wanted to Know About
Applicant Tracking Systems (ATS)
Part 2
- An Interview with Arthur Hughes**

Denise Bitler
Resume-Interview
Success, LLC

Laura Johnson
LLEJ Careers, LLC

CAREER EXPERTS GROUP
LET'S GET TO WORK ON YOUR CAREER!

**Creating A Civil Workplace: Why It
Matters and How to Achieve It**
Jacqueline Peros, Founder of JMP Branding LLC

CAREER EXPERTS GROUP
LET'S GET TO WORK ON YOUR CAREER!

**Everything You Wanted to Know About
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CAREER EXPERTS GROUP
LET'S GET TO WORK ON YOUR CAREER!

**Brand Visibility,
Network Expansion,
and Career Agility**

Subject Matter Expert: Jacqueline Peros, CEO & Founder of JMP
Branding LLC
Interviewer: Laura Johnson, Owner of Laura LE Johnson, LLC

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ALONE WE ARE UNSTOPPABLE.
TOGETHER WE ARE A POWERHOUSE!

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Stay tuned for our June 2024
"Embracing Diversity: Celebrating the Uniqueness Among Us!"