## Wednesdays with **Warrenton Area Chamber of Commerce**

March 3, 2021

#### **UPCOMING CHAMBER EVENTS**

Wednesday, March 3rd Tuesday, March 9th

Board Meeting—Warren County R-III Conference Room Noon

11:45 am **General Membership Meeting—Blue Anchor** 

"If you hire people just because they can do a job, they'll work for your money. But if you hire people who believe what you believe, they'll work for you with blood and sweat and tears."

~Simon Sinek

## **WELCOME NEW MEMBERS**

## **RP Solutions, LLC**

Eric Buchanan (636) 734-2331 Trucking, Transportation, Logistics

## **Homer Express, LLC**

Connie Buchanan (314) 441-3764 www.homerexpress.com

## **Gateway Fiber**

John Meyer (314) 616-0574 www.gatewayfiber.com

## Casa Tequila Cantina & Grill

Jessenia Lopez/Leo Carmona 1000 Warrenton Shoppes, Suite 14 Warrenton

### **MARCH 9th GENERAL MEMBERSHIP MEETING**

Join us at the Blue Anchor Coffee & Bistro or via Zoom for our March 9th General Membership Meeting. We will be welcoming our local government officials and hearing the state of our cities and county. Lunch is \$10.00.

To ioin via Zoom:

https://us02web.zoom.us/j/83465110274? pwd=cjR1Ynk5cEtJMi9waFpCbW1zYmU0QT09

Meeting ID: 834 6511 0274

Passcode: 184801 One tap mobile

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(Chicago)

#### **NEW RESIDENTS BAGS**

If you have any products, flyers, coupons or brochures to share with our community's residents, please take them to the Warrenton License office located at 1000 Warrenton Shoppes, #12 (old outlet center).



#### 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."



# **BUSINESS SPOTLIGHT OF THE MONTH Shelter Insurance—Sarah Thoroughman**

Sarah started working with Shelter Insurance Companies in 2014, receiving her Property and Casualty License the same year; she joined Kelly Hill's Shelter Insurance Agency located in Wright City in 2017, also earning her Life Insurance License at that time. In 2021 Sarah transitioned into a more dedicated sales position within the agency, with the goal of becoming more involved in the communities in which she works. Kelly and Sarah believe it is their job to help you find the types of insurance coverage you

need to protect what matters to you most. They look forward to educating as many as they can on the importance of insurance and providing the right coverage at the right price, while also upholding the outstanding service you should expect. Call 636-745-2514 and Sarah would be happy to help!

### 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 of Commerce 2021 Community Guide/Directory Advertisement Order Form 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 ½ " x 4" or 5" x 1 ¾" 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 ipeg 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: Name on Credit Card: DIRECTORY AND COMMUNITY GUIDE

#### 10 TIPS FOR GIVING CONSTRUCTIVE FEEDBACK

"Criticism, like rain, should be gentle enough to nourish a man's growth without destroying his roots."—Frank A. Clark When a task is performed by us, things might go wrong, and there could be a great scope for improvement. Feedback by others plays an essential role in helping us identify the areas of improvement. Feedback helps us make corrections and not repeat the same mistake next time. Giving and receiving feedback is part of life, and feedback helps us grow. Feedback provides us with an opportunity to correct ourselves.

Being a boss or an employer, it could be part of your job to give regular feedback to your employees. Regular feedback, when offered constructively, helps the employees improve their job performance and become more productive. Not only at the workplace, but there could be situations at home as well where feedback needs to be given. Feedback is very much required if our goal is constant improvement.

However, giving feedback becomes a bit tricky because only a few people are open to it and can take the feedback positively. Most of the people take it negatively and get hurt. When feedback is not constructive, it can demotivate the other person and impact self-esteem badly. The objective of giving feedback is not to hurt anyone but to help the other person make corrections in his or her approach. So, how to give feedback that is constructive and positive? Here are ten pointers.

10 tips for giving constructive feedback:

Mention the positives first: Lord Krishna in Bhagavat Gita said no person is completely good or completely bad. So, there are high chances that there will be some amount of good in the opposite person. Before giving feedback, talk about these positives in the person–like the excellent job they have recently done or their good qualities. Appreciate their work whole-heartedly and acknowledge their contribution. Make it a point to mention at least three positives in the other person. When positives are pointed out before negatives, it opens up the other person and helps in building trust. It makes it easier for the other person to accept feedback.

Be specific: When giving feedback, choose a particular job or action and talk only about it. Don't become generic and vague. Don't dig past issues. Don't focus on multiple things as such kinds of conversations can lead to arguments and personal attacks, and they consume a lot of time with no productive output. Just focus only on one action and talk about it. Being specific makes the discussion fruitful.

Have a one-on-one: Never give feedback to a person in public or in front of a group of people. When feedback is provided in meetings or in front of others, it is equal to disrespecting the other person, and it causes embarrassment and humiliation. So, avoid giving feedback publicly. Have a one-on-one conversation where just you and the other person are present.

Give examples: Examples are particularly important while giving feedback. This makes your feedback authentic and helps the other person understand your viewpoint. So, give specific instances and examples as to why you think the other person should improve. Instead of just telling 'your presentation is bad and needs to be improved,' tell why the presentation is bad. Quote specific places where the presentation can be improved.

Be respectful: Make sure that your body language, tone, and choice of words are respectful towards the other person. Don't raise your voice or use any kind of abusive or derogatory words. Don't use words like – always, never, all the time, etc. These words magnify the impact and cause unnecessary hurt. When you tell someone – you are always bad at presentations, it is unprofessional and not a constructive way of giving feedback. A better way to tell it is – your presentation skills can be improved.

Be sincere: Don't carry any malicious or negative intentions while giving feedback. Be sincere in your intention. Your intention should be only to help the other person improve and not to point out the flaws. So, be sincere while giving the feedback.

Be objective: Focus on the action and not on the person while giving the feedback. Action and the person are different. A person is much more than the action performed. Don't engage in any kind of personal attack. Don't use sentences like – you have bad communication skills, or you are always late to office. Instead, you can say – your communication skills can be improved.

Be kind: Understand that it is part of the process to make mistakes. Put yourself in the other person's shoes and understand their viewpoint. Think about how you like to be given feedback when you make a mistake. Give the same kind of feedback to the other person.

Listen patiently: After you have given the feedback, provide the other person a chance to speak out and express. Listen patiently and understand their viewpoint. Don't cut through or interrupt. Don't assume. Give all the attention and listen patiently. This helps you understand better the circumstances of the other person.

Give suggestions: Tell the other person how they can implement the feedback. Give your suggestions and pointers. Give at least one action item. If possible, share your own story or story of someone whom you know about how they improved this area. Adding a personal story makes the feedback more trustworthy and inspiring. For example, if the feedback is about the other person's communication skills, share the resources that helped you improve your own communication skills. Share your perspective about the topic and show the way towards the right resources. Be like a mentor than a judge.

These are the pointers that help in giving constructive feedback. A feedback that is constructive can make a significant difference to the recipient and help him or her genuinely. When the feedback is not constructive, it can impact the other person negatively. So, be mindful while giving feedback and make sure you give only constructive feedback. Constructive feedback can do wonders for the productivity and engagement levels of employees.

It is not only about giving constructive feedback but also try asking for constructive feedback from others about your work. You will be surprised to know new things about yourself and your areas of improvement. Asking for feedback helps you to make improvements and grow wonderfully. It is a great trait to ask for feedback because only a person who has good self-esteem can ask for it. Give and ask constructive feedback!

February 19 - March 26 March 20 March 27

## **EVENT DATES (see flyers)**

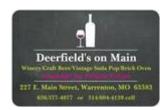
Fish Fry - Holy Rosary School Irish Cookoff—Deerfield's on Main EGGstravanganza CARnival—Warrenton Aquatic Center











#### Deerfield's on Main Schedule of Events

March 5th – Music by Mark Gordon and George Whitlow 6:30pm – 9:30pm

March 6th – Music by Mickey Hollis 6:30pm – 9:30pm

March 12th – Music by Calvert & Williams 6:30pm – 10:00pm

March 13th – Music by Jeremy Buch 6:30pm – 9:30pm

March 19th – Music by Tim Levene 6:30pm – 10:00pm

March 20th – Deerfield's Irish Cookoff Noon – 3:00pm

March 20th – Music by Cliff Notes Band

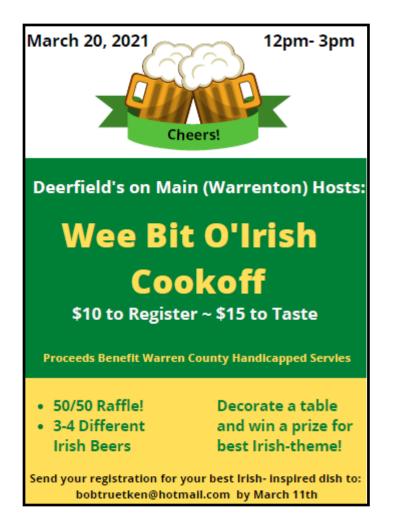
6:30pm – 10:00pm

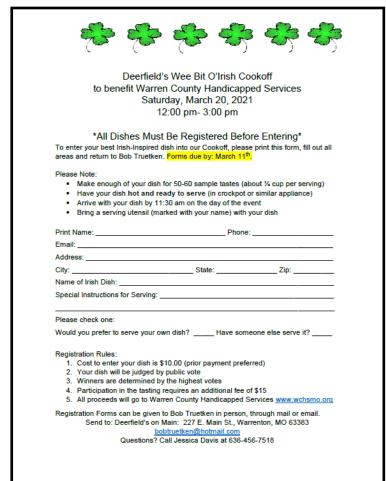
March 26th – Music by Calvert & Williams

6:30pm – 10:00pm

March 27th – Music by Steve Jones 6:30pm – 10:00pm









Warrenton Pool Park

#### Guidelines

We are currently following state COVID guidelines to the best of our ability. We appreciate your patience as guidelines are continually changing

- . Morning Exercise time is open to <u>Annual Members Only</u>. Lap lanes must be reserved in advance online
- 2. Rec Swim is open to anyone with reservations. Reservations must be made 24 hours in advance online
- 3. Pool capacity it limited to 20 guests.
- 4. ANYONE entering the facility will be required to wear a face mask when not in the water.
- We will administer temperature checks for everyone entering the equatic area. Members with a 100.3 degree temperature or higher will not be allowed in the facility.
- 6. Please arrive wearing your swimsuit and mask if possible due to limited changing area.
- 7. Showers are not open.
- 8. The facility attendant will disinfect the pool area and restrooms throughout the day.
- 9. The toddler area and side are dosed until further notice.
- Deck furniture is positioned for social distancing and cannot be moved. They will be sanitized at the end of each shift.
  Afthough social distancing can be difficult, we will by our best to enforce this at all times.

Go to the City website for more information or to make reservations.

www.warrenton-mo.org

