

The Owens Interlink

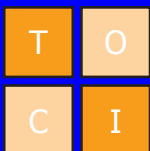
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April showers bring May flowers!

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From our Human Services Division

By Diana Owens

Owens continues to hire for this division as the needs of our referral sources continue to grow. In these turbulent times, more families are being affected by lost jobs, housing, and of course drug/alcohol use or abuse in many cases.

Our staff is top notch and their commitment to the families we serve is most remarkable. Their jobs are not easy, but their dedication is relentless in helping

those in need break the barriers to success.

Comments from foster parents, referral sources and clients during our Quality Checks, lead us to believe that the time and effort put forth is more than expected and most appreciated. Keep up the good work teams.

By the way, Eva – great job on your team meeting and surpassing standards this past month.

They truly are remarkable.



From the Directors

By Diana Owens

OES would like to welcome back Melodae Lane to full time status on our Board. Melodae had taken a temporary leave of absence but is excited about again being involved with our various projects and commitments to the youth and the community.

Welcome back Melodae.

Barbara Murray is regaining her strength and “spunk” after recent surgery. Missed you Barbara (and what would we do without your guidance on the Annual Fund Raiser?). So glad you are feeling better.



Election 08: What workers think

Edited by Joe Owens

Election year politics has a strange way of focusing employers and employees on the larger issues – such as jobs, wages, and the economy.

What Americans say they want (American at Work survey):

- 87% responded increasing the proportion of work force earning at least a living wage;
- 85% concerned about losing their jobs to other countries;
- 83% want health care coverage for all U.S. Citizens;
- 76% feel family leave should be expanded
- 69% feel workplace discrimination laws should be more vigorously enforced;
- 76% think workplace safety laws should be beefed up;
- 55% are concerned with immigration laws.

Workers are worried about economic security issues – this may make them more likely to see a job elsewhere or may lead them to look for discriminatory patters in employer actions. Employers must be sensitive to this insecurity and strive to reassure employees.

HOWEVER, do not guarantee or promise anything. This could be construed as a “verbal contract” that would destroy the employee’s at will status. If the subject comes up, employer should simply say, layoffs are

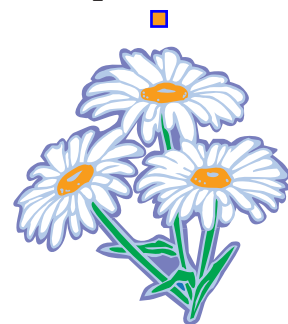
Knowing what is on people’s minds as they go to the polls can help savvy employers get a glimpse of the future workforce.

not planned at this time.

If you’re concerned about retention, address the issues in common sense, low-cost ways. Study after study shows employees appreciate being appreciated.

Praise and thanks for a job well done are priceless – especially in today’s market place. If this survey information holds true, employers can look for increased regulations.

This is all the more reason that employers should have their policies and procedures in order.



OES News

Edited by Joe Owens



Many of you know without even reading the newspapers or listening to the news

that crime amongst our youngest citizens is on the increase. That being said, with the reopening a couple months ago of our Drop-In Center (formerly reporting center) – we now have a waiting list to enroll youth into the program.

Having youth out of school and on the streets leads to more trouble and therefore, referral sources

Supervisory Training Classes

Presently there are 11 supervisors in our Level I management class. Since this program is half over, we are inquiring about interest in setting up another series in addition to a Level II.

Topics in Level I include: Elements of Supervision, Resistance to Change, Communication, Motivation, Conflict Resolution and Team Building. Level II includes:

Staff tidbits

Rebecca Green is on maternity leave awaiting the arrival of a new daughter.

April Vendetti will be married this Saturday, May 17th.

Mr. Owens is home and recuperating from a heart attack in April.

David Vaughn is back on the job after recent back surgery.

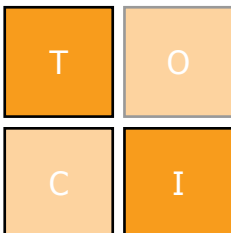
said they know they can count on OES to supervise and help manage the behaviors of youth while in our program. We are in the process of hiring another full-time staff member so that more youth can be in a supervised program.

We are also anticipating opening up the Center for evening hours to accommodate the inquires and needs of the community. Good job to all the staff in the Center – you are making a difference in the lives of our most valuable resource: children.



Discipline/Discharge, Advanced Communication. Interviewing Awareness, Performance Evaluations, Developing Standards and Goal Setting.

Cost per participant in any of our Levels of training is \$185.00. Contact Diana at 451-8404 to register.



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