

LAGNIAPPE

MONTHLY EMPLOYEE NEWS

CELEBRATING OF SERVICE

1979 2019

Fireworks Safety By: Steve Ham, Lofton Safety Services

Fireworks are synonymous with our celebration of Independence Day. Yet, fireworks injure over 9,000 people each year. Fireworks can be dangerous, causing serious burn and eye injuries. You can help prevent fireworks-related injuries and deaths. Here are some fireworks tips to help you celebrate this Fourth of July safely:

- Don't buy or use illegal fireworks.
- Buy fireworks from reliable sellers.
- Use fireworks outdoors only.
- Never allow young children to play with or ignite fireworks.
- Always have adult supervision. Parents don't realize that young children suffer injuries from sparklers. Sparklers burn at temperatures of about 2,000 degrees, hot enough to melt some metals.
- Never place any part of your body directly over a fireworks device when lighting the fuse.
- Never make your own fireworks.
- Never try to re-light or pick up a "dud" firework.



- Never point or throw fireworks at other people.
- Don't use metal or glass containers to shoot fireworks.
- Keep a bucket of water handy at all times.
- Avoid shooting fireworks over houses, yards, or in areas where there is a fire/people hazard.
- Avoid drinking alcohol while using fireworks.
 - Light only one firework at a time on smooth, flat surfaces, then move away quickly.
 - Soak fireworks in water before disposing of them.
 - Don't carry fireworks in your pocket.
 - The shooter should wear eye, hand and ear protection.
- Keep pets indoors during fireworks. More pets are lost on Independence Day than any other day of the year.
- Be sure to clean up and dispose of any debris left on the ground.

JULY 2019

JULY 4
Independence Day



Lofton offices will be closed
Thursday, July 4th
in observance of
Independence Day



Lofton 40th Anniversary Jackson, MS

Lofton continued our year-long 40th Anniversary celebration with the Jackson team on June 19. In addition to the 40th celebration, Jackson celebrated their office Grand Opening with a ceremonial ribbon cutting. The weather was HOT, but you couldn't tell from the huge support from Jackson's clients, employees, and guests. Check out more photos on Facebook.



Good times, start with good food. Willie Cooper and Alton Brown manning the fryers. These guys know how to cook!



Ribbon cutting ceremony. L to R: Bart Lofton, Michelle Lofton, Carl Carver, Felicia Douglas, Alton Brown, Derick Weeks, Willie Cooper, and Matthew Bailey.



Bart Lofton presents Derick Weeks, Area Manager, with Lofton's 40th Anniversary Plaque.



Teamwork: The Key to Success

By: Glenda Lofton, Ph.D.

On Thursday night before writing this article, I watched with excitement the New Orleans Pelicans draft the No. 1 Pick in the NBA draft, Zion Williamson. I like watching all sports, but basketball has always been my favorite! As I've written before, my daddy coached basketball in a small rural school, but his teams beat most of the "big city" teams because they personified Coach Lou Holtz's definition of a team: "A team is a group of people all committed to each other's success." One of the things that attracted me to Tommy in the beginning was that he played basketball in the church league, and they won the state championship. He played basketball in semi-pro leagues, as well, until one night he told me, "It's time to give it up! My mind went down the court and my body didn't follow!"

Research shows that teamwork, growing stronger together and building a common knowledge base, is the key to success in business as well as sports. Building a cohesive team within and across offices was challenging when we were a franchise and there were only five offices in Louisiana and one in Texas. However, the task became more difficult when we became independent in 2000. By 2015, we had expanded to twelve locations in Louisiana, Texas, Arkansas and Mississippi. Thankfully, I had worked in a statewide school improvement project from 1979 to 1988 which involved schools in 64 parishes, so I had read and utilized the research on organizational change and improvement which applies to schools as well as

businesses and sports. And as noted before, Tommy had done similar training in his work with multiple corporations in Louisiana and nationwide.

The following are "notable quotables" by experts in the field that reinforce the principles on which Lofton Staffing was founded:



Teamwork is the foundation of success. The three universal questions that an individual asks of his coach, player, employee, employer are: Can I trust you? Are you committed to excellence? And, do you care about me?

— Lou Holtz —

1. "Cooperation in the workplace is as important as competition in the market place...Interdependence is a higher value than independence" (Covey, S.R, 1989).
2. "Team learning is vital because teams, not individuals, are the fundamental learning unit in modern organizations... team learning starts with dialogue...a genuine thinking together... allowing the group to discover insights not attainable individually" (Senge, P.M., 1990).
3. "Power in organizations is the capacity generated by relationships..." (Wheatley, M.J., 1992).
4. "The complexities of the world can no longer be accounted for by a simple increase in the thickness of the company manual" (Whyte.D. 1994). {Note: The preceding sentence may be Tommy's favorite! He hates thick manuals.} Tommy concurs with Whyte who suggests instead "calling on its managers and workers for more creativity, dedication, and adaptability." That, Whyte notes, brings a prize. "The prize is an experi-

ence of work that can benefit the spirit as much as the pocket..."

5. In addition to thick company manuals, Tommy is just as strongly opposed to "holding meetings for meeting's sake". He loved the following quote I found (but I do not know the source) and used in our early training sessions: "Are you lonely? Tired of working on your own? Do you HATE making decisions? HOLD A MEETING! You can (a) see people, (b) draw charts, (c) feel important, (d) impress your colleagues, and (e) eat donuts...all on company time!!! Meetings...the practical alternative to work."

I'll conclude with two more quotes from the experts which to me sum up the beliefs on which Lofton Staffing was founded:

6. "An extraordinary team is a group of people who...trust one another, complement each others' strengths, compensate for each others' limitations, have common goals that are larger than individual goals, and produce extraordinary results. The group functions as a whole (alignment), and the whole is greater than the sum of its parts (synergy)" (Senge, P.M.).

And last, but certainly not least, for those of us who love sports, particularly basketball, here is a quote from the renown Bill Russell who played center for the Boston Celtics from 1956 to 1969 and won 11 world championships during his 13 years there: "By design and by talent, we were a team of specialists, and like a team of specialists in any field, our performance depended both on individual excellence and on how well we worked together."

Annual Open Enrollment

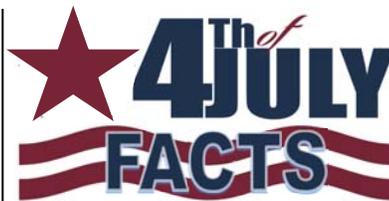
July 18-19 & July 22-26

This year, eligible Lofton employees will utilize the Online Scheduling Tool. Participation in the enrollment process is MANDATORY. All contacted employees are required to Enroll or Waive.

You will be able to choose and/or update your benefits, including:

- Medical
- Dental
- Vision
- Short-term Disability
- Whole Life
- Accident
- Critical Illness/ Cancer

Details will follow in an email, labeled "Lofton 2019 Annual Benefit Enrollment Invite." Log into your Lofton file to ensure your email address is up-to-date.



- ★ Only John Hancock signed the Declaration of Independence on July 4, 1776. The rest of the 56 signed on August 2nd.
- ★ July 4th became an official national holiday in 1870.
- ★ The stars on the original American flag were in a circle so all the Colonies would appear equal.
- ★ Presidents John Adams, Thomas Jefferson and James Monroe died on July 4th.
- ★ Benjamin Franklin proposed the turkey as the national bird.

Officer Kudos



Congratulations, **Officer Nikko Jones, Houston** for being recognized for a job well done during a client event last month. Officer Jones was recognized by several of their high-level public sector attendees as being professional, courteous and welcoming as they arrived to the facility.

Special shout-out to **Officers Allen Tolbert and Malaysia Hope, Houston** for their flexibility and accommodating spirit. Our client recently allowed Executive Level Management to park in the visitor lot with one individual arriving before the normal hours of operation. Both Officers have been very responsive when called upon and have allowed early entry without issue.

Another shout-out to **Officer Gabrielle Davis, New Orleans**. Officer Davis witnessed a train derailment and immediately called the client dispatcher to inform them of the incident.