

LAGNIAPPE

MONTHLY EMPLOYEE NEWS

CELEBRATING



OF SERVICE

1979

2019

Window Safety By: Steve Ham, Lofton Safety Services



This spring, when you open windows to let in fresh breezes, it's a good time to keep window safety in mind. For safety's sake, adults need to supervise children at play, and teach them to keep their play away from windows and doors.

More than 70% of injury-causing window falls are from the second or third story; however, even falling from a first floor window can cause injury.

Take a few minutes to review window safety tips. Simple changes could help protect your loved ones and decrease the risk of accidental falls.

- Keep furniture, like beds or dressers, away from windows. Furniture placed directly under a window can create an enticement for a child to climb and potentially fall.
- Keep children's play away from windows, doors and

balconies to help prevent an accidental fall or injury.

- Do not allow children to jump on beds, especially ones near windows.
- Remember, insect screens are designed to provide ventilation and to keep insects out, NOT to prevent falls. For added safety in children's bedrooms, consider installing window guards or window fall prevention devices that meet American Society for Testing and Materials (ASTM) standards.
- Window treatments with traditional cords can contribute to childhood injuries. For added protection, choose blinds and shades with no room-side cords.
- Plant soft shrubs, like boxwoods, under exterior windows that might be used as an emergency escape route to help soften a fall.
- While spring cleaning, do a "clutter sweep" and remove tripping hazards near windows, doors or balconies.

Lofton 40th Anniversary Lofton Security Service, Inc.

Lofton continued our year-long 40th Anniversary celebration with the Security home office in Baton Rouge on March 29th. Jay Babin has been with Lofton since the beginning. It's a pleasure to serve our community with the peace-of-mind security officers provide. Check out more photos! Facebook.com/loftonsec



Pictured L to R: Sherry Blattenberger, Frank Greeting, Jay Babin, Matthew Bailey, Christi Crabb, Aaron Paxton, Jessica Haygood, Michael Jarreau, and Latoya Bethancourt.



Scott Bull presenting Jay Babin with 40 Years of Service to Lofton Security Service, Inc. Congratulations!

Aaron Paxton grilling hamburgers and hotdogs for the employees and guests. I think the heat was getting to him. :)



MAY 2019

MAY 1

Lofton Anniversary



MAY 5

Cinco de Mayo

MAY 6

National Nurses Day



MAY 12

Mother's Day



MAY 18

Armed Forces Day

MAY 27



Lofton offices will be closed on **Monday, May 27th** in honor of Memorial Day.





Managing for Excellence

By: Glenda Lofton, Ph.D.

Although I was never a “paid” staff member of Lofton Staffing, I was honored to carry a business card that labeled me as a Corporate Officer. In 1979, the year that Lofton Staffing began, I started work at the State Department of Education in a statewide school improvement project called SPUR, aimed at bringing increased productivity and excellence in Louisiana schools. As I began to study the research, I learned that the same leadership and management principles apply to successful organizations—both businesses and schools. Two books that had a profound effect on me were *In Search of Excellence* (Peters and Waterman, 1982) and *Thriving on Chaos* (Peters, 1987). In the 1982 book, the authors noted that successful companies/organizations motivate employees to extraordinary dedication and performance by collaboratively identifying key values/beliefs that give direction to activities and decisions and encourage individual innovation and autonomy within this value system.

In his book written five years later Peters shocked readers with the statement: “Excellent isn’t! Excellent firms, “he noted”, don’t believe in excellence—only in constant improvement and constant change. In today’s world there is a management revolution that demands flexibility, love of change, and being proactive—

learning to thrive on chaos.” Managing for excellence was defined as “creating an organizational climate that is conducive to ongoing change and improvement.” In the SPUR project where I worked, we built on that concept in improving schools and enhancing learning. We involved teachers and central office personnel in collaborative planning and problem-solving and reminded educators that

in Geismar, LA. His success brought him national attention, and he was recruited and hired by Brown and Williamson to apply them in the start-up of their new plant in Macon, GA and later in his work as a consultant with plants throughout the country. While in Macon, his first-hand experience was reinforced and enhanced by his work with some leading researchers he met and studied with at the University of Georgia.



Training Session in Baton Rouge, 1998, conducted by Tommy Lofton. He posed the question, “*What do you expect from your boss?*” After their lengthy response, he replied, “*That’s what your coworkers expect from you.*”

“success is a journey, not a destination.” We also stressed the way Will Rogers said it: “Even if you’re on the right track, you’ll get run over if you just sit there.”

To me, Tommy had learned these principles intuitively, but he reminds me that he studied them vigorously in his graduate program at LSU, then observed and applied them in his work as Human Resource Director to facilitate change in a number of chemical plants

In the beginning of Lofton Staffing, I “teamed” with Tommy and the Lofton staff to identify key values and beliefs that would give direction to planning and decision-making and promote individual innovation and autonomy within that value system. The result, according to research, is (1) increased productivity and (2) organizations which are better places in which to work and learn. As noted in my February article, this was easy when there was just one office, but with Bret’s opening of the office in Lafayette in 1987 and the subsequent opening of offices in Gonzales, La Place, and Lake Charles prior to 1995, and Beaumont in 1998, the task became more difficult. Fortunately, we still were in close

enough proximity to bring the staffs together from all six offices, and in my files I still had copies of five sessions that I assisted with—in Natchez, Lafayette, Alexandria, and New Orleans (on the weekend as Tommy reminded me, and spouses were invited). At these meetings, all were actively involved and took pride in sharing what works, collaborating to plan and problem solve, having fun while getting the job done, and growing stronger together.

Officer Kudos

Congratulations to **Officers Suzette Jackson and Lisa Oncale**, Houma. It is not uncommon for our officers to pick up a different post, but it’s something extra when they step in to fill a vacant position as receptionist. Officers Jackson and Oncale offered to work in the business office as well as holding a security post until a receptionist could be hired. Our client was thrilled with the solution and has commended both officers for the professional manner in which they have handled the receptionist duties. **OUTSTANDING!** Thank you for Making a Difference for our client!

Another **BIG** shout-out to the team of **Officers in Baton Rouge** who worked several sporting events over one weekend! It’s a **HUGE** endeavor to schedule and work these sporting events, especially when they fall within the same weekend. **THANK YOU**, to each officer that ensured those events ran smoothly for our client.

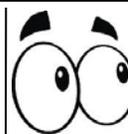
National Nurses Week



National Nurses Week begins each year on May 6th and ends on May 12th. It honors our hard-working nurses for the work they do and endless hours they dedicate to ensure their patients receive the care they deserve. For events, news, and education, go to www.nursingworld.org, click Education & Events.



Thank you for your hard work, dedication & professionalism!



BE ON THE LOOKOUT

For upcoming information on Open Enrollment. Information will be emailed and/or texted so be sure your information with Lofton is up-to-date!

Referral Bonus

Do you have a friend or relative looking for work or change in career? You can earn a **BONUS** for each person you refer that is put to work. When your friend applies online, be sure to have them name you as a referral on the application. Once they work their first 40 hours, call the office to process your bonus. Bonuses could range from **\$50** to **\$100** depending upon the position. The more people you refer that are put to work, the more money you can earn!

