

The AIR HANDLER

The official Newsletter of:



January 2016

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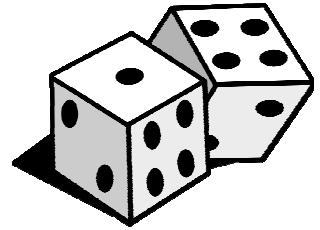
Chris Tucker
Zimmer Heating & Cooling
513-521-9893

ANNUAL DINNER

SATURDAY, JANUARY 30, 2016

PEBBLE CREEK EVENT CENTER

9799 Prechtel Road
Cincinnati, OH 45252



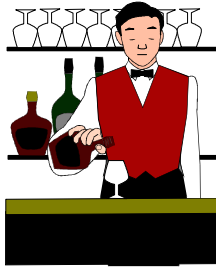
Entertainment this year will be a Casino Event

Host Bar / Cocktails 6:00 - 7:00 p.m.

Dinner 7:00 p.m.

Installation 7:45 p.m.

Entertainment 8:15 - 10:45 p.m.



Dinner choice: Filet Mignon or Salmon

***Reservation cards with payment must be received
no later than Friday, January 22nd***

ATTN: Associate Members

A letter requesting Sponsorship for the Cocktail Hour (\$100) and prizes for the Casino Event was sent recently. If you are willing to help us with either or both of these requests, please contact the office (513-651-1161) no later than Friday, January 22nd. THANK YOU!

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- **Article - Company Culture**
- **Membership Meeting Dates**
- **Red Book Directory**

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www.accgc.org

2016 CALENDAR OF EVENTS			RED BOOK" UPDATE		
JAN	30	ANNUAL DINNER Pebble Creek	"Red Book" information verification will be sent via fax and e-mail the week of the January 11th. Please be alert and respond in a timely basis. The "Red Book" will be printed as soon as all information is verified. ACC GC will also be verifying information on the Newsletter mailing / e-mailing to your company. Please update ALL information and return to the office!		
MAR	2 - 4	PHCC/ACCO Convention Great Wolf Lodge, Mason			
MAR	9	MEMBERSHIP MEETING TBA			
ALL DUES MUST BE PAID BY 1/31/2016 IN ORDER TO APPEAR IN THE "RED BOOK" DIRECTORY!!			Mark your Calendars for upcoming Membership Meetings:		
			March 9	April 13	May 11

Risk Management: A Peek Inside Your Company Culture



Risk management is often thought of as something to do, but just as importantly, it's also something to believe. It's a state of mind that, when shared by everyone in an organization, can enrich the company culture and become a valuable asset to customers.

What impact does a strong culture have?

When that risk management state of mind takes hold, every transaction outside the organization reinforces what the business is all about. Culture impacts business operations such as recruiting, retaining, motivating, reinventing, and continuous improvement. It is a visible representation of your company. For example:

Hiring and retention

The new generation of employees wants to understand a business and its culture enough to feel comfortable working there. They don't want to work for just a paycheck. They want to know how their work impacts overall business results and how those results impact society. They want a connection to their company and what they accomplish through their job. Sound employment practices can play an important role in overall risk management by helping to hire and retain reliable, trustworthy workers. And, once you've hired the best, you certainly want them to stay. A formal retention program can benefit companies of any size, and may help persuade your star performers to become long-term employees.

Planning and implementation

As businesses set company and employee goals, initiatives, or strategies, having a strong risk management culture helps the process move from planning to implementation. Having a culture that focuses on understanding the risk associated with change is critical to successful implementation. Companies with strong, engaged cultures recognize potential hazards or roadblocks in the planning stages and don't have to wait until the implementation phase to find and solve a potential issue. This reduces the time and effort spent to rework those goals and put the new plans in place.

Results

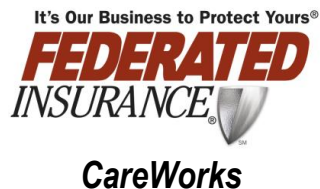
A negative culture impacts results as much as a positive culture does. Imagine watching a business service vehicle weave in and out of highway traffic because the driver is texting. Worse, the driver's distraction causes a horrific accident. When you notice the company name on the side of that vehicle, do you think, "I'm never going to do business with them!"? That certainly isn't good advertising for that business.

Aside from the bad publicity, a side effect of that driver's distraction is something called hidden costs or profit leaks. They are the sales you never got or may never get because of the actions of your business and/or employees. These leaks come in all shapes and sizes, and can substantially impact a business's profits. But, by controlling exposures, implementing best practices, and continuously refreshing your risk management culture, your company can create more opportunities for long-term success than your competitors that don't.

Culture is not a task, not an initiative, not a goal - it is you, your employees, your suppliers/vendors, and everything else your business stands for every day. Culture is critical to success - both with customers and employees. Believe it!



ACCO Industry Partners



Thank you
2016 Convention
Platinum Sponsors



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SOARING TO NEW HEIGHTS

Benefit of the Month / Ohio Convention & Expo

"Soaring to New Heights" Top-notch education sessions and speakers will present relevant concepts and timely information to boost your business.

"Soaring to New Networks" Convention attendees are known for sharing information about their businesses. There are numerous networking opportunities that allow you to expand your network of contacts, gather new ideas, share your experience and find new partners from around the state.

"Soaring to a New Experience" Be sure to participate in all the events ACCO and PHCC have planned at his year's convention!

"Soaring to New Technology" The highlight of Convention is the Annual Expo. You'll have the opportunity to learn about the latest products, tools, innovative solutions and technologies all in one place.

www.ohioconvention-phccacco.org

NEW ACCO Stickers Available! Let your customers know they're getting the best of the best! Be proud of your membership and display the logo! Send an email to mary@accho.org and request yours today!

SUPPORT OUR ASSOCIATE MEMBERS

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RYAN KLATT / BRIAN SNELLING
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RICK SCHAIBLE
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Ph: 513-847-1911

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DAN JURKOWITZ
Ph: 513-251-4343

Mark your calendars now for
Convention in 2016!

Booth Space still available by contacting:
Mary Williams/ACCO 1-330-474-3781

Registration is open:

www.ohioconvention-phccacco.org



2016 ACCO/PHCC OHIO CONVENTION

ACCO
AN ASSOCIATION OF CONTRACTORS

OHIO
PHCC
AN ASSOCIATION OF CONTRACTORS

March 2-4, 2016
EXPO March 3
Great Wolf Lodge
Mason, OH

SOARING TO NEW HEIGHTS