

Connecting

JUNE 2022

NEWS FOR MANAGERS & MECHANICS

REDUCE, REUSE, RETURN: What Does It Mean?

With our fleet going through a HUGE change we need to take time this month to inventory what's on our shelves. This may seem like a daunting task but if everyone works together it can be done in no time.

REDUCE - Why have parts on your shelves that don't fit your fleet.

All purchases will need to be approved through Bill or Bob over the next few months. Reduce the amount of materials and products ordered during the summer months. To determine your true needs look at what you ordered last year and compare to what you have left. Can the order wait until school starts again?

REUSE - Let's get them to a location that can utilize the part.

Reusing is the act of taking old items that you might consider throwing away and finding a new use for them. In the case of bus parts it's even more important. Create a list of what you have BUT don't need. Send this list via email to all managers and mechanics to access. This way the entire company benefits by getting the most mileage out of the materials and parts we have not in use.

RETURN—Do you have more than you need or didn't need it after all?

If something was ordered but not used why not send it back to St. Peter Napa?

By taking the time to **REDUCE, REUSE & RETURN**, we strengthen our company and everyone benefits.

Manager Discussion Groups Start in June

No...your not being called into the principal. What if it's like a student council meeting?

We are looking for an opportunity to meet with a few great minds at a time to share ideas, solve problems or give comments that will continue to lead our company into 2023 and beyond.

How should I prepare?

- What's going well at your location that could be tried out elsewhere?
- How can the corporate staff provide better support?
- What else do you need from us?

Use this opportunity to make ideas happen.



It's The End Of The School Year! Are You Feeling Burned Out?



Burnout is a gradual process. It doesn't happen overnight, but it can creep up on you. The signs and symptoms are subtle at first, but become worse as time goes on.

It's okay. It's normal. And, you shouldn't feel guilty about it. We all can feel burned-out, and run-down at work sometimes. It doesn't mean you're weak. It doesn't mean you hate your job. In fact, research says, it shows you're human.

Most of us know that we're not running at 100 percent every hour we spend in the office. And,

it makes sense that we would only be at top performance for only a portion of the time. And, while it may be true that some employees create greater results in less time, it seems impossible to differentiate who performs the best at 32 hours, and someone who might thrive on 51 hours a week.

Nevertheless, maybe it's time we focus on a different set of criteria to help people perform their best during their best hours at work. Here are a few points you should consider:

Minimizing Mental Exhaustion: Mental exhaustion is common when every day starts to feel exactly the same. It's easy to slip into 'zombie mode' and just start going through the motions of work, so leaders should focus on ways to change things enough to initiate stimulation. If you, or a team member, are suffering from mental exhaustion, pull away from the current task and tackle a fresh challenge. Try to totally change the current mode of thinking.

Promoting Wellbeing: Yes, your people are coming to work to create results. An activity, or break from the current challenge, may stimulate new, fresh, thinking and energy. We have discovered through the years that some of our best thinking happens when we're not in the office.

Rewarding Results: More depleting than working long, stressful hours, is completing a grueling project that no one recognizes. We all come to work every day to try and make a difference that others will love. As leaders, if we want to help make our people feel energized, invigorated, and motivated to see the school year through, we need to consistently show appreciation for their hard work. Reward great achievements. When you do, those employees will be inspired to take on a renewed look at their challenges.

The way we work should be less focused on the time we spend in the office and more focused on the value of the results we create. Sometimes it may take 40 or 50 hours to create those results. But, instead of focusing on the time we spend working, maybe it's more important to think about how to keep ourselves and our teammates invigorated, motivated, focused and delivering results.

June can be an opportunity to rediscover what really makes you happy and to slow down and give yourself time to rest, reflect, and heal.

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Annual Bus Rodeo In Rockford Is A Success

A bus rodeo is great for teambuilding, improving morale, and promoting safety. It also enables drivers to show their skills and have a friendly competition within their company.



The driving event is designed to test the skills of bus operators. Exercises include obstacle avoidance, turning skills, parking precision, closing distance, and other things a bus driver encounters in daily driving.



If your interested in holding a bus rodeo at your location contact Barb for more details.



BIRTHDAYS

JUNE

- 5th—Ben Appleby
- 7th—Jessica Larson
- 26th—Elgin Yates

Find a Hobby You Love (Because It's Good for Your Life and Your Career)

Clearly, hobbies can make a serious impact on your quality of life. But they can also improve your work performance. When your engaged and fulfilled in your life outside of work (like you are when you're pursuing meaningful hobbies), that happiness spills over. It can make you more focused and enthusiastic when you're on the job.

And depending on the hobby, the skills you gain as a result of your leisurely pursuits can also make you better at your job. For example, someone who performs in an improvisational group as a hobby could be attractive to an employer because they can think quickly on their feet and may also be more comfortable presenting in front of a group of people.

Clearly, there are plenty of people out there who don't have, or don't know how to find, a hobby. But that doesn't mean they *can't* find one. It doesn't matter if you're 25 or 85 years old—it's not too late to hop on board the hobby train! Here are a few strategies you can use to find a hobby you truly love.

Reclaim Your Childhood Interests

Think about the hobbies you used to enjoy before work, life, and adulting got in the way.

When you were a kid, what did you like to do? Did you spend hours finger-painting masterpieces to hang on the fridge? If so, you might want to explore taking an art class. Maybe you spent the entire year looking forward to Field Day at school—in which case you could explore joining an adult kickball or flag football league.

When you were a kid, you probably had hobbies you loved—so revisiting them as an adult can be a great way to get back into the groove.

It might take a few attempts to find a hobby that you love, but the key is to not give up. Keep putting yourself out there, connecting with people, and exploring new things that feel exciting to you. Eventually, you'll find a hobby that feels like the right fit—and you'll learn a bunch of new things and meet cool people in the process!



NORTH BRANCH WINS THE AWARD AGAIN FOR THE LATEST "LAST DAY OF SCHOOL" THIS YEAR

June 13th!

JULY 4TH

Let's get
INTERIOR BUS CLEANING
completed
as soon as possible.

GOAL!



JUNE

Sun	Mon	Tue	Wed	Thu	Fri	Sat
 <p>Summer loading...</p>			1	2	3 PAYROLL	4
5	6 PO LISTS DUE	7	8	9	10	11
12	13	14	15 SCHOOL DIST. BILLING	16	17 PAYROLL	18
19	20 PO LISTS DUE	21	22	23	24	25
26	27	28	29	30	2ND PERIOD RANDOM TESTS MUST BE COMPLETED BY Aug 31st	