

Workforce Directions



ARC Broward
Workforce Development

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CORE PURPOSE

Enriching the lives of people with disABILITIES.

Workforce Development

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Turning Dreams into Reality

As we begin to actualize our "Good to Great by 2008" strategic plans, it seems relevant to share a perspective of how we can turn the dreams (our visualizations) into reality. In our strategic planning activities so far, we have used our imagination and have clarified it into our six strategic goals. We are now ready to prioritize and implement the plans.

Achieving your goals comes down to turning your dreams into tangible OBJECTS upon which you can apply POWER. If you do not achieve "tangibility", you have no need for power... as you have nothing firm upon which to apply your power. Your power is simply dissipated as heat into the universe. It is wasted. You waste TIME. You waste LIFE.

However, when you can apply your power to something PHYSICAL... something you can actually TOUCH... your power is used to maximum advantage. You maximize the use of your TIME. You LIVE your life to the max. The simple truth is, great IDEAS remain great ideas, until *you* TRANSFORM them into something PHYSICAL. If you are having a hard time achieving your goals this year, the problem lies in getting the initial steps out of sequence.

Four Simple Steps... The initial sequence by which dreams become real:

- * **IMAGINATION:** The first step in achieving your dreams is to imagine the object of your desire in full color... full splendor... with lavish details. Then, move the IDEA out of your heart and head—onto a sheet of paper. Your idea is now physical.
- * **CLARIFICATION:** The second step is to add exciting DETAIL to your idea... making it crystal-clear to even the most casual observer! This step is where you move from "creative visualization" to "conceptual desirability".

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New recycling job for consumers

During the month of May several consumers will be working at the Electronics Recycling area assisting in the dismantling of 135 gambling machines. These machines were court ordered to be dismantled. ARC Electronics Recycling in conjunction with the Broward Sheriffs department, will dismantle, destroy circuit boards, and recycle usable parts such as monitors, power supplies and wiring. Consumers will be the winners in this project both learning new skills and being paid for the recycling of the machines! A Broward Sheriffs department deputy will be on duty at all times to observe the dismantling of the machines.

By Matt Leachman, Recycling Manager



Employee of the Month



Lucia Otero is the Employee of the month for May. Lucia was nominated by a team member who said, "Lucia has proven to be a great ambassador of ARC as the crew leader of the enclave at Everglades Direct. She has made us proud with her leadership qualities and her proactive approach to her work has made a positive impact on the executives of Everglades Direct. She has a good rapport with coworkers and has established a great relationship with the clients. She is always willing to help and is all about having fun while working hard. Lucia is deserving of this award because she continues to inspire and motivate her crew. She will be a big contributor on our quest from Good to Great".

In addition to her certificate, Lucia receives a \$25.00 gift card. *Congrats Lucia!*

Meet Larry, Galypso Grill Manager



Larry grew up in New Jersey, His father was a federal judge as well as an owner of several nightclubs and a couple of restaurants. While his sister and brothers enjoyed spending their time at the courthouse, he enjoyed the life of the restaurant owner. He graduated high school and joined the U.S. Army. He was a decorated Army Ranger with a Combat Infantry Badge for support in Grenada.

Larry's own entrepreneurship took him to the west coast of Florida where he opened his first of three restaurants, Backwaters Seafood & Steakhouse. He opened the first in 1990 and by 1996 had all three opened. At the same time he owned a small chain of retail map, book & globe stores here in south Florida called A Galaxy of Maps. However the restaurant business has always been His love.

He says he is fortunate to find himself here at ARC Broward. "I find the challenge Jerry has given me exhilarating to say the least. To be part of such a wonderful organization that delivers such hope on a daily basis is a feeling I more than enjoy taking home every night. I applaud everyone here at ARC, and look forward to a long and successful career helping to support this wonderful organization". He has a beautiful wife, "whom I love more than life itself", he says she is due to have their second daughter early August, their first daughter, Samantha just turned seven. *Welcome Larry!*

Calypso Grill serves exciting new concept

ARC Broward’s dream will become Calypso Grill’s reality. New Calypso Grill manager, Larry Layton teams up with Chef Nancy to create a flavorful new concept. “I want people to have a nice variety to choose from, as well as a consistent product”, states Larry.

The idea here is to create an actual restaurant within the ARC Broward, Inc. walls. We will offer a casual menu with a large variety of foods, to include chicken, beef and seafood entrees. Salads, appetizers as well as soups and desserts will be available.

At first we will be more of a delivery business, weaning into a sit down concept as we prepare the Great Room for it’s future in the restaurant business.

“I will not only go out and sell the Calypso Grill concept to all local businesses, but also educate them about ARC and the great things we are doing here”. The idea is to let the business community understand that by purchasing their daily lunch from the Calypso Grill, they are not only enjoying an excellent dining experience, but helping support an organization that is a valuable asset within the community.

“I am very excited to be part of such a wonderful concept, and being able to help make it happen”. Many hours of hard work have been put into the new menu, and the team at the Calypso is making sure you will all find it as exciting and delicious as we do.

We look forward to every ones opinion on the new menu, so that in time we can perfect the Calypso Grill concept to satisfy every ones culinary needs.

By Larry Layton, Calypso Grill Manager

*"Action is the real measure of intelligence."
Napoleon Hill*

Employment Services staff in high gear



Pictured from left Francine Llanos, Julieta Arcila, Alicia Ballestas, Elizabeth Narain-Kersting and Ghada Aly - Manager. Not pictured Steffen Lue.

The Employment Services Team are working in high gear and has successfully placed 5 consumers in jobs this month. Employers include restaurants, a doctor’s office, and ticket office for concerts and sporting events.

Formerly known as Supported Employment, Employment Services has changed its name to recognize the broader array of services now offered. ARC now has a new contract with Florida Division of Vocational Rehabilitation and is receiving referrals from the new Agency for Persons with Disabilities. With more and more emphasis on community placements, look for our Employment Services Department to grow and serve

many more consumers who want not only jobs, but careers.

Congratulations to the staff and consumers in the Employment Services Department.



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**WORKFORCE
DIRECTIONS**

Ideas, suggestions?
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Happy Birthday!



May, 17
Matt Leachman
Recycling Manager



Annual Mothers Day Plant Sale



Marcia Wright, and the entire Skill Center staff and Consumers would like to thank everyone who made the Annual Mothers Day plant sale a huge success. The two days of plant and gift baskets sales surpassed expectations and the team was over-

whelmed by the support from staff and consumers.

Looking forward to next year.



Consumer of the Month



Alfonso R was awarded the Skill Center Consumer of the Month for May. He was acknowledged at the Consumer meeting for consistently remaining on task, and for his willingness to help out in the classroom.

Congratulations and keep up the good work Alfonso!

Turning dreams into reality cont...

- * **EVALUATION:** The third step is to carefully evaluate the DESIRABILITY of your dream against your POWER to make it a reality. This is the step where you move from "conceptual desirability" to absolute BELIEVABILITY. In my opinion, this is the single most IMPORTANT STEP in the process. This is where dreams FAIL... or come ALIVE.
- * **DETERMINATION:** The final step is to make the absolute determination that YES, you will COMMIT your POWER to this carefully evaluated idea... an idea in which you firmly BELIEVE... or NO, you don't currently have the power to make it happen. If you currently lack the power—or you have the power BUT are unwilling to commit 100% of it to this idea—putting it on hold is the smartest thing you can do.

These tips apply to both your personal life as well as your work life. While these concepts are not original, they are well proven. I hope you find some value in them and join us by getting involved in one of the work groups. If you are not sure how to get involved, see me and I will help you find a group that is working on an area you are interested in.

By Jerry Motter, Director Workforce Development