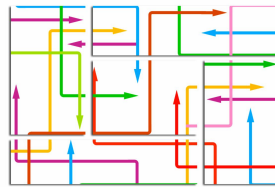


Culture eats strategy for breakfast.

—Peter Drucker

Give Purpose to Your Process



process (noun)

A series of events to produce a result.

purpose (noun)

An object to be reached; a target; an aim; a goal

respect (noun)

A feeling of deep admiration for someone or something elicited by their abilities, qualities, or achievements.

Process There's what we do and how we do it. Process. We make the widgets on the widget assembly line using the widget parts sourced specifically to manufacture widgets in the most efficient, cost-effective manner possible. For sure, the process is important. There are personnel schedules and purchasing schedules. "T"s to cross and "I"s to dot. Followed up by the numbers. How many made. How many sold. Cost of supplies compared to gross dollars and net profit of product sold. Everything important can be found on a spread sheet.
Or can it?



Purpose There's process. And there's purpose.

Exploring purpose and developing a culture of purpose within your organization can elevate widget production beyond the numbers. Purpose is the why that can drive the how. Purpose is knowing how we're impacting life and/or the success of the company here and now.

Purpose sees past the data. Sure, having employee handbooks that outline rules and expectations and an understanding of processes are all important and give base guidelines. But they're only a piece of the puzzle.

What's more important? Is it that you be at your desk, ready to go when the clock hits 8am? Or is it that when the team gets together for the morning huddle, you come with ideas to propose, success to share, or a goal to pursue and a way to pursue it?

Respect To nurture the purpose that elevates the process, respect is key. Being honest and transparent in interactions produces an environment that encourages trust and a desire to put forth effort that benefits not only the individual, but the organization as a whole.

Rules, procedures, and policies may be necessary, but too much rigidity can ultimately stifle change, positive development, and adaptability. The combination of respect and trust with purpose is an almost unbeatable base from which an organization can provide product or service that will meet and exceed the requirements of clients and customers.

Specialized Staffing & Industry Recruiters has built a foundation upon purpose and respect. Years ago we revamped our employee handbook to reflect 'non-negotiables' based on trust and respect rather than rules.

Non-negotiable #1: We are certain we impact the lives of our candidates and the success of our client businesses. We make our decisions based on what's best for our customers and our candidates. When they're successful, our success just naturally follows.

To that end, we've developed an ever-evolving process to benefit our clients by getting to know each individually, along with unique organizational needs. We delve into the character as well as ability of our candidates, in order to match employees uniquely qualified to fit your organization in ability as well as culture. We're able to do all this with a company ethos that adds purpose and respect to process; ultimately delivering long term success to everyone.



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