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## Finding the right job fit key

**Experts say money not the most important motivating factor for many employees**

By **STEVE MacNAULL**  
 The Okanagan Saturday

Everyone yearns for a great boss, according to West Kelowna-based human resources expert Laurie Glasser. "That's why I think leadership is such an important part of a company having good human resources policies and practices," said Glasser, who owns and operates Kelowna HR Consulting.

"Leaders get it and do seven important things that ensure good people are hired and stay happy with the company." Those seven leadership traits are:

1. Treat staff fairly.
2. Build trust and respect.
3. Communicate effectively.
4. Mentor and develop staff.
5. Confront challenges.
6. Delegate and empower.
7. Foster a positive company culture.

All this sounds like common sense, but it's amazing how many employers skip all or some of the seven steps.

"Many company owners or bosses are good entrepreneurs or good workers who've hired people or been promoted," she pointed out.

"That doesn't make them good bosses. They have to be aware of, and practice, good human resources management."

Glasser, along with Shane Mosley, HR manager at Kelowna's Sawchuk Developments, led an HR 101 for Small Business Workshop this week for the Kelowna Chamber of Commerce and the Southern Interior chapter of the B.C. Human Resources Management Association at the Fairfield by Marriott Hotel.



GARY NYLANDER/The Okanagan Saturday

**A lot of companies and bosses are lacking when it comes to human resources policies and practices, according to Laurie Glasser of Kelowna HR Consulting.**



GARY NYLANDER/The Okanagan Saturday

**Sawchuk Developments human resources manager Shane Mosley, inset right, talks with Andy Gebert of St. Hubertus Winery after a HR 101 workshop this week at Kelowna's Fairfield by Marriott Hotel. Both employers and employees need to understand what makes a healthy working relationship.**

"The Employment Standards Act is the bare minimum employers have to follow," said Mosley.

"At Sawchuk, we go above and beyond that and so should other employers. We pay for employees' B.C. Medical Plan and a full group benefits plan. We support the carpentry apprenticeship program, offer flexible work schedules and pay competitively."

But, while paying competitive wages is essential, money is not the ultimate motivator for most workers.

"People want to feel they are part of the bigger picture and have a say in how things are done better," said Mosley.

"They also want to know their career is going somewhere." That's why Mosley believes in the three-point plan to intrinsically get the best out of employees:

1. Let workers know what they are supposed to do. The job manual.
2. Hold regular performance reviews so the employee knows how they are doing.
3. Let workers know what their future is with the compa-

ny through training and succession planning.

Since the relationship between you and your immediate boss is the most important in the workplace, it's imperative that it be functional and respectful.

More people leave jobs they would otherwise love because of a bad boss.

When it comes to hiring, there's a good mix of following procedure and your gut.

"Hiring the right person is different than hiring the best person," Glasser stressed.

"You want to hire the right person who fits the job at this time, will get along with others and will stay a while. That's different than hiring the most charismatic and qualified person, only to find out later they are disruptive or leave after a short time.

"You want to avoid turnover because that's very expensive."

Mosley concurred.

"You want to pick the right candidate," he said.

## Local winery adds to trophy case

There are winery of the year awards, and then there is the winery of the year award from the London, England-based International Wine & Spirit Competition.

The competition's Canadian Wine Producer of the Year trophy is considered the pinnacle, because the London contest is regarded as the most prestigious of its kind in the world.

And this year's winner is West Kelowna's Mission Hill Winery, which won 19 medals at the competition, including three gold medals for icewines.

"Having started back in 1981 with a vision of producing wine that could stand alongside the best in the world, it is almost overwhelming to see this dream has become reality," said Mission Hill owner Anthony von Mandl, in London to pick up the award.

"This award represents a profound achievement for everything our winemaking and vineyard team has accomplished."

The winery of the year win is like coming full circle for Mission Hill.

Mission Hill first made its presence known on the world scene in 1994, when its Grand Reserve Barrel Select chardonnay won the Avery Trophy for best chardonnay in the world at the International Wine & Spirit Competition.

The win stunned winemakers and consumers alike, many of whom didn't even know of the Okanagan.

Mission Hill has won other winery of the year awards at the InterVin International



Photo contributed

**Anthony von Mandl, owner of West Kelowna's Mission Hill Winery, went to London, England, to pick up the winery's Canadian Producer of the Year award from the International Wine & Spirits Competition.**

Wine Awards, organized by Canadian wine magazine Vines, and the Canadian Wine Awards put on by Calgary-based Wine Access magazine.

Four Mission Hill wines also became the first Canadian reds to ever score 90+ (out of 100) in Wine Spectator magazine, which is considered the international wine bible.

The high scorers are all 2007 vintages — Compendium, Oculus, Quatrain and Small Lots Collection Syrah.

### Championship picks

Speaking of wine, the chefs who will be squaring off at the Canadian Culinary Championships being held in Kelowna Feb. 11 have picked partner wineries.

Of the nine finalist chefs, four have teamed up with Okanagan wineries.

Michael Dacquisto from Winnipeg will match his dishes to Gray Monk wines, Edmonton's Jan Trittenbach to Peller wines, Vancouver's Rob Feenie to Haywire vintages and Saskatoon's Anthony McCarthy with Nichol wines.

The public gets a chance to taste the food and sip the wines at the grand finale event at the Delta Grand hotel.

Ticket information is available at GoldMedalPlates.com.

A fundraiser to help the Canadian Olympic Foundation, Olympic gold medalist kayaker Adam van Koeverden will be there and musical entertainers are Ed Robertson of the Barenaked Ladies and Barney Bentall.

### MP gets feedback

Keep creating jobs, but keep taxes low.

That's what Kelowna-Lake Country MP Ron Cannan heard this week, when he held two pre-federal budget roundtables with local businesspeople and representatives



STEVE  
**MACNAULL**  
 Valley Views

from social services and academic sectors.

Also at the meetings were Port Moody MP and Minister of Canadian Heritage and Official Languages James Moore and Simcoe-Grey MP and Parliamentary Secretary to the Minister for Human Resources Kellie Leitch.

"Our government has been working hard to implement Canada's Economic Action Plan creating jobs and keeping taxes low through some pretty tough economic challenges," said Cannan.

"But the global economy remains fragile and it's even more important that we continue to find ways to create jobs, keep the economy growing while returning to balanced budgets in the medium term."

With the economy remaining soft and financial turmoil in Europe, there's speculation the next federal budget will be an austerity one.

Continued on page C4

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