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HENDRICKS COUNTY

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OPINION

Good things happening in economic recovery in the county

Several good things are happening in Hendricks County which will help the area survive the pandemic recession.

Prestwick

News of a change in ownership at Prestwick Country Club is welcomed in the area. Now, the more than 40-year-old golf course and country club has local ownership with a significant investment in the grounds and equipment. This change should return Prestwick to its status as an asset to the county.

Investment in Ronald Reagan Parkway

The economic benefit of Ronald Reagan Parkway is starting to materialize as developers apply to build speculative buildings. In Brownsburg alone, investments of millions of dollars are starting to begin the process of the town approval process.

Ronald Reagan Parkway was built as a corridor to encourage development of manufacturing or business. Brownsburg desperately needs to adjust the balance of residential to commercial for taxes. This will spur growth. Yet, the pain of area residents is not to be dismissed. A few residents will suffer some inconvenience, but the growing pains are a necessity for continued growth in the area. What Brownsburg needs to work on next is placemaking to appeal to a workforce.

MADE@Plainfield boosts workforce development

There's a new resource in Hendricks County that offers training for the latest technology in robotics and logistics. Made@Plainfield is a partnership of local universities, Plainfield Community Schools, the Hendricks College Network and the Town of Plainfield to prepare the next generations of the workforce. While others moan about workforce development, this unique partnership is doing something about it. It should become a hub for area development that is just getting underway.

Humor: Obtuse questions reveal much about us

By Gus Pearcy

Everybody has questions they want answered. Who am I? Is there a God? Does mayonnaise and peanut butter go together? "Inside the Actor's Studio" is a television programme which would ask celebrities a set of questions that included such gems as "What's your favorite sound?" - and "What's your favorite curse word?" I'm not sure why we needed to know Sean Penn's favorite curse word, but he answered as did hundreds of other guests over the 30-year history of the show.

The set of questions were modeled after French novelist Marcel Proust who offered up a set of parlor questions as sort of a game. He would ask inconsequential questions of his guests such as, "What are your favorite qualities in a man?" and the room would be filled with titters and chuckles as the person looked at Proust like he was a madman.

This is one of the reasons we no longer have parlors.

You see similar questions like this on dating apps. These are a little more base and usually have to do with sex or motorcycles or sex on motorcycles, I'm not sure because I don't have a motorcycle.

Whatever. Answering inane questions sounds like fun. So, I will answer my own questions and give the reader a chance to know who I am. At the same time, I am gearing these questions to be helpful to others. I like to teach others how to live, dropping knowledge like a Pequot, an Algonquian tribe of Native Americans. Here we go:

What's your favorite or most useful mnemonic?

HOMES. Homes is a mnemonic to aid in remembering the Great Lakes. Out of all the mnemonics I have been taught, this one has

survived the longest and is most used. Homes equals Huron, Ontario, Michigan, Erie and Superior. What's your favorite?

Who inspires you to get up and go to work every morning?

Bill collectors.

What app would you like to see developed?

A kidney stone eradicator. It would emit a tone which would crush kidney stones as a preventative maintenance feature. Also, why can't my iPhone double as a Taser?



Gus Pearcy is a contributing columnist to the Hendricks County Business Leader. He may be reached at (317) 403-6485 or gus@icontimes.com

Business Leaders: EQ Can take you past your limits

By Susan Rozzi

While the concept of emotional intelligence isn't new, it has been gaining traction in today's business world. When employers talk about the importance of "soft skills" and traits such as resilience and empathy, they're describing components of emotional intelligence. Although the word "intelligence" is used, the concept isn't really connected to intelligence as measured by IQ scores. Your IQ (intelligence quotient) score is essentially a measure of your brain's intellectual capacity. In theory, the higher your IQ, the more easily you can grasp complex subjects.

In contrast, emotional intelligence (what some refer to as EQ) involves an assessment of your emotional capacity. It describes your awareness of your own emotions and your ability to control and manage them to produce the best results. Even more important, emotional intelligence provides a sense of how well you interact with other people — not just on a social level, but your ability to

perceive their emotions and respond to get the results you want.

What I like about emotional intelligence is that it can take you beyond the limits of your IQ. You may not have the brainpower of a neuroscientist, but if your emotional intelligence is high, you may be better able to handle the challenges of daily life and far exceed the limits of your intellectual knowledge.

Having a better understanding of our emotional intelligence strengths and weaknesses, allows us to become more effective in a wide range of activities. When we have an awareness of our strengths and learn to leverage them, we accomplish more and get "stuck" less. This boosts our confidence and enables us to continue to grow in our roles and ensures greater success.

So how can learn about your emotional intelligence strengths and potential challenges? We like the robust and valid EQ inventory called "EQ-I 2.0." We are trained

facilitators and use it in our coaching and leadership development programs. Keep in mind, though, that emotional intelligence assessment is different than a personality assessment. EQ grows over and changes over your lifetime based on usage. It is a snapshot in time of your ability in self-awareness, self-expression, interpersonal relationships, decision making and stress management. Assessments give you an assessment of your EQ at a moment in your life. Take the same assessment again in a year or a decade, and you'll probably see shifts that reflect the lessons you've learned along the way.



Susan Rozzi is the president of Rozzi and Associates, a leadership and organizational development company helping good leaders become great. Contact Susan at susan@rozziandassociates.com.

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COVER STORY

TIED AND TRUE SUCCESS

Avon's Tie Dye Lab business keeps customers smiling with make-and-take outings

By Lindsay Doty

Inside the Tie Dye Shop in Avon, co-owner Barb Kozlowski watches a grandmother-granddaughter duo share a moment while maneuvering squirt bottles of colorful dye as they transform cotton into wearable art.

"They were enjoying each other's company, making matching t-shirts and just having a fun time creating with each other. It was great to see," says Kozlowski, who runs the daily operation at the shop with co-owner Terri Fisher.

For the team, those happy moments are what keeps families coming back for more.

The "lab" located off Rockville Road allows customers to tie and dye apparel in an open but structured space without taking home the mess. Clients pick their dye colors, choose their design and do the dyeing from start to finish. It takes between 45 and 60 minutes and they leave with their creations.

The dye can be put on mostly cotton items ranging from bucket hats and baby onesies to oversized beach towels and doggie shirts.

"We are in the world of Amazon and THIS is an experience. Everyone can do it," explains owner Bart Fisher, who oversees the books and schedules. "From 4-years-old to 84. They all seem to have fun. Each thing is individual and different."

Bart and his wife Terri Fisher, along with Barb and Jerry Kozlowski, decided to open the business in 2017 after hearing about a similar model in the Midwest several years ago. Both local families have an entrepreneurial background and decided Avon was a great fit to set up shop.

Fisher, who operated three drive-thru coffee shops in St. Louis says he had confidence in the business pitch from the start but knew they had to find a way for clients to take home their product to make it work.

"We had to figure out the chemistry behind having people leave with the product. Let them tie it and dye it within an hour," he says.

So before launching, the two couples rounded up their then-teenage children in one of their garages to test out the methods before getting the science and timing right.

Once they worked that out the Tie Dye Lab was ready to go and became a hit in Hendricks County.

Since opening, the business has found a sweet spot for date nights, team celebrations, kids' birthday parties, and families just looking to drop in and do something creative together that doesn't involve screens.

"We are unique! People love doing new things and at The Tie Dye Lab they can have a new experience without the mess at home," says Barb Kozlowski.

"Everyone likes the experience. They are spending the money on t-shirts anyway, but it's stuff they get to make



From left, Terri Fisher and Barb Kozlowski. (Photo by Cathy Myers)

and our product is pretty good quality so it lasts," adds Bart.

"I had a guy who has had the same Tie Dye Lab t-shirt for three years. It's cool to see that he made it and likes it."

The Lab, like so many businesses, hit a snag in 2020 when they were forced to close for 8 weeks due to the pandemic. They opened back up by appointment only and have been able to survive and get back to business.

"We just had to take it one day at a time and figure things out as we went," says Terri.

"Thankfully, we have awesome customers who were very

understanding and patient throughout the whole thing."

Today, the creative stop is a factory of rainbow apparel and smiles. The inviting white space with splashes of bright color makes it easy to forget about the daily grind and get messy and creative for an hour.

The team says their biggest obstacle now is apparel inventory.

"Shortage of apparel items," explains Terri "There is no rhyme or reason to what's out each week. One week it's youth large short sleeve and the next it's adult medium long sleeve. Some items come back in stock within a week, but others are on backorder until October."

The team is doing its best to adjust to keep up with demand. A steady flow of young and reliable employees has been a huge asset.

"We are extremely blessed to have amazing staff members that have helped us get through all the obstacles," says Terri.

They continue to advertise by word of mouth, friends, social media and continue to push their seasonal items and new colors.

"The Tie Dye Lab's business model is all-encompassing. They have created a fun hands-on environment in which you can leave with something you have created," says Greater Avon Chamber of Commerce Executive Director Tom Downard.

"They reach all age groups. They bring in groups for fundraising, teambuilding, and it's cost-effective. As chamber members, they are active and give back to the community."

Even with all the obstacles of being a small business owner, seeing clients be creative and interact while tie-dyeing something new is always inspiring.

"You can have an entire volleyball team have the exact same shirt and style and come out with 18 different designs to love. It's great," said Bart Fisher.

Getting to know the team behind The Tie Dye Lab:

Hometowns:

Bart Fisher: St. Louis, MO,
Terri Fisher: Monroe, MI
Barb Kozlowski: Ft. Thomas, KY

Kids:

8 between all of them. Mostly college-aged and one senior in high school

Pets:

Two dogs.

If I'm not at work I'm usually...

working from home. I'm a small business owner! Ha. (Terri)

2. Most creative tie-dye item requests?

The coolest thing someone wanted to dye was two

pairs of overalls for a Halloween costume. A grandma and grandson were going trick-or-treating as Mario and Luigi from Rainbow Road Mario Kart. (Bart)

3. Last time I laughed out loud was..

I think I laugh out loud every day! At least I try to :) (Terri)

5. I never leave home without my:

Reusable water cup. (Barb)

6. What have you learned since opening?

I try to take things too seriously and try not to stress about all the little things. When our sinks are backing up, we're almost out of our most popular dye color, or the back storage area is a total mess, I have to remember that the main goal is to keep customers happy and coming back. (Terri)

WELLNESS

Modern ergonomics tips for all workspaces

By Cindy Myers, PT, DHSc, CEASII, CFCE, TPS

Whether you work at a desk or at a construction site, your work environment has a profound impact on your health. Ergonomics is the science of the relation between people and their working environments, especially the equipment they use. The application of this science to workplace design is meant to improve work efficiency while reducing overuse injuries, or poor posture.

Ergonomics has been studied since the 1700s and has continued to evolve along with new tools, machines, and technology. Published studies have provided recommendations for different occupations regarding temperature, sound, light, vision (particularly with computer use), vibration, fatigue limits, work recovery times, posture, body mechanics and use of tools and handheld devices to name a few!

For many desk workers, the current pandemic has shifted people's workplaces into their homes. Unfortunately, this home workstation may be a shared space (kitchen table) or have other limitations that can impact work performance.

Chair Position Tips:

- Feet should be flat on the floor
- Seat height should be adjusted so that knees, hips, and elbows make 90-degree angles
- Keyboard/Monitor Position Tips:
- Wrists should be supported
- Head/eyes should be in neutral position (shouldn't have to look up or down)

Given the amount of time we spend in our work environment, it's worthwhile to consider its impact on our health. Re-designing your personal workspace, or looking to update your office's furniture, could have a significant impact on your bottom line by avoiding injury and improving staff satisfaction.

Consider a consultation with a Hendricks Regional Health Ergonomic Specialist by calling (317) 838-3434 for more information.



Cindy Myers, PT, DHSc, CEASII, CFCE, TPS, is a physical therapist with Hendricks Regional Health Rehab, Wellness and Population Health departments.

BUSINESS BRIEF

SLA Audiology celebrates ribbon cutting



SLA Audiology held a ribbon cutting ceremony on July 21, 2021 at 480 E. Northfield Dr., Suite 600, Brownsburg. Dr. Shannon Austin's experience in healthcare spans 18 years, 15 years in clinical audiology on Indianapolis' westside. A Brownsburg resident since 2002, Austin opened SLA Audiology in Brownsburg on June 1, 2021. To schedule an appointment or more information, call (317) 932-0099 or visit SLAaudiology.com.



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MONEY MATTERS

9/11 plus 20 years

By Jeff Binkley

I was late to work that day. Traffic, or a late start, or I just didn't get to work on time. You know how that sometimes can happen no matter how regular your commute is. When I sat down at my cubicle in the big Schwab call center, one of the towers was already burning. I could see it on one of the dozens of TV monitors hanging from the ceiling in the center. One of my teammates told me that a plane apparently hit one of the towers. But in that day of pre-9/11 innocence we all thought some fool of a private pilot had gotten too close to the building during a sight-seeing flight so we weren't too torn up about it.

Then the 2nd plane hit.

Within moments the entire call center became very, very quiet. People stopped talking, phones quit ringing, a stillness settled over the building. I looked around. People were numb. Didn't understand, couldn't understand. "What's happening?" Thirty minutes later, when the 3rd plane hit the Pentagon, that numbness turned into fear. Wall Street was evacuated, Capitol Hill was as well. And people had begun to leave the towers while thousands of FDNY heroes ran into them. I couldn't speak. I couldn't think. All I could do was watch those smoky buildings on the TV screen above me. Phones were still pretty quiet but had picked up a little.

Then the first tower fell.

Quiet exclamations of "NO!" could be heard around the center. Sobs broke out as well. I bowed my head and prayed as did doz-

ens of others around the building. When the 2nd tower fell, emotions had come full circle back to numb. I was numb. Management said anybody that wanted to go home could. I chose to. The only thing I remember about that drive home was how blue the sky was and how not a single contrail could be seen. Planes had been grounded immediately and didn't fly for a week. Blue, blue skies with not a contrail to be seen.

I had called the kids' schools and was told I could come get them if I wanted but they were suggesting not to so as not to excite them unnecessarily. I had "rescued" an old Honda motorcycle from a barn in Ohio the week previously so I just turned the radio off, opened the garage door on that beautiful fall day and lost myself in very amateur mechanics.

20 years. And yet as I write this, the emotions return. Now not with fear, but sadness and loss, tempered and intermixed with undying hope and a little motorcycle grease.

God Bless America



Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group. He can be reached at Jeff@thebinkleygroup.com or (317) 697-1618.

BUSINESS BRIEF

Hoosier Warriors Gym is moving

Hoosier Warriors Gym, a gym which trains children in gymnastics, parkour and calisthenics, announced that it is moving to 8131 Kingston St., Suite 500, Avon, next to RBI Factory, Notch 8 Athletics and Xtreme Laser Tag. New classes and special events such as Kids Night Out are continually being added. For more information, visit facebook.com/HoosierWarriorsGym.

The Fudge Kettle to relocate in Avon

In January of 2022, The Fudge Kettle will take over the former Jack's Donuts location located on the northeast corner of Rockville Road and Dan Jones in Avon Station. For more information, visit thefudgekettle.com.

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THE 'IN' CROWD

GIRLS NITE IN INTERNATIONAL FOUNDER
JIMMELYNN GARLAND RICE CONTINUES
MISSION TO HELP YOUNG GIRLS.

By Mike Beas

In and around Hendricks County, the welcoming embrace of Jimmelynn Garland Rice is recognized as much as the South Carolina native's omnipresent smile.

Rice, who seems to have never met a stranger, probably would be reluctant to admit it if she did. She is a hug waiting to happen. A genuine, powerful hug, regardless of whether she's known the individual for 30 years or 30 seconds.

Founder and CEO of Brownsburg-based Girls Nite In International, a non-profit formed in 2008, Rice's moths-to-light charisma is just that — a light — for young girls struggling with any number of issues.

Maybe it's an abusive boyfriend, bullying, bouts of depression, parents divorcing, loneliness, the desire to self-harm or pregnancy.

Whatever the case, Rice is there. Formerly located on Main Street in Brownsburg, Girls Nite In International has called 2,500 square feet of office space at 1080 N Green St. home since January.

Ironically, the building she currently occupies still needs some interior work. It's a reality that in many ways parallels what Rice considers her life's mission.

"I've always been a teacher and a visionary leader at heart," Rice said. "But while I was teaching at Brownsburg High School, I saw so many of my students making choices that were destroying their lives, or somebody doing something to destroy their lives.

"I made a choice as a teacher that instead of hanging out in the faculty lounge, I chose to hang out in the girls restroom that was close to my classroom because (students) knew that I cared."

In time, teenage girls burdened with whatever was dragging them down emotionally — and perhaps even physically — began confiding in Rice during lunch breaks or after school.

Every girl has a story, Rice reasoned. And, like snowflakes, no two were going to be the same.



Jimmelynn Rice, founder and CEO of Brownsburg-based Girls Nite In International. (Photo by Mike Beas)



Jimmelynn Rice with participants of Girls Nite In. (Photo courtesy of Jimmelynn Garland Rice)

The stories motivated her to create Girls Nite In, providing a safe environment where girls would feel welcome, wanted, valued and loved. Rice figured the first meeting in 2008, to be held in the basement of her former residence in Brownsburg, would draw between 10-15 girls.

Fifty-five showed up.

In the years since, Girls Nite In has attracted girls from middle schools and high schools throughout central Indiana. The number of young female mentored by positive and successful women at GNI over the past 13 years exceeds 3,000 — including as many as approximately 400 taking part in a calendar year.

Rice, who moved to Hendricks County in 1992 with her husband and then-young children, understands girls aren't growing up in the PG-13 world previous generations of young female might have experienced. Thus, some might need guidance to make wise choices, all the while adding to their confidence and overall level of self-worth.

The passion starts at home.

"We love serving this community," said Rice. "Serving and loving families who have, in turn, loved and cared for us."

Girls Nite In events are where character-driven values are taught.

Rice's foresight and meticulous planning has allowed Girls Nite In International to

spawn affiliate groups in seven other states, as well as in Argentina, Nicaragua and Panama.

"The big thing is we've launched in public high schools, community and pregnancy centers, college campuses, churches and women's prisons," said Rice. "Here's the thing. Our girls look like they are well put-together on the outside, but what I've discovered over and over is that they're bleeding emotionally on the inside, and I felt that I had to address that.

"At Girls Nite In, we address the heart. Out of your heart flows every emotion. If you're angry. If you're hurting. If you're happy. Every behavior and choice comes out of your heart."

Rice worked through her own traumas as a young girl and for the past six years has battled late-stage, chronic Lyme Disease. The oldest of her three children, her daughter, Kristi Hardin, struggled with a severe eating disorder in high school and now serves as GNI's Director of Operations.

Kristi inherited her mom's smile and perpetually upbeat persona, meaning visitors are greeted by two embraces, not merely one.

To think, it all started in a high school restroom.

"I would hear and watch and see bullying taking place, and girls running into the rest room because that was their escape," Rice said. "I think the worst was hearing girls terrified because the wrong kind of stepdaddy was waiting on them, and mamma wouldn't be off work for two or three more hours.

"I knew what that meant, and could not get their stories out of my head or out of my heart. I felt compelled to do something that did not exist."

For more information, to donate to or become a sponsor for Girls Nite In International, go to www.girlsnitein.org or call (317) 414-8960.

GETTING TO KNOW JIMMELYNN GARLAND RICE

Residence: Avon

Family: Husband, Rodney; three children (Kristi, Jason and Blake) and seven grandchildren

Origins of unusual first name: My daddy's name was Jim. They thought I was going to be a boy, but, um, clearly not. So, I still got his name. Thus, Jimmy with an 'e'. Jimmelynn

Hobbies: I love to garden, read, and bring joy to other people

Other jobs: Owner/interior designer of Jimme Design; life consultant of Design Your Life, playing piano and singing for weddings, celebrations of life, and parties

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THE PERSONAL TOUCH

Is your business displaying signs of trouble?

By Scott Flood

A recent visit to a medical office provided an excellent example of how bad customer service -- even before an employee opens their mouth -- can undo the most carefully crafted business image.

The office is new and attractively designed, creating an atmosphere that's both comfortable and professional. The signage is contemporary and welcoming. The patient check-in is well-configured, with big, beautiful windows providing privacy and security without making patients feel like prisoners forced to discuss sensitive matters through metal portholes.

And there ... on the windows ... were the signs of trouble. Homemade notices printed out on the office computer and carelessly taped to those lovely windows. One informed us this was the check-in for one practice (but not the neighboring one), another referenced ineligibility for a certain Medicaid program, and the third was a pronouncement in legalese.

You'll also see them in banks, retail stores, and restaurants. "We DO NOT take rolled coin" "EVERYTHING includes onions if you DON'T WANT onions DON'T order it with EVERYTHING" "Sorry I DO NOT handle your CO-PAYS!"

Signs of trouble are an instant signal that something's wrong with your customer service. Some of your employees really dislike your customers, patients, visitors, whoever

comes to your place of business. So instead of making them feel comfortable and welcome, they go on the offensive, heading off that stupid question they just know they'll ask. Again.

The signs usually look lousy, too. Many are printed by hand with ALL CAPITAL LETTERS and lots of underlining. They're typically poorly worded and are often confusing. And finally, they're hung with no thought given to aesthetics or even neatness.

If you run a business, pay attention to these signs, because they're a reliable symptom of trouble. If you truly need to convey important information, buy a professionally prepared sign that matches your décor and your corporate identity.

And if you walk into a business and are greeted by signs of trouble, lower your expectations for the way you're about to be treated.



Scott Flood creates effective copy for companies and other organizations. You'll find more articles at sfwriting.com. ©2019 Scott Flood All rights reserved.

BUSINESS BRIEF

Sheltering Wings adjusts staff salaries to create a more livable wage

Sheltering Wings ensures survivors of domestic violence have a safe place to stay, providing the basic necessities these survivors need to be comfortable so they can focus on building stable, independent lives. The board of directors recently looked at its staff through a similar lens to see if they were earning enough to sustain stable, independent lives. Sheltering Wings adjusted staff salaries a few years ago to set the nonprofit on a path toward more appropriate wages. Recently, its board has decided again to increase salaries that don't fall within reported livable wages in Hendricks County and competitive wages for each position. Sheltering Wings is also encouraging other businesses and nonprofits to create work environments where people are treated with respect so they want to be there. For more information, visit shelteringwings.org.



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- Tactics for managing each stage of negotiations

YOUR FACILITATOR: DR. CAROLYN GOERNER



*Clinical Professor of Management at Indiana University's Kelley School of Business, **Carolyn Goerner** has developed and delivered practical and entertaining executive training for more than three decades. After beginning her career in HR, Dr. Goerner earned an MA in Communication from IU and a PhD in Management and HR from The Ohio State University's Fisher College of Business.*



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BIZLEADER

Your most pressing issues solved

By Karl Zimmer

Thank you to those who sent emails and comments about the issues facing them. I was pleased to hear from you, and not surprisingly, you have already solved many of the issues on your own. I appreciate your ideas and commend you for your dedication and creativity.

Many people want to know how to attract and retain the best people in an environment where more of them are looking for flexible sched-

ules and working conditions. Not every business is able to accommodate those desires, so what do you do? How do you provide, and keep providing what people need and want in an ever-changing world?

The most successful of any species are those that are the most adaptable, and so it is for businesses. It is imperative that you as the leader assure that you and your organization are flexible without abandoning your core, fundamental principles. Being steadfast in the principles that, at the foundation of your organization, allowed you to be successful and prosper during difficult times and that will carry you through any future challenges. Flexibility must be strategic, tactical, and targeted, and it should never be at the expense of ethics and your organizational integrity.

More than 25 years ago I had an opportunity to hire a talented product manager who lived in Texas. My primary production facility, laboratory, and headquarters were in Indianapolis, and customers were spread throughout North America. We reached an agreement that allowed him

to stay in Texas, and it worked out quite well for all concerned. We did so by being flexible but also steadfast in what made us successful. We were never going to sacrifice our core principles, corporate integrity, and our dedication to our customers and staff. Rather than either of us having

to give up anything, the solution was more about looking at the situation from a unique perspective.

Sometimes we see things the way we always have,

unable or unwilling to see past our past beliefs. Sometimes we simply need to step aside, perhaps to take a broader look or to look at the situation from someone else's viewpoint. We may have to ask a person unrelated to the situation who can be more objective, for their ideas about how to approach the situation. No matter what we do, we must focus on the desired outcome while honoring our core principles, to accomplish what is important.

This column is dedicated to sharing experiences, research, and ideas about great leaders, for great leaders. We welcome your comments, questions, and suggestions. What would you like to know more about? What gems would you like to share?

"The most successful of any species are those that are the most adaptable, and so it is for businesses. It is imperative that you as the leader assure that you and your organization are flexible without abandoning your core, fundamental principles."



Karl is the author of, "The Boy Who Grew Up to RULE® the World..." a speaker, Board Certified Hypnotist, and successful CEO. Karl can be contacted at karl@z-success.com. RULE® is a Registered Mark of Karl R. Zimmer III

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Presented by



Interactive Women's Leadership Panel



Kelli Waggoner

Managing Partner at KWK Management Group



Althea Cooper

Vice President and Senior Relationship Manager at Chase Bank



Natalie Rascher, MBA

Director of Talent & Development at Kemper CPA Group

Save the Date!

September 14, 2021

Breakfast time: 7:30 - 9:30 am

Cost: \$15.00

The Pavilion Center
Washington Township Park
435 Whipple Lane, Avon, IN

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cathy@icontimes.com or call/text (317) 918-0334

Planner of Note

Newly Incorporated Businesses Newly Incorporated 7/22/21 - 8/22/21

GRANTEE: Jon Perry Consulting

Description: Consulting
GRANTOR: Jon K Perry
Date: 7/26/21

GRANTEE: Buckley Home Renovation

Description: Home repair/remodeling
GRANTOR: Derek Buckley
Date: 7/29/21

GRANTEE: Wendy's Braids Brow & Lash

Description: Salon
GRANTOR: Wendy Moore
Date: 7/30/21

GRANTEE: Beit Tefillah Ministries

Description: Teaching ministry
GRANTOR: Scott Schubbe
Date: 8/02/21

GRANTEE: Mold Men Co

Description: Mold remediation/san.
GRANTOR: Terry Anderson
Date: 8/06/21

GRANTEE: Pinnacle Restoration

Description: Power washing
GRANTOR: Jess Franklin
GRANTOR: Maria Franklin
Date: 8/06/21

GRANTEE: Skorjanc & Associates

Description: Legal nurse consultation
GRANTOR: David Skorjanc
GRANTOR: Heather Skorjanc
Date: 8/09/21

GRANTEE: We Do It All

Description: Computer services
GRANTOR: Saad Mohammad
Date: 8/18/21

GRANTEE: 4D Restorations

Description: General contractor
GRANTOR: Jason Ribbing
Date: 8/19/21

8 - Danville Chamber of Commerce (members' meeting): Wednesday, Sept. 8, 11 a.m., HC 4-H Fairgrounds, 1900 E. Main St., Danville. For more information, call (317) 745-0670

21 - Plainfield Chamber of Commerce (members' meeting): Tuesday, Sept. 21, 11:30 a.m., Former Duke Energy Conference Center, 2499 Perry Crossing Way, Ste. 285, Plainfield. For more information, call (317) 839-3800

28 - Avon Chamber of Commerce (members' meeting): Tuesday, Sept. 28, 11 a.m., Avon American Legion, 4812 E. Main St., (Old US 36) Avon. For more information, call (317) 272-4333

No regular meeting - Brownsburg Chamber of Commerce (members' meeting): No regular meeting due to golf outing. For more information call (317) 852-7885

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Avon, IN 46123
(317) 979-2760

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Avon, IN 46123
(765) 237-4513

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Brownsburg, IN 46112
(317) 607-4684

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Brownsburg, IN 46112
(317) 353-7603

HP LEGACY INC.

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Indpls., IN 46268
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Plainfield, IN 46168
(463) 233-9010

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Customized Solutions for Positive Results

Every business faces unique challenges. This is especially true for our local first responders who lay their lives on the line every day to keep us safe. When Hendricks Regional Health partnered with Brownsburg Fire Territory, we recognized the firefighters' Fit for Duty physicals were significant for their health and the well-being of our community. These heroes needed a health plan tailored to their specific needs.

We pride ourselves on working with our partners to create smart solutions. To learn firsthand the rigors of firefighting, members of our physical therapy, occupational health, sports medicine and wellness teams suited up in the firefighters' gear and participated in training. Only by walking the talk can we meet our partners' goals.

To learn more about how our innovative healthcare solutions can benefit your team, call **(317) 718-8160** or visit **HendricksAtWork.com**.



Ryan McNeely
Hendricks Senior Physical Therapist