



Innovations

Review Twice, Implement Once. Doing IT Right the First Time.



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On the Lighter Side

Q: What do you get when you cross a four-leaf clover with poison ivy?

A: A rash of good luck on St. Patrick's Day.

Q: What do you call a fake Irish stone?

A shamrock!

Q: Which crime fighter likes March the most?

A: Robin

Q: Why is everyone so tired on April 1?

A: Because they've just finished a long, 31 day March.

Q: Why was the sports fan acting so crazy?

A: He had March madness!

Q: How excited was the gardener about spring?

A: So excited he wet his plants.

Q: A doctor and a bus driver are both in love with the same woman, a girl named Sarah. The bus driver had to go on a long bus trip that would last a week. Before he left, he gave Sarah seven apples. Why?

A: An apple a day keeps the doctor away!

Why You Need a Remote Access Policy For Your Company

By now we've all heard about the best ways to protect yourself and others from catching the Coronavirus (COVID-19): wash your hands for at least 20 seconds, avoid touching your face, and stay home from work and public places if you're sick or at high-risk.

While we can't force your employees to wash their hands, we can assist you with the last item! Giving your employees the opportunity to work remote will cut down on the spread of illnesses (not just coronavirus but also the flu and cold) without impacting your company's productivity.

Besides keeping employees healthy during this recent outbreak of Coronavirus there are many other reasons to implement a Remote Access Policy:

It Decreases Company Overhead. Office space is expensive and is likely to be one of the biggest fixed costs your business will have. We're not necessarily advocating doing away with an office altogether, but by allowing your employees to work from home a few days a week and operating shared desk policy you could reduce the amount of office space you need.

Access to a Larger Potential Labor Pool and Improved Employee Retention. Small businesses cannot always compete with larger organizations when it comes to salary and benefits, so it's important to make the most of the advantages you do have. Giving employees the ability to work remotely also allows you to hire outside of normal commuting distance. This can be particularly beneficial in locations or professions with skills shortages, as small businesses can widen their nets and work with the most talented individuals, regardless of where they're based.

Remote Workers are More Productive. According to a recent Global Workplace Analytics survey, a full 53% of remote workers reported they were likely to work overtime. That's compared to just 28% of in-office workers. Giving your employees the ability to work from home also allows them to operate in a way that suits them. People can be very particular about how and when they like to work. In an office environment, all employees must adapt to the same approach. However, at home, they have much more control.

Less Time Spent Commuting. A reduction in the amount of time spent on a stressful and unpleasant commute is undoubtedly a benefit for employees, but it could also give your business a boost too. Whether it's an hour and a half train ride or a 30-minute drive through rush hour traffic, this is time they'll never get back. When working from home, an

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employee arrives fresh at their desk and raring to go.

Remote Workers are Less Stressed. Long commutes, loud coworkers, office politics, all contribute to additional stress. 82% of remote workers said that they experience less stress. The health and wellbeing of your workforce has proven links to productivity and a reduction in absenteeism.

SO HOW DO YOU IMPLEMENT A REMOTE ACCESS POLICY?

BSSi2 is a remote company, so we have developed a system of tools to help our employees work smoothly and collaboratively while not being physically in an office together. We're happy to share our experience with you!

To have a productive Work from Home program you'll need the following items in place

Communicate Expectations to Staff

- Let staff know when they're expected to be available and by what methods. Keep communications clear and easy to understand.
- Convey the HR Policy to the staff, regarding Sick Leave, Personal Time Off or Vacation pay, and Remote Work days.

Supply Tools to Make Remote Working Easy

- Make sure employees have access to documents and programs that they'll need.
- Set up company communication and collaboration tools.
- Prepare your phone system and set up mobile phone use policies.
- In many cases we can set up Remote Access to your employee's machines at the office, so no data leave the

office, and no additional applications or licensing needs to occur.

Keep Your Remote Employees Safe and Educated about Cybercriminals

- Equipment used for remote connections should be properly secured and protected against hackers and theft.
- Train employees to recognize phishing scams.
 - Be on the lookout for fake Invoices and "Late Bills". The bad guys are using this as a way of stealing money from businesses, especially as more employees work remote and are not in the office to verify communications in person. If in doubt call us to review the veracity of emails. And call the number that you have on record, not the one in the email that you were sent.
- Don't allow employees to use public WiFi!

Embracing flexible working practices does not mean shutting up shop so staff can work remotely five days a week. This is not an all-or-nothing proposition. In the vast majority of cases, the most productive solution for business owners and employees is to split time between home and the workplace. If you do, these benefits show that it's not just the employees who will reap the rewards.

In the case of Coronavirus or other emergencies you'll want these items in place BEFORE a major event happens and not scrambling to throw a system together after disaster strikes.

We are happy to help you implement a remote work plan and/or employee cybersecurity training - contact us today!

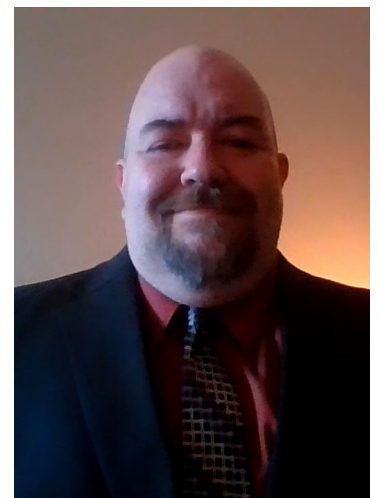
BSSi2 EMPLOYEE SPOTLIGHT

We're happy to announce another new addition to the BSSi2 team:

RICH DUNKEL | TECHNOLOGY CONSULTANT

How's it going? My friends call me Dunks. Born and raised on the south side, I have 20+ years of experience as programmer/developer and IT professional with a background in industrial systems and environments as well as IT regulatory compliance in the financial and medical fields. I've always been "the computer guy" since grade school for friends and family, and decided to make a career of it. I love being able to help people, as well as teach them to become independent when using technology.

When I'm not being a professional alpha nerd, I am a semi active musician/guitarist, gamer, hardcore Trekkie, carpenter & woodworker, amateur chef, and father to a very energetic 7 year old boy.



Who Is Responsible For Your Corporate Culture?

"Corporate culture" is the fundamental character or spirit of an organization that influences the loyalty and general behavior of its employees. When you learn how to combine the right corporate culture with the right core values, your organization will thrive regardless of the challenges it faces.

One problem I see in most companies today is they create a mission statement only because it's fashionable to do so ... but they stop there. Some may even go so far as to create a list of core values to help guide their leadership and employees ... but they fail to follow them. I see lots of mission, vision and value statements on corporate websites, but the majority of employees in any company cannot recite any of them.

Several months ago, one of my clients wanted me to work with their senior management team to identify ways they could create better employee engagement. An anonymous survey was conducted, and it turned up some alarming comments. Over 50% of their employees stated that the company:

- Isn't results-oriented
- Doesn't celebrate accomplishments
- Doesn't have training for growth
- Doesn't allow them to generate ideas

- Isn't empowering them
- Has leaders who play favorites
- Has leaders whose actions do not match their words
- Doesn't involve them in the decisions that affect their jobs
- Doesn't keep them informed about changes or important issues

This company has five excellent "Guiding Principles" (core values) that address all these issues, but they weren't being followed. What most companies don't understand is that their "corporate culture" is in the hands of local middle management. In other words, your corporate culture is your LOCAL BOSS. They are responsible for making sure your guiding principles, core values, and mission and vision statements are being followed.

Last week I did a program for Herr Foods. Herr Foods understands the importance of living their core values. They have been in business for over 70 years and have over 1,500 employees. Their formula for success is based on the acronym L.O.V.E., which stands for:

- L - Live
- O - Our
- V - Values
- E - Every day

A recent Gallup poll found that only 34% of workers are committed to their company and are enthusiastic about their work. That means 66% are NOT engaged; they are just going through the motions, collecting a paycheck. As you look to the future, recognize that the principles that are instrumental to your success must be communicated throughout your organization on a constant basis. They should not only be part of your new employee training; they should also be part of every meeting, deeply rooted into every decision you make.

When your corporate culture is right, employees working for you no longer have jobs; in their minds, THEY HAVE CAREERS.



*Robert Stevenson is one of the most widely recognized professional speakers in the world. Author of the books **How To Soar Like An Eagle In A World Full Of Turkeys** and **52 Essential Habits For Success**, he's shared the podium with esteemed figures from across the country, including former President George H.W. Bush, former Secretary of State Colin Powell, Anthony Robbins, Tom Peters and Steven Covey. Today, he travels the world, sharing powerful ideas for achieving excellence, both personally and professionally.*

Business Tidbit

Don't Make This Critical Mistake In Your Business

Upward of 41 % of companies don't train their HR staff on data security. This is from a recent survey from GetApp. On top of this, 55% of HR staff don't see internal data security as an issue.

HR departments often handle sensitive data and should take IT security very seriously. If a hacker were to get ahold of employee data, it could be potentially devastating to affected employees and to the company as a whole – and it could set up the company for a major lawsuit on the part of the employees.

The liability by itself isn't worth it and neither is taking on the risk by not investing in data security. Data protection needs to be in place – along with employee training. Everyone, including HR, should be on the same page, and every company should adopt strong data security and policy to go along with it.

~ Small Business Trends, 11/30/2019

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***“We make all of your
computer problems go
away without the cost
of a full-time I.T. staff”***

Stay up-to-date

Shiny New Gadget of the Month

ThePhotoStick Mobile



Never worry about running out of memory on your smartphone again! It happens to all of us – you’re trying to take a picture or record a video and you get a message saying your phone’s storage is full. You don’t want to buy another new smartphone, so what can you do besides delete old photos?

This is where ThePhotoStick Mobile comes in. It’s a memory stick compatible with most Android and iPhone devices and will boost your phone’s memory without your having to buy a new phone. ThePhotoStick Mobile is an insurance policy against lost photos and videos.

ThePhotoStick Mobile gives you more control. While most smartphones work without a hitch for years, you never know if something might happen or if you’ll run out of memory. ThePhotoStick Mobile plugs into your device and allows you to copy photos over. You can keep them on ThePhotoStick or transfer them to another device. Learn more at GetPhotoStickMobile.io!

The Pets of BSSi2

Meet Scott Newberger’s dog:

Georgie is a 1 year old Female Portuguese Water Dog who loves playing tug of war and fetch.

