

## BUSINESS



## CONVENTION EVENTS

FROM REGISTER STAFF AND NEWS SERVICES

Greater Des Moines Convention and Visitors Bureau events this week.

## IOWA LAND IMPROVEMENT CONTRACTORS ASSOCIATION 56TH ANNUAL MEETING &amp; CONVENTION

**Dates:** Monday through Wednesday

**Attendance:** 500

**Location:** Holiday Inn Airport & Conference Center, Des Moines

## UNITED SUPPLIERS JANUARY MEETING

**Dates:** Tuesday through Thursday

**Attendance:** 150

**Location:** Des Moines Marriott Downtown

## ASSOCIATED GENERAL CONTRACTORS OF IOWA STATE CONVENTION

**Dates:** Wednesday through Friday

**Attendance:** 800

**Location:** Holiday Inn Airport & Conference Center, Des Moines

## IOWA HOME SHOW

**Dates:** Friday through Sunday

**Attendance:** 12,000

**Location:** Iowa State Fairgrounds, Des Moines

## GET BACK TO WORK WITH LESS STRESS

**A** lecturer on stress management raised a glass of water and asked: "How heavy is this glass of water?" Answers from the audience ranged from 20 grams to 500 grams.

"The absolute weight doesn't matter," replied the lecturer. "It depends on how long you try to hold it."

"If I hold it for a minute," he said, "that's not a problem. If I hold it for an hour, I'll have an ache in my right arm. If I hold it for a day, you'll have to call an ambulance. In each case, it's the same weight, but the longer I hold it, the heavier it becomes."

The lecturer continued: "That's the way it is with stress management. If we carry our burdens all the time, sooner or later, as the burden becomes increasingly heavy, we won't be able to carry on. As with the glass of water, you have to put it down for a while and rest before holding it again. When we're refreshed, we can carry on with the burden."

I used this story in my column nine years ago, and I feel it's just as important today. So when you leave work today, put the burden of work down. Don't carry it home. You can pick it up tomorrow. Whatever burdens you're carrying now, let them down for a moment if you can. Relax; pick them up later after you've rested. Life is short. Enjoy it.

Stress is part of life. A certain amount of stress is normal, even useful. Deadlines are stressful for many, but they also motivate people to finish projects and even feel some sense of accomplishment. Sometimes such pressure is effective in fostering teamwork — the notion that we're all in this together. Team members share the stress and empathize with each other, and feed off each other's energy.

That's the upside of stress. But when stress results from overwork, unreasonable demands and impossible expectations, it can affect everything from customer relations to personal problems to health issues. Can anything be worth that?

While your mind may still be on a holiday schedule, you may not feel ready to get back into the groove. Your job (and your boss) won't wait, though. Here's how to get past the holiday bustle and New Year's dol-drumms:



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» **Review your goals.** Look back at what you accomplished the previous year. What remains to be done? Spend some time setting new objectives for the coming 12 months. This should help you get charged up for the future.

» **Adjust your energy level.** Log your activities for a few days and identify tasks that waste time and leave you feeling drained. Eliminate what you can, and look for strategies to manage what you're stuck with.

» **Set priorities.** Look at what's most important to get done now. Achieving a fresh goal will improve your spirits and remind you of what you're good at.

» **Commit to work/life balance.** Make one of your resolutions to balance the demands of your job and your personal life more equitably. You'll be less likely to crash after a holiday if you're not stressed out before it begins.

» **Get enough sleep.** Lack of sleep diminishes your ability to deal with stress. Seven or eight hours of sleep every night will help you stay calm and patient throughout the day.

» **Resist the urge to vent.** Expressing your feelings isn't the same as losing control. Lashing out at others can intensify your sense of frustration, especially if you can't do anything about the situation. Focus on solving problems without exploding.

» **Find your stress triggers.** By observing what's likely to make you nervous, impatient or angry, you'll be able to head off an ugly incident with your co-workers.

» **Exercise.** Regular exercise keeps you healthier overall. Start slowly, if you need to. Low-impact exercises such as yoga can help you relax your mind as well as your body.

» **Recognize the symptoms.** If you're suffering from warning signs like lingering headaches, sleep disturbances, difficulty concentrating or stomach problems, you may be hiding from a very real threat to your health. Pay attention to what your body is telling you before stress takes its toll.

And if all else fails, just remember: Stressed spelled backwards is deserts.

**Mackay's Moral:** Don't let excess stress get in the way of extreme success.



## GOOD DEEDS

In 2014, the **Delta Dental of Iowa Foundation** donated more than 252,000 toothbrushes to Iowans through its toothbrush donation program. Schools, clinics, hospitals, I-Smile coordinators, Head Start, and other organizations received toothbrushes to encourage brushing, along with dental health education to help Iowans develop and maintain a healthy smile. The foundation's long-term goal is that every Iowa child age 0-12 will be cavity-free by 2020. In 2015, Iowa nonprofit organizations can request toothbrush donations through the Delta Dental of Iowa website at www.deltadentalia.com and select foundation.

In 2014, **Greenland Homes** built a new home and donated the \$70,000 in proceeds to Children's Cancer Connection. It was the third year in a row for the project, and proceeds came from donated supplies, Coldwell Banker Realtor Tammy Heckart's commission, contractors' labor and the builder's profit. The mission of Children's Cancer Connection is to serve all families affected by childhood cancer who are living, treated or diagnosed in the state of Iowa, regardless of treatment outcome.

## YOU SHOULD GET TO KNOW ...

## DAVE ANDERS

Director of therapy services, On With Life

**Job description:** On With Life is a nonprofit provider of individualized rehabilitation services for persons living with acquired brain injury. On With Life's continuum of services includes post-acute inpatient rehabilitation, outpatient neuro-rehabilitation, supported community living and neuropsychology programs, all located in Ankeny. In addition, our long-term skilled care for youth and younger adults is located in Glenwood.

My role is to provide professional oversight to On With Life's team of rehabilitation professionals. This includes physical therapy, occupational therapy and speech-language pathology. In addition, I provide oversight to therapeutic recreation specialists, On With Life's peer mentor and music therapist.

**Background:** I was born and raised in Nebraska,

where I received my bachelor's and master's degree at the University of Nebraska's Kearney campus. I spent the first 12 years of my career as a speech-language pathologist. I specialized



Dave Anders

in assessment and treatment of individuals with communication, cognition and swallowing difficulty secondary to neurological injury.

**Notable achievements:**

The achievements I am proudest of are the persons served — whose lives I've had the privilege to be a part of throughout my career. Getting to be a witness to the miracles of recovery after brain injury — first smiles, first laughs, first words, first bites of food — are the "notable" achievements in my life thus far.

**Why I do what I do:** I have found that working

with survivors of brain injury and their families allows me a daily reminder of why I entered health care in the first place. It's a privilege.

**What I do to get away from work:**

Family time is precious. My wife and I are blessed with a 14-year-old daughter and 11-year-old son who keep us on our toes (usually in a good way). Exercise is also incredibly important to me. Most mornings I can be found running around Ankeny with my longtime running partner, Daisy (our 10-year-old spaniel mix).

**How I give back to the community:**

My volunteerism over the years has centered on brain injury survivors and their families. From 2003 to 2013 I served as support group chair for the Central Area Support Group of the Brain Injury Alliance of Iowa. This group continues to meet at On With Life on the third Sunday of each month from 2 to 4 p.m. All survivors and caregivers are welcome to

attend. Since 2013 I have served on the executive board of the Brain Injury Alliance of Iowa.

**Words to live by:** "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." — Maya Angelou

**Best business book I've read lately:**

"The Five Dysfunctions of a Team" and "Overcoming the Five Dysfunctions of a Team," both by Patrick Lencioni. When I was promoted from a clinician to a manager, I was absolutely petrified. I read on management voraciously. What the "Five Dysfunctions" books taught me was that, as a speech-language pathologist, I had developed a useful managerial skills set. My job as a manager was both to communicate the mission to my team, and to help team members learn to communicate, listen, relate and understand each other's perspectives.

**The best place in Iowa to entertain clients or colleagues:**

My preferred entertainment requires a fly-fishing rod. As such, I have spent many wonderful days with colleagues, friends and family on the trout streams of northeast Iowa's driftless region. It's a hidden gem right here in Iowa.

As far as entertaining colleagues here in the greater Des Moines area goes, I'm a huge fan of Django. There are few things in this world better than their French toast with vanilla ice cream and bourbon bacon syrup.

**What Iowa can do to attract more people like me:**

It would be easy to refer to Des Moines' recent Paste, Forbes and Today Show props to illustrate all the things Des Moines is doing right. On a more personal note, when my wife and I moved here in the '90s, our intention was to stay a few years so that she could complete her education, and then return to Nebraska. The fact that we're still here 20 years later is a testament to Des Moines' balance of

opportunity, entertainment, culture and values. The best thing Des Moines can do to attract more people like me is foster that balance.

**My leadership philosophy:**

I'm probably most closely aligned with Max De Pree's philosophy — "The first responsibility of a leader is to define reality, the last is to say 'Thank you.' In between the two, the leader must become a servant."

**What I would do if I could do something else:**

There's a whole world of things out there to learn. If I won the lottery, I would likely spend my years moving from one interesting job to the next ... just to figure them out. I'd start by working behind the meat counter at a grocery store, then maybe apprentice with someone who does finish construction. After that, I'd learn how to farm, become a coffee barista, a sommelier and a mechanic.

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Let us know whom we should get to know at business@dmreg.com.