

Employer, staff goals focus of BC3's Lunch & Learn Series

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(Butler, PA) Employees often set too many goals, or too few, said a Butler County Community College Workforce Development division instructor who April 17 will discuss the consequences of each during his "Goal Setting" presentation as part of BC3's Lunch & Learn Series.

"Setting too many goals can make employees feel overwhelmed, and can distract from the tasks at hand," said Christopher Yco, who teaches an eight-course leadership certificate program for BC3 with classes that include managing time and stress; problem-solving, decision-making and creativity; and motivating employees.

"Setting too few goals can make work seem monotonous, and can make employees feel like there is lack of purpose."

"Goal Setting" is the fourth of six Lunch & Learn professional skills workshops to be held in downtown Butler locations through June as part of the first open programming in the city by BC3's Workforce Development division.

The 90-minute Lunch & Learns begin at 11:30 a.m. with a chance to network, followed by a light lunch and the presentation.

The Café by Simply Catered will serve as caterer of "Goal Setting," which will be held at The Grand Ballroom at Cornerstone Commons, 201 S. Main St., Suite 300.

While having too many or too few goals can derail employees from achievement, the key for employers is to communicate their own goals to their teams, said Yco, owner of Tricycle Learning Co., Wexford, which prepares students to take standardized testing prior to applying to colleges and universities.

"Employers must be able to tell a story about the goals that the company sets," Yco said. "Failure to get employees motivated can result in reduced morale. People want to work for a common goal and a sense of purpose."



Christopher Yco, a Butler County Community College Workforce Development instructor and owner of Tricycle Learning Co., Wexford, will deliver a presentation titled "Goal Setting" April 17 as part of BC3 Lunch & Learn Series.

Yco will also discuss with Lunch & Learn participants SMART goals, which are specific, measurable, attainable, relevant and time-based; the importance of short-, medium- and long-term goals; and setting what he calls “big, hairy, audacious goals.”

“Especially in customer service, we tend to get complacent,” Yco said. “Our standards are usually to achieve short-term success, or to keep up with quotas. Big, hairy audacious goals set customers apart, because they give employers and employees a creative framework for their values. Setting large goals that no other people would set gives the goal-setter something to fight for. They allow the goal-setter to think beyond the norm, and in the best interest of the customer.”

BC3’s Lunch & Learn Series represents the implementation of an initiative in BC3’s 2017-2022 strategic plan in that it is intended to build relationships to advance economic development and quality of life in the community, said Kelly McKissick, BC3’s coordinator of professional education and certificate programs.

2 additional workshops set for 2019

Kiley Cribbs, BC3’s coordinator of EMS and police training programs, will educate participants about the signs and symptoms of a person in cardiac arrest and in need of CPR, and the management of the first few minutes of a cardiac emergency, in “Hands-Only CPR – Save a Life,” scheduled for May 22 at Springhill Suites by Marriott.

Tricia Pritchard, a BC3 faculty member, will help participants develop listening practices that will help them influence others, reduce conflict and increase productivity in “Active Listening,” to be held June 12 at The Chop Shop.

The cost for each Lunch & Learn will be \$10 per person. Seating is limited, and registration is required. To register, visit bc3.edu/lunch-learn or call 724-287-8711, Ext. 8476 for corporate billing. Lunch & Learn participants interested in additional information or training on the topics can contact BC3’s Workforce Development division, McKissick said.

BC3’s Lunch & Learn Series follows the realization of 2017-2022 strategic plan initiatives that include the creation of a coordinator of community leadership initiatives position and, by moving that office in August 2018 to a South Main Street location, establishing BC3’s first presence in the city of Butler.

The college in 2018 also launched “Reset Your Brain: A Revolutionary Approach to Opioid Addiction & Recovery,” whose four monthlong “Hope is Dope” programs in the past year have been held in downtown Butler.