

A SPECIAL ISSUE TO SUPPORT OUR LOCAL BUSINESSES

BUSINESS LINK



Volume 18 Issue 7

A photograph of a sophisticated living room. The wall is covered in light green textured wallpaper. A white fireplace mantel is centered, featuring a rectangular mirror above it. On the mantel sits a small silver clock and two dark green, spiral-based table lamps flanking a framed picture of tropical leaves. To the left, a portion of a grey sofa is visible. In the foreground, a round white coffee table holds a silver bowl, two clear glass vases, and a framed picture of dried botanical specimens. A large, ornate chandelier hangs from the ceiling.

WALL CLOTH FROM BESHINE TEXTILES

- RECRUIT GLOBAL TALENT
- READON-TURBO BOOST YOUR READING
- CANADA AND COLOMBIA, 9 YEARS OF FREE TRADE
- NIAGARA FALLS "SUMMER OF THE PATIO" VISITOR GUIDE LAUNCH



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Let's Get Social



A WORD FROM MARILYN

Dear Business Link Readers,

Our economies have been reopened in most regions. How about us, Niagara's small and medium business owners? Are we ready to open? To open, or, not to open, it is still the question.

Based on my conversations with other business owners, it seems that a lot of people are even busier than before, such as family development, new business development, product/service transformation, new skills exploration, ..., and the list goes on.

"The only constant in life is change"-Heraclitus.

This is not something new but it heightens the sense of urgency more than ever. It changes our meeting habit, our working location, our view of the world, and ultimately, our life status.

How Business Link embraces the change

We have been a publisher for over 17 years, providing information and connections to local businesses by means of marketing and advertising.

Now we want to add our online, data-focused marketing tools on top of our traditional "brick-and-mortar" connections to help businesses with their business development. We help you promote your products or services to strengthen your revenue generation stream. At the current situation, revenue generation and recovery is the key.

Contact us to explore more markets in Niagara and beyond.

Let's recover and revitalize Niagara's business and economy together.

Yours in business,

Marilyn Tian M.B.A

President & CEO

Business Link Media Group



NIAGARA FALLS 'SUMMER OF THE PATIO' VISITOR GUIDE LAUNCH

If you are one of the many restaurants in Niagara Falls who has an existing patio, or has created a new outdoor patio space to continue serving your customers during the COVID-19 crisis, sign up for our new 'Summer of the Patio' Visitor Guide.

Let people know that your PATIO IS OPEN by sharing details on: health and safety protocols, modified hours and reservation information to continue operating in a safe and convenient way.

**SUBMIT YOUR BUSINESS TODAY
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TURBO BOOST YOUR READING

Introduction

The COVID-19 pandemic has transformed the world as we know it- and one of the aspects that will never be the same is the education system. In particular, students with learning disabilities have been disproportionately affected by school closures and lack of access to support resources.

Even prior to the pandemic, in the United States, the federal government only funded 16% of the additional costs to public schools to institute resources for special education. As 1 in 5 students in the United States suffer from a learning or attention-related issue, this represents a major miscalculation of the opportunity costs of not employing resources to address special needs concerns.

In addition, learning disabilities disproportionately affect minority communities and lead to harmful impacts on their employability, educational attainment, and career development. Approximately 35% of African American, Hispanic and Native American students with disabilities left high school without a regular diploma in 2014-2015, compared to less than 25% of Asian and white students. Failure to address learning and attention issues too often leads to students being incarcerated, which further disrupts their education and contributes to high dropout and recidivism rates. Some studies indicate a third or more of incarcerated youth have learning disabilities, and an even greater proportion may show signs of ADHD.

Parental Roles for Children with Special Needs & ReadON.ai

Currently, parents at home are forced to step into the role of both general education teachers as well as special educators to meet the needs of their children with learning disabilities. In addition, many special educators are found without a job due to school closures and struggle to find ways to support their students virtually. With no end in sight to the collateral damage caused by coronavirus, traditional remedial education will be forced to redefine itself in a post-pandemic world. The National Center for Learning Disabilities cites the need for advanced neuroscience-based technology to take corrective measures in the field of special education- highlighting the urgent need for the implementation of technology and smart virtual resources to help support these students.

ReadON.ai is an advanced neurosciences platform pioneered by the founder of Orange Neurosciences to help struggling readers address the root cause of these difficulties. The online program consists of modules to train reading speed, reading efficiency, all while developing essential cognitive skills. The program has impacted the lives of up to 5000 people across 5 different countries, and families with struggling readers have spoken up in testimonials about the

transformative effects ReadON.ai brought about on their child. The program identifies the target areas, and using scientific principles of neuroplasticity, attempts to 'rewire' the brain to change the approach to reading altogether. As COVID-19 prevents in-person instruction, ReadON.ai is the ideal tool for special educators and teachers to utilize.

Implications of Learning Disabilities

Children with learning disabilities often have above-average intelligence levels, but yet cannot perform at the same level as their peers. This alludes to the existence of the "achievement gap". In the United States 2013 NAEP Reading Examinations, 71% of 4th-grade students with specific learning disabilities scored in the "below basic" category, compared to only 18% of 4th-grade students without disabilities. In addition, students with specific learning disabilities are more likely to repeat a grade. This leads to a higher dropout rate- where 18.1% of students with specific learning disabilities dropped out in the 2013-2014 academic year.

Dealing with learning disabilities throughout the school can have life-long consequences on an individual's learning and employability. Not only do these children suffer from low self-esteem, but struggling to read and write makes it harder for students to perform at college or find a job. Inadequate resources for struggling students leads to a higher rate of incarceration, where 33.3% of incarcerated youth are found to have learning disabilities and even more show symptoms of ADHD. Furthermore, adults with learning disabilities are half as likely to find a job, and many are unable to disclose their disability with their employers or institutions due to stigmatization and lack of awareness.

If not offered support in time, students with disabilities may suffer their entire lives. It is crucial to recognize the strain that inadequate resources place on these students, as well as the economic drain from lack of employability and important skills. As studies have indicated that students with disabilities are not less intelligent, their achievement gap is only evidence of wasted potential. One of NCLD's recommended policy changes is to drive innovation for effective teaching and learning, including the transformation of teaching by investing in research on the science of learning. Their recommendation also asks for the expansion of evidence-based literacy and math instruction that takes a personalized approach.

About the Program

ReadON.ai was created as an online software to solve this "achievement gap" between students, and to provide special educators with an additional tool to catalyze the remediation of learning

disabilities. The beauty of the program lies in the science behind it: with an individualized and computer-based approach to target learning, there is evidence to suggest that it leads to a quick, efficient, and long-lasting improvement of reading and overall learning comprehension.

ReadON is an unprecedented and engaging, process-oriented program that uses fast-moving graphics, differential sound and a multisensory approach to build phonemic awareness, graphophonomic knowledge and language structure. It lasts for 15 weeks, or 4 months, consisting of balanced modules that target cognitive skill development and remedy the approach to reading. The gamification of the program makes using it an enriching and engaging experience.

The Role of Special Educators

For special educators and independent practitioners, ReadON.ai serves as the most accessible and ideal solution for remedial education. The system is designed to be completed independently and from home on a monitor screen, with some form of supervision to facilitate the process. As the world enters the recovery phase of the pandemic, many services now seek to be entirely digitized and offered virtually. Similarly, ReadON.ai is representative of remedial education from the future- lending its stakeholders a degree of independence and convenience in the process.

Instead of substituting good pedagogical learning and teaching practices, ReadON.ai creates new neural connections and improves cognitive processes for efficient rehabilitation. This, combined with the independent curriculum developed by special educators, serves as the ideal format for fast results. For a strategic business

ABOUT



Using ReadON.ai as a business tool during the COVID-19 pandemic - Future of EdTech is available now.

ReadON.ai is developed by the Orange Neurosciences, a Kingston, Ontario based Global company supported by the Spark Niagara.

*Pallavi Sethi, Candidate for BA in Economics and South Asia Studies, Wellesley College, Boston, MA
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This article is written in the context of urgent need of better special education tools, highlights the disparity in educational equi-ty, gaps in special education opportunities for marginalized communities, lack of in-clusiveness and diversity and introduces a novel EdTech tool.

The Atrium
Presented by DeLuca Leadership

Episode 1

Premieres at 8PM August 12th
On Business Link YouTube Channel

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Guest—Victor Pietrangelo

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Refugees have skills. Employers need talent. We connect them.



Talent Beyond Boundaries is on a mission to connect employers with an untapped talent pool. Hire with us to find top talent and make a difference globally.

There are 79.5 million refugees and forcibly displaced people in the world, including millions of people with skills and talents. While almost half of the world's refugees are working age, most are stuck in countries where they cannot legally work and their futures are insecure. Less than 1% of the world's refugees are able to resettle in a safe country like Canada or Australia.

Traditional solutions to displacement are not working for the vast majority of refugees.

A disruptive world-first hiring solution for refugees

Talent Beyond Boundaries (TBB) is the first organization worldwide dedicated to connecting employers directly to a talent pool of skilled refugees, who relocate for work alongside their families, as a new solution to both skills shortages and displacement.

In Canada, we work with federal and provincial governments under a pilot project to facilitate what we do, and we work under a Cooperation Agreement with the UN Refugee Agency. [Learn more about our global work in this video.](#)

How we support employers

Hiring: Remote recruitment has never been easier. We shortlist qualified candidates from our database of over 20,000 refugees living in Jordan and Lebanon, and facilitate recruitment.

Immigration: We connect you with immigration lawyers who support employers and candidates throughout the visa process, and we coordinate with all stakeholders to manage relocation.

Settlement: Our primary goal is to ensure that our candidates integrate successfully within your team, and they and their families thrive in the community. We work with employers and a number of local service providers to realize this outcome.

As a non-profit, we do not charge fees for service. We do ask employers to contribute to the direct costs of immigration, which vary by location in Canada.



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REFUGEES HAVE SKILLS. EMPLOYERS NEED TALENT. WE CONNECT THEM.

Employers in Niagara Falls have the opportunity to recruit internationally with the support of the non-profit Talent Beyond Boundaries and local philanthropist Bob Collier, founder and President of Davert Tools. This collaboration makes recruiting internationally both streamlined and affordable to employers in Niagara Falls, towards a goal of attracting many more talented workers to companies in the community that need new skills.

Talent Beyond Boundaries (TBB) is a non-profit that connects employers directly to a talent pool of skilled workers who are refugees living in Jordan and Lebanon, and then facilitates the recruitment and immigration process. Many refugees have in-demand skills, yet find themselves in countries where they don't have the right to work locally and are invisible to global labour markets too. By extending job opportunities to refugees, TBB and our employer partners are providing an important new solution to both skills shortages and the global refugee crisis.

Bob Collier has seen the impact of this solution at Davert Tools. He hired Anas, a mechanical engineer from Syria, to work as a tool and die maker. Anas and his family arrived in Canada in August 2019. You can hear directly from Anas and Bob in this short video.

This opportunity is open to employers that:

- Operate in the Niagara Region;
- Have an open skilled role but have difficulty finding talent locally;
- Are willing to financially support arrival and settlement of a newcomer family, including airport pick-up, transitional housing, and transportation to work.

Opportunities to benefit from this philanthropic collaboration are limited. Contact Akanksha Mishra at TBB in Toronto to learn more or get started: amishra@talentbeyondboundaries.org



SEAMLESS WALL COVERING



What is Wall Cloth?

Wall cloth is a new type of wall covering that replaces wall paper and paint. It has better features than those of traditional wall covering materials on the market.

What are Major Features of Wall Covering?

SEAMLESSNESS: the height of a seamless wall covering is usually 2.8 to 3.5 meters, It does not have any seams on the entire piece of cloth that covers the wall surface, which solves the problem of not having fabric splicing appear on the picture in the construction. It also helps avoid seam cracking disadvantages, hence no glue overflow when it is installed.

ENVIRONMENT FRIENDLY AND ODORLESS: The fabric used for the seamless wall covering is absolutely environment friendly, which is non-toxic and harmless to humans. It does not generate formaldehyde, benzene and other volatile gases like some wall paint, and the environmental protection index is better than the requirements of international interior decoration regulations.

BREATHABLE, ANTI-MILDEW AND ANTI-CORROSION: Seamless wall cloth is a fiber fabric, which has good breathability and excellent anti-mold performance after being processed by a special method. The seamless wall covering discharges the moisture in the wall through tiny holes to prevent mold from falling off the wall surface

and is durable.

FLAME RETARDANT: The flame-retardant grade of seamless wall covering meets European and American standards.

WEAR-RESISTANT RETAINING WALL: Paste on the wall is like adding a layer of soft steel wire mesh to the entire wall, increasing the wall fastness, prevent the wall from cracking, and achieving the effect of flattening the wall.

EASY TO MAINTAIN: The seamless wall covering has been treated with oil, dirt and water repellent through a special process to make the wall difficult to stain and keeps it bright and clean.

CUSTOMER-TAILORED PRODUCTION: A giant seamless single-frame customization from a few square feet of murals to tens of thousands of square feet can meet the special needs of buyers.

GOOD ABSORPTION/SOUND INSULATION EFFECT: Due to the uneven texture of the surface of the seamless wall covering, it can produce diffuse, soak and soften reflection effects on the sound wave, making it disperse quickly and has a low echo, so it has a sound insulation effect.

SIMPLE AND TIMESAVING INSTALLATION: Usually one or two persons can easily apply the wall covering, and application speed is much faster compared to putting up wallpaper or painting the wall.



Wall Covering Maintenance and Replacement:

Wall coverings are as well maintained as textiles. Ordinary floating dust can be wiped off with a duster, and serious stains can be scrubbed with a towel soaked with detergent, then wiped with a clean wet towel and then dried with a hairdryer. The replacement of covering simply requires tearing off the old wall cloth, which will not damage the wall surface and the primer, and will not increase additional wear (saves a lot of wall repair costs, provides environmental protection and reduces environmental pollution and construction time). The replaced wall covering can be kept for later reuse.

Wide Range of Applications:

The covering can be applied to high-end buildings, restaurants, bars, KTV, offices, shopping malls and other public places, or used for decoration and renovation of home villas and ordinary residences.



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WELCOME TO STUDYSPOT NIAGARA!



Our philosophy is simple: Good students possess certain skills that allow them to reach their potential and manage school more effectively. The best way for students to reach their potential is to learn, practice, and develop the core academic skills.

Since 1999, StudySpot Educational Services has provided Academic Coaching support to middle school, high school, and university students throughout Ontario.

Although coaching is standard practice in many areas of human achievement, most notably in athletics, it has been relatively ignored in academics. Helping under-achieving or struggling students to experience greater success, Academic Coaching is a personal and collaborative relationship between a coach and a student that is at times functional and at times inspirational.

Lou Vescio (Director/Owner), a lifelong educator and student advocate - is proud to introduce StudySpot's Academic Coaching services to the Niagara region! With many years of experience as an educational leader, principal, coach, and consultant – Lou has helped countless students overcome obstacles to their success. His extensive knowledge of student learning and coaching makes him well-positioned to provide the necessary supports for students at StudySpot Niagara.

Being one of the first education administrators in Canada to attain Executive Coaching status (Certified Master Executive Coach), Lou incorporates best practices of coaching and mentoring with StudySpot Niagara to ensure all students are supported in critical areas such as Executive Functioning, Academic and Core skills which are essential for success in school, and to prepare students for the future challenge of post-secondary.

Parents understand the need for supplementary academic support. Until recently, Content Tutoring has been the only significant option for parents to consider when looking for academic help for their children. Academic Coaching offers a more appropriate support for most students, particularly those in middle school and high school, because it focuses on the underlying reasons why students underachieve. Is the student organized? Is she reading the text effectively? Is he able to get his thoughts on to paper? Does she study in effective ways? How does the student interpret his or her results? These questions are at the root of the academic coaching relationship, where a mentor or coach 'guides' the student toward more effective and more efficient strategies of schoolwork.

Why an Academic Coach?

- 1. Skill Focused-** Recognition that most students' struggles are not content related but due to lack of skills.
- 2. Coach/Mentor Relationship** - Coaching relationship is collaborative and motivational. Relationships are important to adolescents.
- 3. Structure** - This is what most students lack and what most students need.

StudySpot Niagara welcomes the opportunity to work with Educators and Administrators to help students achieve their full potential. We also implement recommendations from Educational or Psychological assessments.

For more details about how StudySpot Niagara can help your child achieve better results in school, visit our website at studyspotniagara.ca



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CANADA AND COLOMBIA, 9 YEARS OF FREE TRADE

BY MAURICIO ZULUAGA

The Canada–Colombia Free Trade Agreement was implemented on August 15, 2011. During these 9 years, the bilateral commerce exchange has totalized over USD\$ 13,895 million, and the balance of trade has been in favor of Canada, expected in 2018. But beyond exports and imports, free trade has created a wonderful momentum for Canadians to invest in Colombia and vice versa.

Few months after the Agreement started, in early 2012, Scotiabank announced the closing of its acquisition of 51 percent of Banco Colpatria, one of the most popular banks in Colombia. 4 years later, Brookfield acquired the majority stake of Isagen, the second-largest power generator in the country. With this transaction, Canada became the top foreign investor in Colombia by the end of 2016. From 2000 to 2019, Canada registered a flow of foreign direct investment in Colombia for over USD\$6,700 million.

During the last 9 years, Colombian companies have increased their presence in Canada. In addition to the agribusiness sector, where flower farms and fruit growers are the most representative segments, the Colombian cultural and digital industry –known as the Orange economy– have been gaining ground in Canada. For example, Pipeline Studios, a company that has animated popular cartoons such as Bubble Guppies, was founded by Colombians in Hamilton, Ontario.

Education has been playing a leading role as well. According to the Canadian embassy in Colombia, the number of Colombian students in Canada has tripled during the last 5 years, going from 1,500 in 2015 to 5,000 in 2019. Last year, Colombia ranked 9 in the top 10 of international students' citizenship in Canada. Today, over 100,000 Colombians live across Canada, being the second largest Latin American population in the country.

Before the pandemic, the number of Canadians traveling to Colombia was growing by two digits, from 8,444 travelers in January 2019 to 9,520 in the same month of 2020. The Colombian offer in eco-tourism, and its good reputation as a sun and sand destination, has increased the number of flights from and to Canada.

The business ecosystem created by both nations is strong and full of diversity. Today, over 100 Canadian companies have a presence in the Colombian market, across different sectors such as infrastructure, energy, mining, oil & gas, financial services, engineering services, agri-food, and education. On the other hand, over 480 Colombian companies exported non-mining-energy products in Canada.

The Colombian economy performance makes it more attractive for Canadian companies to look for diversification. Over the last 10 years, the GDP per capita has been doubled, and the country has been recognized for having a good business environment. In addition, Colombia's geographic position makes the country an ideal hub for logistics, warehousing, and transportation.

Last month Canada celebrated 153 years of independence, and Colombia commemorated 210 years of freedom from Spain. Both countries have been having bilateral relations for 67 years, and today, Colombia is Canada's fifth-largest bilateral trading partner in Latin America and the Caribbean. The future looks positive, and there are still a bunch of opportunities to explore together.



Mauricio Zuluaga is a Colombian financial journalist.





visuallyvee

WEDDING STATIONERY & MORE

I got married in June of 2017 and during the planning process, I decided that I was going to make my own stationery. These were really fun projects to do, but when my wedding planner suggested we also include an infographic to showcase some fun facts about the day and our relationship... I was intrigued!

This started my hunt for the perfect wedding program infographic. I found a lot of options online, but nothing had all the elements I was looking for (and that didn't cost an arm and a leg!). So, I decided to take matters into my own hands and make my own! After sooo many scraped drafts, redesigns and reworking, my own wedding program infographic was created! We placed one on each seat before the ceremony and our guests LOVED them! Many took them home as keepsakes! We spent most of cocktail hour talking about them!

Since they were so well received, and after much encouragement from my husband, I have decided to offer to make them for other couples for their wedding day! This has since grown to a full suite of stationery items for wedding, baptisms, communions and bridal showers!

Recently, during the pandemic, while most weddings have been postponed, I put another skill of mine to work, and started sewing reusable fabric face masks. My worlds collided once the regions entered stage 2 and weddings were back on (smaller than before, but happening nonetheless) and I've been making bridal party fabric face masks!

Stationery Shop: www.etsy.com/shop/visuallyvee/
Fabric Face Masks: visuallyvee.myshopify.com/



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8 Common Delegation Pitfalls and How to Avoid Them

BY ANGELA CIVITELLA

Delegating is the key to a successful business and what sets bosses apart from true leaders. The hardest part? Knowing when to let go. Are you delegating tasks, especially remotely these days, then find yourself nervous, hovering over your team making sure they do it right? Well, if they don't do it right, it might be as much your fault as it is theirs.

Here are 8 top delegation mistakes and how to avoid them.

1 - Failure to Understand what to delegate to who

One of the top delegation mistakes is not knowing what to delegate. Do not delegate tasks that are not in tune with what your team is capable of, or better yet, find out first what your team is capable of, and then delegate. Don't set people up for failure. Part of your job is knowing the strengths of each team member and assigning tasks at which they will excel.

2 - Micromanaging

If you train people well, you won't need to micromanage. And if you micromanage, your employees will never learn. Give enough space for people to make some decisions and grow; be supportive to ensure the work is done effectively. But first it is important to properly identify who has what responsibility, so everyone can focus on their task at hand. This may be a little more tricky than usual with so many of us working virtually, but it is still very possible.

3 - Not staying involved to monitor progress

The last thing you want is it swaying to the other extreme of micromanaging and not managing at all. There is nothing wrong with checking in once and awhile; it's part of your job. Schedule check-in points to keep your team on alert that they need to perform with tangible and realistic deadlines. This reinforces accountability and expected results helping you stay more hands-off.

4 - Delegating too much at a time

Do not wait till the last minute to delegate! If you procrastinate your team will feel it and so will you. Do not delegate just because you are overwhelmed – this is when you will make the wrong decision on whom should be doing what. Be sensible about your choices, be fair about how much time you give someone a task to execute. Remember, it's not just about you, it's about your team, first. If you're not sure about who to delegate to, invest more time in your team to better understand who the right person is.

5 - Delegating without clarifying the level of authority

It's important that the person you delegate the task to understands your expectations. You need to convey how much authority they will have on the matter. Will they have free reign, or will you be monitoring decisions closely? This might depend on how complicated the task is, and it could also change as the project progresses.

6 - Not allowing for mistakes and failure

Mistakes are going to happen no matter how hard you try to avoid them. Very few mistakes are fatal, and/or irreversible. Mistakes most often can be turned into opportunities and teachable moments. An environment that fosters people making mistakes, and allowing for growth and change, is the best of environments in which to grow. Pressure and stress, in the right measure, usually brings out the best in people. So, know how to push and pull, and more importantly, create an environment where they can come to you without hesitation if something goes wrong.

7 - Not being clear about the goal, vision, and timeline

I hope you don't expect your team to suddenly develop psychic abilities or guess your every expectation. Be clear, and as concise as possible. Share specific and well-defined expectations. What are the project goals? When do you realistically expect the project to be complete? How will success be measured? Request their buy-in. If they seem hesitant about taking on the task or project you may want to reconsider or have a longer talk with them about why they are not sure they can do it before delegating.

8 - Not taking time to review the work

Trusting your employee is important, but that does not mean you don't need to review work and provide your approval. Without this important checkpoint your team has no way of knowing if they are on track. Always check everything that comes back to you. Don't accept partially finished work – don't redo anyone's work. Provide the proper feedback so they can complete the task on their own and learn. If you monitored the task correctly (#2 above) then this should rarely, if ever, be a problem.

The takeaway

Delegation is not about dumping tasks on others. It is a fine art and if done properly your team and your business will flourish. It starts with you, first recognizing that you have too much to do, and that your time is maybe better spent on more top-level tasks. Then it takes careful planning and training for a successful handoff. Avoiding these delegation mistakes takes some work and time. But, the payoffs are exponential for everyone.

Angela Civitella is a certified business leadership coach and founder of Intinde. www.intinde.com

TRY THIS ICEBREAKER AT YOUR NEXT VIRTUAL MEETING

With people working remotely, we understand how hard it can be to develop your team. Here is a virtual icebreaker that is easy to deliver and proven to be effective. Enjoy!

Workspace Who-Am-I? (approximately 15 minutes)

Step One: Prior to your next virtual meeting, ask all team members to snap a picture of something from their workspace or desk. This could be anything from a personal memento in their office, to the view from their chair, or even a photo of their pet that's sitting next to them. They must then send their photo to you by email. Be sure to remind them to send it to you in a private email and not a "reply-all" to the whole team. Compile the images into PowerPoint or Google Slides – one picture per slide – and a number next to each picture. See photo below for an example.

Step Two: During the virtual meeting, ask participants to grab a pen and paper and create a numbered list based on the number of slides/photos you have in your slideshow. Then, scroll through each slide and have team members write down which photo they believe matches up to each teammate.

Step Three: After going through all the slides, go over them one more time. Invite team members to unmute themselves and share their answers for each image. After hearing the team's thoughts, reveal the actual answer for each photo. The team member with the most correct guesses wins!

Tim Arnold is passionate about helping people understand the chronic issues that limit leadership and teamwork, so they can thrive. He is the author of the book: The Power of Healthy Tension, and speaks to organizations around the globe on how they can overcome chronic issues and conflicting values. www.leadersforleaders.ca

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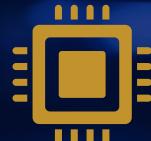
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Griffiths Performance Physiotherapy

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Performance can be defined as " the action or process of carrying out or accomplishing an action, task, or function". At Griffiths Performance Physiotherapy, our goals are your goals! We strive to help people "perform" the way they want or need. That may be throwing a ball to your dog without sharp pain in your shoulder or working on more ankle strength so you can make your jump shot in basketball feel easier. Our focus is on the "action" of improving and work 1 on 1 with our clients to help them meet their goals.

We want each and every person coming in the door to feel comfortable with our team and with our system; so as part of our process we offer a 20 minute discovery session for FREE, where we discuss what matters most to you; that may be an injury, a desire to increase speed and agility on the field or court or any other performance goals you may have. We love to answer questions and help you make the most informed decision.

Please look us up online at griffithsperformance.com or check us out on Instagram

David Griffiths



Dave is Owner and Clinical Director of Griffiths Performance Physiotherapy. He has been practicing in Niagara for nearly a decade and has extensive experience in sports related injuries and return to play protocols. He is also a certified speed and agility coach and a certified weightlifting performance coach.

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COVID-19 Business Update From the GNCC: AUGUST, 2020

• Niagara Region has passed a new bylaw for restaurants and bars. Patrons must now be seated at all times unless entering, exiting, travelling to and from a washroom, or paying. Restaurants and bars must also maintain a client log with a name and contact information for at least one person in each party. The registry must include the date, check-in and checkout times, and table number, and must provide details from the registry to health officials upon request for the purposes of contact tracing. Establishments must maintain the list for 30 days, after which it can be destroyed.

• On Friday, July 31, the City of Toronto and Peel Region will move into Stage 3 of the provincial re-opening framework. After 12:01am on July 31, only Windsor-Essex will remain in Stage 2. Premier Ford said he was “confident we will get Windsor-Essex there very soon.”

• The federal government has given Bill C-20 royal assent, ensuring that the Canada Emergency Wage Subsidy (CEWS) program will continue until Dec. 19, 2020. Employers with revenue losses of less than 30% are now eligible for the program, including those that previously qualified but have now recovered above the 30% loss threshold

• The Ontario government is investing over \$2.2 million in supportive housing for the Niagara region. The new 24-unit Oakdale Commons development in St. Catharines will include 15 supportive housing units, four of which will be fully accessible. The funding is being provided through the Home for Good program, which provides housing assistance and support services to people experiencing homelessness, or who are at imminent risk of homelessness, in four priority areas: youth, Indigenous people, people experiencing chronic homelessness, and individuals transitioning from places such as jails and hospitals.

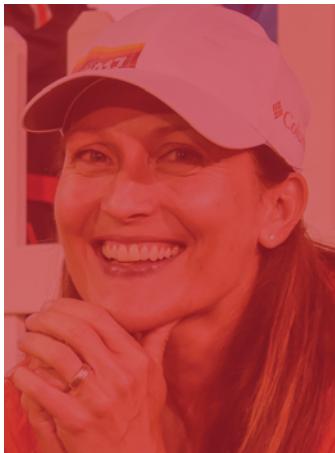
• The Town of Lincoln and Spark Lincoln have partnered up again to host the second annual AgriTech Hackathon. This year, the 2020 AgriTech Hackathon will be held entirely virtually through a variety of innovative and user-friendly online platforms. The hackathon identifies current challenges in the agricultural and value-added agricultural sectors for which tech solutions are proposed. Over a 48-hour period, multiple teams are asked to hack probable solutions to a series of given challenges for the agriculture, horticulture and eco-tourism sectors. The event will take place between November 6th and 8th, 2020.

Stay safe and be vigilant. The GNCC is here to support you. Contact us with any questions you have.

gncc.ca/covid-19



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