



SIVET EMPOWERMENT LLC.

— EDUCATION + INTELLIGENCE + CHARACTER = EMPOWERMENT —

News w/ SivET Empowerment

Greetings All,

As you know I started with the Newsletter last month. I am still trying to find my rhythm with how I want to do it and what platform, so please bear with me here 😊

As we are in mid-March, and I reflect on the last two in a half months of this year all I can do is take a really deep breath and say thank you to all those who love me unconditionally. You know often they say that we need to be still and listen and if not, God will do just that. Well, he did just that to me. While I have faith (faith without work is dead) because I like to know what is next the unknown puts butterflies, in my stomach. However, I am learning to pivot. I am learning more patience, and I am learning to trust more. I don't know what is next. All I know is that I am still moving forward with a growth mindset.

I had a fear, and my fear came to reality. Once the dust settled my fear was not as robust or as great as I thought it would be. I have a compelling amount of peace. I only know one person who could make that possible. As I grow through this transition, I want to continue to do what I do best and that is to Empower others. I do that by sharing my knowledge, love, and support.

My Pastor said Sunday "Be a Bright Spot in a Tight Spot." When things may not be going your way or the way you planned or thought they would. What will you do? Give up? Nawwww don't do that. Keep being you, and keep motivating, encouraging, supporting, and empowering others. When in the tight spot we think our light has been dimmed but even in the dark, my light is still shimmering. I choose to continue to be a bright spot. I am still shining. I can still be encouraged and encourage others even if I may feel discouraged. I don't feel discouraged, I just want to know what's next...lol!

Remember your time of Elevation is now. Man Can't stop what God has approved.

-Lashanda Gary

Many Blessings
T. Haynie

Disclaimer: Please be aware that my spiritual beliefs are entirely my own. I am not imposing my beliefs on others. I believe that telling stories is essential as we travel through this world. One person's story may have an impact on someone else. We never know what other people are going through.

Here are some NUGGETS.

The Future of Work's All About Pay Transparency.

Pay transparency is one of my favorite trends for 2023. Many states (30, actually!) already have established pay transparency laws. While these vary from state to state, most include a provision that employees do not need to disclose salary histories. Some include provisions requiring employers to disclose salary in job postings. The purpose of pay transparency laws is to close the gap on pay discrimination. Many of these laws also make it possible to negotiate a pay bump when changing jobs because previous salaries can't be used as a starting point in negotiations.

-Ashley Stahl

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[READ THE FULL ARTICLE HERE](#)

Pay Transparency: 5 Tips for Leaders

For leaders, implementing new pay transparency legislation may raise some uncomfortable issues. Here is how to deal with them. Can you maintain secrecy? Your staff cannot either. Neither do they need to. In certain states, the rules even go so far as to mandate firms to divulge wage ranges to employees or job candidates, which is illegal under federal law for private sector employers to do.

Pay transparency regulations currently include one-fifth of all U.S. workers, and analysts anticipate that this number will rise. To achieve pay equity, businesses must be transparent about the benefits they offer to current and potential employees. Due to regulations requiring pay transparency, more individuals are talking about their salaries with teammates. It's a safe bet that many will ask their managers for pay adjustments to correct differences they do not understand or accept. Leaders must be prepared to discuss compensation with their employees openly.

-Roberta Matuson

Download a copy of my latest book, [*Can We Talk? Seven Principles for Managing Difficult Conversations at Work.*](#)

The Future of Work's All About Establishing Yourself as a Brand.

No matter where you work—as an employee, a contractor, or a business owner—you bring your brand with you.

It differentiates you from the competitors.

Trust in your brand grows among potential customers and employers.

-Ashley Stahl

[READ THE FULL ARTICLE HERE](#)

“The best leaders are continually learning” -Dan Fitzpatrick

4 Transitions Star Performers Must Make to Become Effective Leaders

The journey from being the star performer to being a successful leader is one of the most basic and challenging changes that developing leaders must undertake. All developing leaders must adopt the mentality shift that "doing it right rather than being right" is more important. I'll explain. "Having the solutions is everything in being right." "Doing it right is about fostering a culture of trust and enabling people to arrive at the correct solutions," Making the move from needing to "be right" to "getting it right" can be tough because almost all leaders rise to leadership positions because of their ability to problem-solve and get things done. Leaders' natural tendency is to take the initiative in finding a solution when they sense a loss of control, frustration, or threat because this capacity has helped them in the past. While it is true that staff members may need to turn to their leader for help with a difficult problem, relying too heavily on the leader to have the proper solutions leads to several problems. What lessons can employees learn from this leadership style about how to respond to challenges and crises in the future? How does this mindset affect the company's ability to scale?

-Tony Gambill [Getting It Right When It Matters Most: Self-Leadership for Work & Life](#). You can also follow Tony on [Forbes Leadership Strategy](#) to read his articles on Self-Leadership and Leading Others.

HAAAAA! You may be wondering why Ms. Tevis is sending us this information. So, every other month, it will be about the kids and families you serve and the other months, I will give you nuggets as a business leader to help you grow yourself and your team. To assist you in understanding what is going on in the world and how you might be able to use some of these things to lead your program. LOL! That's why they're called nuggets!

It is critical that your business is here to stay as an educator, provider, or leader (whatever you consider yourself to be). Not just for the time being, but for as long as you want it to be. I want you to remain open until you decide to close and not for any other reason. As a coach, consultant, and trainer, I hear a lot of stories about how many of our programs fail due to business/financial reasons, such as ineffective leadership and educators who don't want to put in the work. The United States as a whole is a childcare desert, and those who aren't in it or do not have children in it have no idea how important ECE is. But each one of you does! So, let's all work together to win!

If there's anything this year has taught me, it's that life changes with no warning, no matter how prepared you seem to be.

-Miasiya

