

Letter from the President



The Mesquite Chamber of Commerce understands that in order to have a strong economic environment, you must have a strong community that supports and encourages growth and innovative thinking. We are truly blessed in Mesquite to have leaders, business owners, educators, and a wealth of private citizens who recognize that we all share in the responsibility of creating economic success and stability as well as a healthy community environment for our children and grandchildren.

As a community, we all share the vision. We work, we volunteer, we support and serve as we build on the successes of those who came before us and develop new and innovative strategies that will make Mesquite even better. The Mesquite Chamber of Commerce has been a key representative of Mesquite's Business Community for the past 37 years. The Chambers goals are to work toward improving the quality of life for all through the support and commitment of its members, volunteers and various committees.

The Chamber is proud to sponsor programs throughout the year to help support the community. The following are some of our events:

- **Golf Tournament**
- **Candidate Forums**
- **Cinco de Mayo**
- **Chamber Bowling**
- **Leadership Mesquite**
- **Annual Awards Dinner**

The Chamber works to develop potential solutions, to be a source of information and support for business owners, and to maintain and enhance the economic environment in Mesquite. We have accomplished this through advocating for our businesses through the committee work that was accomplished over the last year, developing educational programs, hosting networking opportunities and building awareness of the issues to name a few.

As the 2011/2012 Chamber President, I am honored to work alongside our dedicated Board Members and the many volunteers that, with our combined efforts, help to build a better Mesquite for all who live here. That is what makes our community unique. We have the ability to think outside the box and we can work together to accomplish our goals.



Volunteers Needed
Salvation Army Kettle Program – 2011 Bell Ringing
Contact Art Hammerschmidt or Kami Ault 346-5833

PLEASE VOLUNTEER TO HELP US SO WE MAY HELP OTHERS

JANUARY EVENTS

CHAMBER LUNCH

JANUARY 11TH

Speaker: Kevin Lee
Chamber Travel Specialist from Collette Vacations

Sponsor: Boulevard Home Furnishings

Eureka Casino
11:15 to 1:00 pm

RIBBON CUTTING

JANUARY 25TH

Ready Golf & Gear
550 W. Pioneer Blvd. Ste 156
5:00 pm

CHAMBER MIXER

JANUARY 26TH

Sponsor: Larson & Rosenberger, CPA's
754 W. Pioneer Blvd Ste 115
5:00 to 7:00 pm

RIBBON CUTTING

JANUARY 30TH

CrossFit 212 Degrees
140 Riverside Road Ste A
5:00 pm

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2011 New Chamber Members

7 Pink Diamonds
Advanced Wound Care
Ande Anderson Lewis
AT&T, Reno
Awesome Adventures
Magazine
BeMore Today
Checks N Mail
Cheri Thompson
Choice Weddings
Craig Wylie
Crossfit 212*
Dennis Schroeder
Desert Oasis Spa
Dotty's
Friends of Gold Butte
Gloria George
Gretchen Gabbert
Historic Beaver Dam Lodge
Iron Mountain Cleaners
iServe Residential Lending
Jade Publishing
Jeannette Kendrick
John Budd
Linda Britton
Mesa View Home Care
Mesquite Concert Series
Mesquite Rotary Club
Mesquite Showgirls
Montague Insurance
Agency
National Healthcare
Access Inc.
Patricia Bekeris, Premier
Properties
Press Box Sports Grill
Professional Community
Management of Nevada
Rental Car Momma
Rooster Cottage
Consignment Gallery
Roots Hair Salon
Sharon Van Winkle
Southwest Symphony
Orchestra
St. George Shuttle
Susan Holecheck
Tea Euphorias
Terra West Management
Services
The Portrait Company
The View
Tim Hacker
Utah Youth Soccer
Valley Lumber & Hardware
Workforce Connections
Yellow Book USA



Becoming a Better Manager

By: NonaMarie Miller, Canyon Media Group

In this edition of our 12-part series, we'll look at the eleventh element of great managing, according to 12: *The Elements of Great Managing* by Rodd Wagner and James K. Harter, PhD.

Element Eleven: Talking About Progress

The dreaded "Annual Review." It's been around forever. It's the once-a-year, face-to-face conversation you have with your employees/boss. Employees hope they'll still have a job tomorrow and employers struggle to share valuable information in a constructive, well-received manner. It can often be impersonal and uncomfortable.

Element Eleven may help unravel the mystery with a simple statement: "In the last six months, someone at work has talked to me about my progress."

Why are performance reviews important? According to 12: *The Elements of Great Managing*, "Element Eleven drives performance and safety. Business units in the top quartile of this element realize 10 to 15 percent productivity and 20 to 40 percent fewer accidents. Than bottom quartile units." In a previous job, our boss's way of reviewing an employees' progress was simply put: no news is good news. If you didn't hear from him, you still had a job. I remember when he called me into his office one time. I was petrified! Turns out he praised me for my work and couldn't say enough about how great I was doing! I appreciated the feedback, but did not appreciate his method!

The authors of 12: *The Elements of Great Managing* believe regular feedback can be more valuable than a once-a-year

review. Regular feedback is not limited to a formal review, it can be informal. If done properly, regular feedback ultimately leads to an annual review that is truly a review, and not a surprise to anyone! In my current work environment, I have a weekly one-on-one meeting with my boss. We regularly discuss my successes, my challenges and my goals. I always know where I stand with him and he always knows how I feel about my work.

Here are a few things to keep in mind when considering your company's performance review process.

First, formalize the process. Remember, there is no one-size-fits-all, cookie-cutter approach. Research shows having a formalized review process "leads to more employee involvement." However, formal doesn't mean you need some long-winded, in-depth form. 12 points out: "One may develop the most technically sophisticated, accurate appraisal system, but if that system is not accepted and supported by employees, its effectiveness ultimately will be limited." Formal simply means you set up a process, set the expectation and stick to it.

Second, talk to employees and ask them if they feel their voice is heard in the review process. Research shows "employees believe their evaluation process is fair if they feel they play a role."

Next, if you rely on self-evaluation, remember – low achievers generally over-estimate their performance. "People are unaware of their incompetence ... where they lack skill or knowledge, they greatly overestimate their expertise and talent." Those on the other end of the scale often suffer from "undue modesty." These types of reviews can put the employer in a tough spot!

To learn more read 12: *The Elements of Great Managing* by Rodd Wagner and James K. Harter, PhD.

GOLD PREMIUM MEMBERS



SILVER PREMIUM MEMBERS



BRONZE PREMIUM MEMBERS





Discover Tuscany with the Chamber

Join the Mesquite Chamber of Commerce this fall for a cultural tour of Italy! If you have ever wanted to visit Rome and explore the heart of Tuscany, now is your chance. Chamber travel is very popular throughout the United States and provides an excellent way for our community to travel together and raise much needed funds for the Chamber of Commerce. This year, we have designated **Discover Tuscany**, September 20-29 as our fundraiser tour.

Rolling landscapes, savory wines, delicious food, and stunning architecture await! On this special journey you will enjoy walking tours in Italy's most charming towns, visit magnificent historic monuments, and sample mouth-watering cuisine and wines!



TOUR HIGHLIGHTS INCLUDE:

Transfers from Mesquite to Las Vegas round trip Airfare from Las Vegas to Rome 2 Nights in Rome, including a city tour and an optional tour to Vatican City. 6 Nights in the beautiful spa resort town of Montecatini 8 Breakfasts & 5 Dinners. Assisi with guided tour of the magnificent Basilica of St. Francis and the historic old city. Walking tour through Siena's narrow gothic streets and behold stunning palaces, mansions and the historic Piazza del Campo. San Gimignano, one of the most picturesque places in Tuscany. Special visit to a Tuscan winery for the opportunity to sample and learn about the art of winemaking and process of making Italian olive oil. Florence, including a cultural tour in the

"Cradle of the Italian Renaissance" including the Academy Gallery* which houses Michelangelo's monumental statue of David. The impressive Cathedral of Santa Maria del Fiore and the gilded bronze doors of the Baptistery dedicated to St. John. Montecatini Terme, optional excursions include Pisa and Lucca, Tuscan cooking class and dinner, and Tuscan villa dinner and entertainment and more!

The tour cost is \$3449 per person, double occupancy of \$3749 for single occupancy.

There is a special \$200 discount per person if reservations are made before March 1.

The tour will be arranged through Collette Vacations, a chamber travel specialist. Celece Seegmiller, owner of The Travel Connection and Mesquite chamber member will serve as the chamber travel coordinator.

Reservations can be made by contacting her at 435-628-3636 or 877-877-1326. The tour is open to the community or anyone that wishes to explore the best of Tuscany.

Please join us at the next chamber luncheon on January 11th for the Discover Tuscany presentation by Kevin Lee from Collette Vacations.



Chamber Luncheon

Discover Tuscany

Wednesday
January 11th

Speaker:
Kevin Lee,
Chamber Travel
Specialist from
Collette
Vacations
will present
Discover
Tuscany

If you would like to learn more about the chamber tour to Italy, please join us!

RSVP by calling the Chamber 346-2902 or [CLICK HERE](#) to reserve your seats online.

*Our Mission:
To Encourage and Benefit the Growth of
Businesses in the Mesquite Area.*



ACES FOR MESQUITE

ADVOCATE ~ COMMUNICATE ~ EDUCATE ~ SUPPORT

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Chamber Spotlight Award

EXECUTIVE BOARD OF DIRECTORS

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KAREN FIELDING
EQUITY TITLE OF NEVADA

PRESIDENT ELECT
SANDRA RAMAKER
INDIVIDUAL

TREASURER
DEE SHERMAN
VIEW ON MESQUITE
MAGAZINE

SECRETARY
MARCO RUELAS
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KURT SAWYER
CITY OF MESQUITE

JULIE STOLTZ
INDIVIDUAL

JAMES SULLIVAN
HIGHLAND MANOR

JEAN WATKINS
MESQUITE SHOWGIRLS

BUNNY WISEMAN
INDIVIDUAL

ALEX D. BLAZZARD, DDS



Dr. Alex Blazzard was born and raised in nearby St. George, Utah and finds himself right at home in Mesquite. Dr. Blazzard attended Dixie State College in St. George and received his Associates of Science Degree. Here he also picked up literally his greatest asset; his wife, Heather. Together they moved to Salt Lake City, where Dr. Blazzard earned his Bachelor of Science Degree in Medical Biology from the University of Utah. From there, Dr. Blazzard attended the prestigious

University of the Pacific in San Francisco, California and graduated with his Doctor of Dental Surgery Degree. Following his formal dental training, Dr. Blazzard was one of three residents accepted to the General Practice Residency at the VA Hospital in Salt Lake City, Utah. As a resident, Dr. Blazzard refined many of his skills and devoted most of his time and study to that of implant dentistry. After working throughout the Las Vegas area, Dr. Blazzard relocated to Mesquite. He is active in community organizations as well as professional affiliations. And can be found at home enjoying wonderful chaos with 3 kids under 2 1/2. Dr. Blazzard opened his practice in May of 2005 and is the sole practitioner in his office. Dr. Blazzard provides all aspects of General Dentistry, including: preventive care, conscious sedation, dental implants, cosmetic dentistry, teeth whitening, white fillings, same day crowns, root canals, extractions and dentures. Dr. Blazzard offers some of the latest advances in dentistry, including: digital radiography, digital intra-oral photos, laser dentistry, in-office whitening and Cerec (one visit crowns). Dr. Blazzard and his friendly team look forward to meeting you and providing you with the utmost quality care - reminding you to SMILE MORE, think about it less.

MESA VIEW HOME CARE



Mesa View Home Care provides in home nursing, physical therapy, occupational therapy, Speech therapy, medical social worker and home health aides. Services include post surgical care, wound care, IV care, nutritional teaching, home safety evaluation, 24hr on call nurse and therapy. Mesa View Home Care is focused on providing high-quality home health care service to the Virgin, Moapa Valleys and Arizona strip. Mesa View Home Care provides in home nursing, physical therapy, occupational therapy, Speech therapy, medical social worker and home health aides. Services include post surgical care, wound care, IV care, nutritional teaching, home safety evaluation, 24hr on call nurse and therapy. We will do everything we can to meet your expectations. Our mission is to provide excellent home health care. We strive to help individuals achieve their highest level of function by using the most appropriate interventions. Our entire team is committed to meeting those needs. As a result, a high percentage of our business is from repeat customers and referrals. We would welcome the opportunity to earn your trust and deliver great service.

SHARON SZARZI, ALL PROS PROPERTY MANAGEMENT



From the moment you walk through the doors of ALL PROS you will see an exciting, friendly, unique and progressive, client service oriented office. Owners: Cheryl Dwyer, Office Administrator; Dick Lungrin, Arizona Broker and Realtor; Lucia Ramos, Nevada Broker and Property Manager; and

Sharon Szarzi, Realtor opened for business on November 4, 2011. On opening day Larry Guntle, Realtor joined the company. ALL PROS has multiple years of experience assisting Buyers and Sellers to purchase or sell property in Mesquite and Arizona. Property Management works with people wanting to rent a property and owners wishing to lease their property. We are specialists in Short Sales – a process where an owner can no longer make their payment and the Lender agrees to allow the sale of the property for less than what is owed on it. When it comes to Real Estate and Property Management call ALL PROS.