

CONNECTIVITY™

NEWS FOR THE CANADIAN ProVM MARKET



FINDING AND HIRING THE RIGHT PEOPLE FOR YOUR BUSINESS

The benefits of a well-staffed organization



The right staff in the right positions makes all the difference to the success of an organization. Having the right people impacts the bottom line, market share, reputation, pride and productivity.

Finding and hiring the right people is a challenge to any organization no matter what the size of the industry. It is worth the effort because a well-staffed organization can pay dividends in ways that keep the company's values and principles as top priorities.

Here are 7 key benefits of a properly structured and staffed organization.

- 1. Filling the roles by obtaining competent personnel:** A position is useless unless and until these are occupied by employees who are capable of doing the job and handling the scope of responsibility with a clear understanding of the organization's vision.
- 2. Placing the right person in the right job:** Ensure the right individuals are placed in the job according to their qualifications with a thorough selection process. Define the position, and then identify the qualified individual.
- 3. Growth of Enterprise:** By appointing effective people, the organization can grow through the efforts of all contributing employees.
- 4. Customer Focus:** Attracting and retaining customers is an integral part of success. Proper staffing levels and scope of responsibility can make sure customer needs are met or exceeded. Improper staffing levels can result in dissatisfied

customers or clients, which negatively affects the bottom line.

5. Optimum use of Human Resources: Position analysis followed by workforce planning can set the right strategy for people and process growth and establishes a long-term succession plan for the organization. Human Resources drives the cycle of talent management that includes resourcing, developing, reviewing and growing talent through promotion and career options. A company's staffing efficiency is one area that establishes a company's culture, which drives a company brand. The brand helps an organization be more competitive.

6. Improving job satisfaction and morale of employees: Proper staffing drives a stronger sense of engagement with employees. This creates an environment where individuals desire to invest themselves in the success of the company because the company has shown a sense of investment in them through training, promotion, compensation, etc. It drives stronger satisfaction, morale, and pays the dividend of being part of a strong employment brand.

7. Key to effectiveness of other functions: No other function of management can be carried out without efficient staffing, because all the functions are performed by people. People are the key to current performance and future achievement.

Make effective staffing part of the management process in your company. Obtaining the right talent and nurturing the right talent prepare any organization for future success.



Check out our Equipment Catalog

For more information you can contact our Equipment Specialist or your local area rep

[or Click Here to View the Catalog](#)



 **Rewards**
BY UNIVAR

1000 BONUS POINTS PER CASE



 Dow AgroSciences
OcTTain™ XL
HERBICIDE

— OR —

Overdrive®
Herbicide

Get economical control of problem weeds like Kochia with OcTTain XL Herbicide or Overdrive Herbicide and earn 1000 rewards bonus points for each case purchased.

Promotion valid on purchases invoiced between August 1 and September 30, 2017. Valid for Canadian ProVM end use customers, and Univar Rewards program members only.

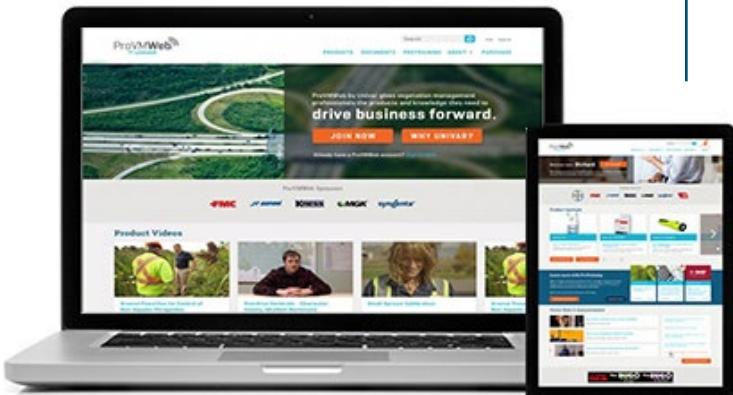
A new ProVMWeb is coming soon!

For the greater part of the last year, Univar has been researching, testing, and building a new ProVMWeb®. It's a site we've designed from the ground up to give our customers a more intuitive view of what's happening at their businesses, as well as the industry at large.

What you can expect at the new ProVMWeb:

- Faster label & SDS access from the new product document center
- A single catalog of all ProTraining technical courses
- Universal one-click view of your Manager Dashboard
- Optimized navigation on desktop, phone and tablet
- Easier access to favorite and featured products and courses

This is just a top-level view of what you'll find when the new ProVMWeb goes live. And it's also just the beginning of other improvements we're working on.





Pests in the News

Invasive plant found on local lakes

Phragmites, an invasive plant species, has spread to three locations on Eagle and Moose Lakes, according to a local study. Invasive phragmites is a tall wetland grass that crowds out native plants...

Amphibious machine battles invasive reed on Lake Huron shoreline

A group of phragmites fighters in Lambton Shores is waging a war with one hand tied behind its back. One area of the community where it has been working hard to beat back the invasion reed is 156 acres of wetland...

Meet the Invasive Plants Threatening to Destroy Canadian Habitats

Invasive species are a serious threat to Canada's native species and habitats, including in our parks and protected areas. Globally, invasive species are the second most common threat associated with species extinctions...

Common tansy addressed along Smoky River

A group of volunteers partnered with the MD of Greenview earlier this week to help address the overgrowth of common tansy along the Smoky River. The common tansy is a perennial that reproduces...

Giant hogweed plant that can cause burns and blindness spreading in Canada

The Nature Conservancy of Canada is urging people across the country to document sightings of the towering green plant...

Industry News

CN abandons herbicide spray plan after public concern

CN Rail is clearing the track and everything near it. But in a surprise move, the company revealed late Tuesday afternoon that it has decided not to spray the brush and vegetation that is encroaching on the nearly...

Province steps up 30-year effort to stop invasive species with announcement in Peterborough

The provincial Minister of Natural Resources and Forestry, Kathryn McGarry, was in Peterborough on Wednesday - and while she was in the city, she attended a celebration to mark the 25th anniversary of Ontario's organized effort to combat invasive species.

Some urban residents might be unaware some gardenplants create problems in rural Alberta

Getting control of noxious weeds in the Municipal District [MD] of Willow Creek is made more difficult by people living in urban areas who may be contributing to the problem without realizing it.

Stop Spraying group in New Brunswick urging public to speak up

Twelve New Brunswick interest groups are calling on residents to aid in their efforts to stop the use of the herbicide glyphosate from being sprayed on Crown lands.

The Fieldman Files – Dealing with weed control and wet areas

In the world of Agricultural Fieldman, there are newbies like myself, seasoned individuals who know their way around, and veterans like my colleague, Norm Boulet. When he first approached me...

Industry Events

OVMA Annual Conference

September 19-21 2017 - Kingston, ON

OIPC AGM and Conference

October 10-11 2017 - Ottawa, ON

Atlantic Vegetation Management Association Conference & AGM

October 11-13 2017 - Fredericton, NB

CEATI Vegetation Management Conference

December 5-6 2017 - Orlando, Florida



Univar ProTraining Event

October 27, 2017 - Regina, SK
November 7, 2017 - Vaughan, ON



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Talk to your Univar sales representative or register for premier services on ProVMWeb.com and post a **classified ad**. You can buy or sell used equipment, post help wanted or work needed ads, and it's all free of charge for purchasing customers.