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Quick Quiz

Each month I'll give you a new question.

Just reply to this email for the answer.

The first commercially produced ballpoint pen was introduced to America by who?

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This Company Made Eco-Friendly Products Before It Was Cool

Sustainability in business and commerce is all the rage right now, but Laura Gropper's company was working on sustainable products long before green living became fashionable. Now, just over a decade later, her company is reaping the rewards.

She began Repurpose back in 2010 in Los Angeles, producing compostable plant-based goods for environmentally friendly households. True to their name, the company repurposes plant products to create items that can replace single-use plastic, such as trash bags, straws and sandwich bags. This year, their products are launching on the shelves in Costco, hitting a major milestone in Gropper's ambitions for the company.

It hasn't always been smooth sailing. Back when the company began, there was far less awareness of the need for eco-friendly products, and public consciousness was far less environmentally focused than it is today. They struggled to get the attention of customers, investors and partners. Instead, they had to begin small, selling in local mom-and-pop shops, receiving help from friends and family in spreading the word. Slowly but surely, they gained dedicated fans seemingly one at a time, eventually managing to create a narrative of positivity around what they were doing, like an exclusive secret that people were being let in on.

Fast-forward to today and this approach, coupled with the newfound public interest in protecting the environment, has led to Repurpose products being sold in over 10,000 stores across the US, including major retailers such as Walmart, Whole Foods, Safeway and Target. Gropper expects

this year's profits to grow by around 50% despite having had to weather the challenges brought to businesses by the pandemic.

Gropper hopes that by continuing to expand their range, they can not only help pave the way towards a sustainable future but also turn their business into a brand that competes with the major companies looking to capitalize on green trends.

How to Win Big in Today's Economy

The altered economic landscape presents innovative and nimble businesses with opportunities to thrive. Find out how by requesting my free report "How to Win Big in Today's Economy."

Just reply to this email and I'll send it right out to you.

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4 Tips for Creating a Team Culture for Success

These days, everyone knows having a good team culture is the key to a company's success, but what does team culture actually mean? It's the shared beliefs, ethics and interactions among staff at all levels in a business. When there is a good culture, the success rate of the company and the quality of work will go up. Here are some tips for creating a good environment for your work family to thrive.

Let the team socialize

One of the biggest impacts on a good team is everyone getting along. One way to forge friendships is by encouraging the team to get together outside the office walls. This helps everyone learn more about each other and therefore communicate more effectively when on company time.

Be a good leader

Just because you're the boss doesn't mean you should be unapproachable. The key to good management is being a mentor who is available to listen, to guide and also to know when to ask for help from your employees. It's also important to lead by example. Be open, honest and understanding, and your team will work harder for you.

Share the knowledge

It's important when working as a team to have a handle on everyone's strengths and weaknesses. The best way to learn is through each other. By sharing your own knowledge and encouraging others to do the same, you promote a workplace that values each person and strengthens the capability of the team.

Celebrate the wins

You don't want to be known as a company that only picks up on when things go wrong. Part of a great team is one where hard work is noticed and rewarded. Even just taking the time to personally thank individuals can go a long way and keep work quality and morale high.

Worth Reading

[The Five-Day Work Week Was Made Up. What if We](#)

[11 Trends that Will Shape Work in 2022 and Beyond](#)

Changed It?

Jackie Lay
Washington Post

Did you know the five-day working week was implemented by Henry Ford? In the midst of burnout culture, this interesting five-minute video by the *Washington Post* asks, "What if we worked less hours and less days?" In fact, three- and four-day weeks were predicted by top entrepreneurs. An informative and easy watch to work into your day.

[Read More](#)

Brian Kropp and Emily Rose McRae
Harvard Business Review

We're already halfway through the year, but what can we expect in the future of workplace trends? This informative listicle from the *Harvard Business Review* tells us what the office will most likely look like in the future and looks at working trends. Best to have a read and prepare yourself.

[Read More](#)



4 Tips to Avoid Burnout and Return to Calm

If you've experienced brain fog, a bad memory or one of those weeks when you just can't shake the exhaustion, the likelihood is you've experienced burnout. Burnout is not a new concept; in fact, 77% of professionals say they have experienced it at one point. So how do we stop it?

Create work hours

Ever been so busy at work you've looked at the clock and it's 10 p.m.? That's one of the ways we can slip into burnout without noticing. In order to have a healthy routine, experts suggest outlining work hours for yourself and sticking to them. Turn off your email notifications after a specific time and put your work laptop away after you're done.

Use a workspace

Although working from your bed may be the most comfortable thing to do, it's one of the worst things you can do for yourself mentally, as your brain will associate bed with work. Set up a designated workspace. This will make you more productive.

Take your vacations

It's not a badge of honor to not take your vacations. The only thing this does is make you more tired and emotionally drained. It also makes the quality of your work suffer. We all need to take time to unplug every now and then.

Get enough sleep

If you sleep less than six hours per night, you may already be on your way to burnout. A good night's sleep is imperative to good cognitive function and will help you do better at work the next day.

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Links You Can Use - More Fun and Play at Work

Making things fun can help us become more productive in all areas of our lives, especially our work. Here are ideas and resources to add more fun to your day-to-day life.

10 WAYS ADULTS CAN BE MORE PLAYFUL

Being playful is a useful way to make the most out of life, whether that's at home or in the office. This article from *The Genius of Play* tells us why.

[Read More](#)

How To Start Adding More Play To Your Workday

If you find your work just isn't allowing you to incorporate play into your life, it may be time to find a way to incorporate creative projects. That's just one tip from this article on adding play into your workday.

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5 Ways to Add More Play Into Your Work and Life

This piece on *Fresh Exchange* discusses the importance of play and lists five ways to add more play into all aspects of your life.

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Deep Secrets and Inner Child Healing

One way to incorporate play is to heal your inner child. Find out more via this article from *Psychology Today*.

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The Importance of Infusing More Play into Work

Managing a good work/life balance is the key to being happier, healthier and even more productive. So why do we find it so difficult to achieve? Burnout and exhaustion are increasingly common among professionals. Plus, with more and more of us working from home, knowing when to switch off is becoming increasingly difficult. So how can we manage it? The answer may be simpler than you think: infuse your work with play!

If we stick to the daily grind, there is no room for inspiration, surprise and new ideas. We need surges of energy as well as the ability to reset and reconnect in order to generate new ideas and come to see new perspectives, which are essential in business. Infusing work with play makes that magic happen and prevents us from being chained to our desks and stuck in a rut. Here are some tips for more play (and balance) in your work life.

Leave your desk for your lunch break

Eating at your desk doesn't do anything for your productivity and output. Give your brain a break and give yourself a change of scenery, both of which boost your creativity. Have an impromptu picnic on a patch of grass nearby or eat at a cafe that inspires you. Observe what goes on around you, or if you must do something, read a fun book or listen to a playful podcast. Whatever you choose to do, banish all working for your entire lunch break so you can return to your desk refreshed and ready to rock the rest of your day.

Do things without a measurable output

Of course, when you're explaining why your new project will work to your boss, you'll need some KPIs and some targets to hit, but the promise of play is that you don't have to win anything. Do something just because it's fun, not because it's going to help get you that promotion. Let loose.

Get active

Get up from your desk every now and then and have a dance! Walk around, smell the flowers, go for a little run. Not only will this help your body recover from sitting at a desk, but it will also give your mind a refresher, too.



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