Executive IT Insider

The *Exclusive* Edge to Today's Technology

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Contents:

Computer Joke

What is an astronaut's favorite place on a computer?
The Space Bar!

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Provided By:
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Owner of *IT Support RI*
With **Valentine's Day** right around the corner, we want to make sure you continue to **love** your IT and us!

If you're having *any* IT problems, big or small, don't be afraid to reach out, give us a call, or schedule a meeting with us! Remember, when it comes to handling and solving your business' technology needs, we have **big brains** and even **bigger hearts**!

"End of Life" Warning for Windows 7 Users

Windows 7 is one of the most popular and widely used operating systems. In fact, over 70% of businesses use Windows 7. Unfortunately, all good things must come to an end, and after 10 years, Microsoft is pulling the plug on Windows 7. Microsoft announced that the "end of life" date for Windows 7 is **January 14, 2020**. After this date, Microsoft will **no longer support** *any* systems running Windows 7.

What Does "End of Life" Mean?
"**End of Life**" is the deadline when a company stops offering support and updates for a piece of their hardware or software. When the product reaches its end of life, it will **not** receive critical updates, security patches, or bug fixes from Microsoft. After the January 14, 2020 end of life date, your Windows 7 systems are **unprotected** and **unsafe** to operate.

Will Your Computer Still Work?
Despite Microsoft ceasing support to Windows 7, your computers will *technically* continue to work. On January 15, 2020, your computer will turn on and operate fine, but you'll be **vulnerable to security holes, viruses, and bugs**.

*Long story short, if you continue using Windows 7 after the end of life date, your computers and your business are **easy targets for cyberattacks**.*

The Solution?
For the safety of your business, you **need** to upgrade to a newer version of Windows. It's *essential* for businesses to migrate or upgrade devices to a current operating system, like Windows 10. While January 2020 might seem far away, you need to starting planning the move to Windows 10 **now**.
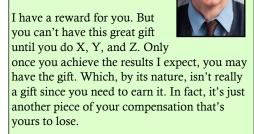
While some computers might need to upgrade to a newer version of Windows, there's also the *possibility* that you'll need to buy all new hardware. You'll need careful planning and budgeting to take on a project of this scale. Careful planning now can create a smooth transition later and help you avoid excess downtime during the switch.

If you have questions about identifying which systems need to be updated or you want to start planning your transition, give us a call or contact your account manager.

Business Briefing:
Rewards Don't Motivate Employees

It's old school thinking—if you want your employees to be more motivated, put a carrot in front of them. The logic goes like this:

I have a reward for you. But you can't have this great gift until you do X, Y, and Z. Only once you achieve the results I expect, you may have the gift. Which, by its nature, isn't really a gift since you need to earn it. In fact, it's just another piece of your compensation that's yours to lose.
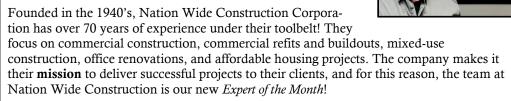
Let me throw some new school thinking at you. Putting a carrot out in front of people, sets them up for failure. The *best* they can do is achieve the objectives you set and get what you promised them. But that's not a sure thing. There is a *chance* they won't get the reward because the **odds are often greater for failure** than success.

That carrot you're waving around? You might as well be shouting out, "Look at the cool thing you won't be getting! Now work harder."

Trying to motivate employees with rewards undermines the likelihood of success. Your employees will work feverishly for the first few days, struggle to keep the pace for a week, and return to their normal patterns. Instead, give rewards **unexpectedly** and **after the fact**.

Still set expectations for performance, but **never** promise a reward. Occasionally, once your employees achieve the goals, give them an unexpected reward. This will reinforce the behaviors, while avoiding the danger of carrots.   —*Mike Michalowicz, MikeMichalowicz.com*

Expert of the Month:
The Team at Nation Wide Construction Corporation

Founded in the 1940's, Nation Wide Construction Corporation has over 70 years of experience under their toolbelt! They focus on commercial construction, commercial refits and buildouts, mixed-use construction, office renovations, and affordable housing projects. The company makes it their **mission** to deliver successful projects to their clients, and for this reason, the team at Nation Wide Construction is our new *Expert of the Month*!

President and CEO Marc Pincince began his construction career in 1984 and joined Nation Wide Construction in 1995. In 2011, owner Albert Valliere decided to step away from the business. Marc realized someone needed to step up to the plate, take over the business, and he rose to the challenge.

Nation Wide Construction worked on several commercial projects with companies such as CVS Health, Wright's Dairy Farm, Amica Insurance, Bryant University, and many more. While they do a lot of commercial jobs, they *specialize* in affordable housing projects. Affordable housing is a difficult sector of construction because it requires a completely different skillset and finesse than commercial building. It's such a challenging niche, that there's only a handful of companies in the state that can take on affordable housing projects!

When it comes to affordable housing builds, previous partners Albert Valliere and Bob Sawyer had a passion for these projects. Nation Wide Construction was one of the first companies to get involved, making them a **pioneer** in the field. As Marc puts it "[affordable housing] is a difficult process and the projects are harder. It isn't something you just do; *you have to want to do this kind of work* and be committed to it." You can find some of their affordable housing projects in Barrington, Bristol, Cumberland, Burrillville, and Pascoag.

Marc and the Nation Wide team have been with us for years—in fact, they're one of our **oldest** clients! Nation Wide Construction has been with us since **2006**, when it was only Paul, Nick, and Leeanna. When we asked Marc about working with us, Marc stated "I've stuck with IT Support RI all these years for a reason. We've created a seamless relationship and you've become an extension of the business."

If you need an estimate on your next commercial construction project, you want to learn more, or you want to see a portfolio of some of their projects, call them at (401) 767-3400 or visit their website www.nationwideconst.com. At Nation Wide Construction, they can turn your project into reality!