

# ANNOUNCING RETURNING PODCAST GUEST, JEFFREY L. GARRATT

President of the Garratt-Callahan Company



## What are the top 6 ways to keep employees happy?

The **Garratt-Callahan Company** has been in the Garratt family since 1904. Four generations have dedicated their lives to providing effective, efficient, and safe industrial water treatment, and over the decades, they've found the best ways to keep employees happy.

Our guest on the **Scaling UP! H2O Podcast** over the next two weeks is **Jeffrey L. Garratt**, president of Garratt-Callahan Company, the largest privately-owned industrial water treatment company in North America. He loves the people on his team and the professionals he has worked shoulder-to-shoulder with for decades.

In 2023, we know it's harder than ever to find quality employees and keep the top-notch employees you already have, which is why Jeff came on the podcast to discuss how his company keeps employees happy starting with communication. "Have good communication, keep your door open, and encourage feedback. Feedback is so important."

When was the last time you connected with ALL of the employees on your payroll? What about your direct reports? What about your leadership team? If you've been too busy to check in with the employees you value the most, make the change today and reach out to them. Keep the lines of communication open.



## Bonus infographic

Attached to this Press Release, you'll find a bonus infographic listing **Jeff's top 6 ways to keep employees happy**. Save the graphic to your computer or print it out to hang above your workstation, No matter what, the list is an excellent reminder of how we can all help our teams to grow and learn.

## How do you lead a successful multigenerational company?

Everyone wants to be president of a company that will last for at least 100 years, that you can hand down to the next generation of family members, but *how* do you make that happen? How do you keep the company *and* the family happy?

If you are the president of a company you are planning to hand down to the next generation when you retire, Jeff shares, "**It is up to you to find the next generation of leaders** who will take the reins and run things after you are gone."

Jeff reminds us that this won't happen by accident, "You need to intentionally seek out future leaders, build into them, and show them the ropes."

It is a delicate balancing act when you work for the family business, and sometimes, it's not the best fit for you, personally. Jeff shares that "The best thing you can do is be honest about how you, personally, want to be involved with the family business, and if it's not for you, let it go and **let the family members who want to grow the business take the reins.**"

That fair and honest advice is just a sample of the wisdom Jeff shares in his second upcoming podcast episode.



## Don't miss either of Jeff Garratt's upcoming podcast episodes

Jeff Garratt has a wealth of knowledge to share with the water treatment profession. Hear Jeff's 2 upcoming **Scaling UP! H2O Podcast** episodes airing on **Friday, February 17th and 24th** by visiting [scalinguph2o.com](https://scalinguph2o.com), or listen to the Scaling UP! H2O podcast anytime from your favorite podcast player.

## Want to learn more about the Scaling UP! H2O podcast?

To contact the Scaling UP! H2O podcast for an interview or other queries, email Executive Podcast Producer, Corrine Drury at [corrine@blackmore-enterprises.com](mailto:corrine@blackmore-enterprises.com).

At Scaling UP! H2O, we believe in providing easily accessible educational content for professionals working in the best industry in the world, industrial water treatment. Because of our drive to provide the very best digital content for professionals in the water industry, we air a weekly podcast episode delivering groundbreaking content that can be heard wherever our audience listens to their podcasts. Thanks to our trusted and knowledgeable host and generous industry expert guests, our podcast has skyrocketed to become ranked in the top 3% of all podcasts globally by Listen Notes, averaging over 10,000 weekly downloads.