



Insider Tips to Make Your Business Run Faster, Easier and More Profitable

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We love technology and We love helping people.

Give me a call to find out whether we can help you better secure your data and get more out of technology.

-John Hill
Founder CEO

Do I Need To Upgrade My Network?

A business owner has many responsibilities within their business. They can be so busy that sometimes things are overlooked for an extended period of time. For example, many business owners may forget to upgrade their network infrastructure. In actuality, upgrading your network is extremely important – and it is one of the smartest things you can do as a business owner.

Technology has rapidly advanced over the past few years, and network traffic continues to grow. If you're still using the same network from even five years ago, you've probably noticed your network speed has decreased dramatically. In fact, old networks struggle to keep up with all of

the advancements and traffic growth. They can even open your business up to a cyber-attack.

Your network infrastructure should be upgraded every few years for many reasons. If your business has grown consistently over the last few years and your current network can't keep up with your business needs, it may be time to upgrade. If you're continually running into issues with your current network, an upgrade will help. Some industries may even be legally obligated to upgrade their network in order to keep their customer or client information secure.

Upgrading your network comes with an abundance of benefits. Here are

four of the best for any business.

Better Network Security

Cybercriminals are much more cunning than we often give them credit for. They continue to develop new cyberthreats and ways to attack various networks. If you haven't upgraded in some time, you are opening your business up to a cyberbreach. New networks come with a plethora of added security benefits that aren't possible with the old and outdated ones. You want to make it as difficult as possible for a cybercriminal to hack into your system and steal valuable information – and one of the best ways to stop a cybercriminal in their tracks is by upgrading your network. One cyberbreach can be

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incredibly detrimental to your business, so don't take that risk.

Faster Internet Speeds

Think about how much more productive your business would be if you had faster Internet speeds. Your employees can get more done without having to deal with lag from poor Internet services. Older networks can't keep up with the demands of modern technology. With an older network, you will see slower Internet speeds that won't allow your employees to utilize cloud storage systems and business applications at high speeds. Even your customers will notice improvements in the speed of your network if you use client-facing applications in your business. Everyone wins when you have faster Internet speeds.

New And Better Hardware

One of the best parts of upgrading your network is that you'll receive new, more reliable hardware than what you've had in the past. You'll gain access to more computing power and larger storage space. More than anything else, your new hardware will be dependable, and you won't have to worry about it failing on you.

"Upgrading your network is the best way to keep up with the ever-changing landscape of the digital world."



Improved Compatibility

Remember how we said earlier that technology has advanced rapidly? It's true – and there are new advancements made every day. Without an upgraded and updated network, you may be unable to use many applications and technologies that could improve your business. An upgraded network will allow you to connect with any apps you think will benefit your business. You can explore new tools without worrying about crashing your network. You'll also gain more freedom in choosing your new tech investments as you would be more limited when using outdated technology.

Upgrading your network is the best way to keep up with the ever-changing landscape of the digital world. If you haven't upgraded your network in a while, now is the best time to do so. Plenty of benefits come with it, so don't wait until you have to make a change. Be proactive!

Don't Be Caught Off Guard – Plan Your IT Budget Now

To find your colleagues with a cake celebrating your birthday is a great surprise – having an unplanned technology difficulty pop up in the middle of the year when you didn't leave room for IT needs in your budget is not.

That's why you should plan ahead if you want to stay on track and reach your business goals.

To help you get started, we created an infographic titled "IT Budgeting Tips for Small Businesses" with helpful suggestions that you can use to budget for IT needs, understand best practices and bust common myths.

You can get the infographic by clicking www.techsagesolutions.com/budgeting-tips-IT/



Cartoon Of The Month



"Next time you get a strange e-mail with a paperclip, don't click on it!"

Shiny New Gadget Of The Month: Meeting Owl Pro

A common concern across hybrid workplaces in various industries revolves around the ability to host efficient meetings with all team members. Thankfully, Meeting Owl Pro is here to help. This device is an all-in-one, 360-degree camera, microphone and speaker designed for hybrid teams. It has a camera that can capture an entire conference room of people while giving remote workers individual views of each person in the meeting – just like what you would see on Zoom. It has eight smart microphones that can pick up sounds and attribute them to the person speaking and three speakers that also allow remote workers to be heard. It's easy to set up and is compatible with nearly every video-meeting platform, so don't wait. Give Meeting Owl Pro a try today.



Train Your Leaders To Manage Remote Teams With These 3 Tips

If your business has transitioned to a remote or hybrid work model, your management team will need some special training to effectively manage their team in this new environment.

Here are three tips that will help you train your managers to lead remote or hybrid teams.

1. Teach your leaders how to proactively communicate. This will help them get ahead of issues before they become too large.
2. Train leaders to set clear expectations. Your employees need to know what is expected so they can do their job to the best of their ability.
3. Encourage leaders to recognize their employees. Individual and team recognitions go a long way toward showing employee appreciation.

They Will Love Your Reflection



Would you love to be 20% better at persuasion, improve your chances of landing your dream job or maybe even become more well-liked socially? There is a very simple conversational tactic you can use, and it will help you accomplish these goals. You know what it is, but chances are that you aren't using it enough. It's called "reflective listening."

Reflective listening is the process of reflecting back what the person you are talking with is saying, feeling, aspiring to or worrying about. For example, let's say you're talking with someone at lunch and they say, "The energy stocks got hammered again today; my firm insists on staying long in this sector, but I feel it's time to go in another direction." You could reflect by saying, "It sounds like you had a hard day, and you feel trapped on a boat that's going in the wrong direction." They'll respond with, "Exactly!" and will appreciate that you cared enough and were confident enough to reflect their emotions.

Too often, people will try to offer a premature solution off the cuff, say something competitive or completely ignore their concerns and try to change the subject. When you reflect what you hear someone say, it makes the other person feel like you are not only respectful and attentive but that you are also empathetic and willing to put yourself in their shoes.

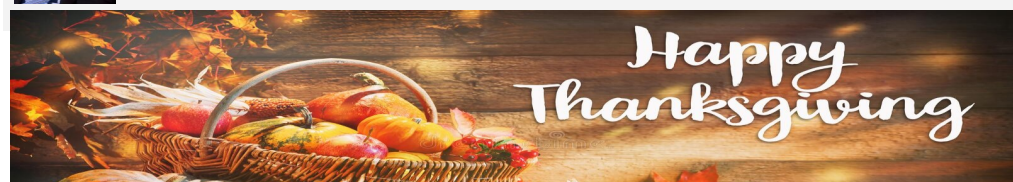
People who feel you understand them are much more likely to listen to your persuasive ideas, hire you for the job of your dreams or want to spend time with you socially. When you reflect, you aren't asking more probing questions; instead, you're meeting that person where they are. You're advancing a conversation on a topic that's important to them. Reflecting is easier to do, way more powerful and more about building trust and mutual understanding than it is about collecting details.

I didn't learn this valuable listening tactic from a book, seminar or class. I learned how to fully utilize this while working as a suicide-hotline volunteer during grad school. We weren't psychologists in this role. The best strategy for helping people decide to not commit suicide was to effectively reflect what they were saying – to genuinely empathize and understand while helping them sort out their goals, concerns and any reasonable next steps.

I encourage all of you to dial up the reflective listening in your professional and personal conversations. You'll quickly notice improvements in your persuasion skills. It might even seem as if people like you more or gravitate to you more often. They will love your reflection!



Dr. Geoff Smart is chairman & founder of ghSMART, a leadership consulting firm that exists to help leaders amplify their positive impact on the world. Dr. Smart and his firm have published multiple New York Times best sellers. He stays active in his community and has advised many government officials.



INSIDER THREATS ARE GETTING MORE DANGEROUS! HERE'S HOW TO STOP THEM

One of the most difficult types of attacks to detect are those performed by insiders.

An "insider" would be anyone that has legitimate access to your company network and data via a login or authorized connection.

Because insiders have authorized system access, they can bypass certain security defenses, including those designed to keep intruders out.

Since a logged-in user isn't seen as an intruder, those security protections aren't triggered.

A recent report by Ponemon Institute found that over the last two years:

- Insider attacks have increased by 44%
- The average cost of addressing insider threats has risen by 34%
- 4 Types of Insider Threats
- Malicious/Disgruntled Employee
- Careless/Negligent Employee
- 3rd Party with Access to Your Systems

- Hacker That Compromises a Password

Ways to Mitigate Insider Threats Thorough Background Checks

When hiring new employees make sure you do a thorough background check.

Malicious insiders will typically have red flags in their work history.

You want to do the same with any vendors or contractors that will have access to your systems.

Endpoint Device Solutions

Mobile devices now make up about 60% of the endpoints in a company. But many businesses aren't using a solution to manage device access to resources.

Put an endpoint management solution in place to monitor device access. You can also use this to safelist devices and block unauthorized devices by default.

Multi-factor Authentication & Password Security

One of the best ways to fight credential theft is through multi-factor authentication.

Hackers have a hard time getting past the 2nd factor. They rarely have access to a person's mobile device or FIDO security key.

Employee Data Security Training

Training can help you mitigate the risk of a breach through carelessness. Train employees on proper data handling and security policies governing sensitive information.

Network Monitoring

Use AI-enabled threat monitoring. This allows you to detect strange behaviors as soon as they happen. For example, someone downloading a large number of files.

Or someone logging in from outside the country.

Want To Know the Secret About Cyber Insurance AND Lower Your Risk?

Sign up Today!

Scan the QR code or visit the link below to register!:

Webinar Details:

LIVE: Thursday, November 17

Start Time: 10:00 AM - 11:00 AM CT



John Hill
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Rusty Goodwin
Executive Consultant
MidState Group



www.techsagesolutions.com/webinar/

