



# Stop and Reflect

Issue: # 155

July 2013

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How do you help a leader make a win-win decision?

**The SUSTAINABILITY pick of the month:**

## **What comes after GDP: The Happy Planet Index**

### **UPCOMING EVENTS** **Reserve the Date**

**July 12, 2013**  
**Gentle Interventions in Romania**  
[office.ee@limglobal.net](mailto:office.ee@limglobal.net)

**Good Business Makes the Difference**  
**New York, October 8-9 2013**  
[Find out more](#)

**Knowledge Management and ARL in Colombia**

**Coaching Teams for High Performance**



Dear Reader,

I hear many managers worrying about how to engage employees. Univita is a company that has found an answer: helping them connect with the community by bringing purpose to, and giving back to the community

Enjoy their story - simple and inspiring!  
(And check out the **Quote of the Month** at the bottom - inviting you to Stop and Reflect...)

## **WE ACT: Employees engaging with the community**

**Interview with Doug Foot,**  
**Senior VP Operations at Univita**

*SR: Hi, Doug, can you start sharing what Univita is?*

*DF: We are a provider of home-based care management programs. We change*

Find out more about the powerful design to become a [High Performing Team](#)



### Quick Links

Missed an issue? Find them in the [Newsletter Archive](#)

[More On Us](#)

**Did you make your pledge?**

**JOIN The LARGEST committment for Pro Bono work in corporate history**

**CLICK HERE A Billion+ Change**

**Stop and Reflect**

Editor: [Isabel Rimanoczy](#)  
Co-Editor: Tony Pearson

**THE LAST MINUTE Creative News**

[Dance your way to a clean energy~](#)

**Start the Day with a Breath of Fresh Air**

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the way healthcare is traditionally delivered at the home. We start with a home assessment, and we manage complex cases, long term care insurance administration and clinical services at the home.

*SR: I heard that the initiative for community work called WE ACT started out by working on Univita's values. Why did Univita stress this work on values? [Read More...](#)*



Univita's Chief Medical Officer, Dr. Stephen Holland, volunteers regularly at a local soup kitchen in MA.

## In the voice of one participant

*SR: What did this program mean for you?*

**KS: It is wonderful, it means that the company I work for cares for the community, since it is supporting me to volunteer. I am already with a national philanthropic organization because I like to give back; but now, with this program, it meant for me a much stronger connection to Univita. And I'm not the only one - this a feeling shared by many others. Imagine that in the first three months of the program, 165 employees signed up and volunteered over 620 hours...**



Employees in Minnesota gathered to make blankets for area elders

*SR: In what ways do you think this is inspiring others?*

**KS: Well, recently our program received an award for outstanding communication regarding our Corporate Social Outreach Program, and when we described the program itself, many in the audience were blown away. Also since I work in the Marketing Department I am in charge of producing a weekly communication where we share pictures and stories about how employees are impacting the community, in different locations.fo**

*SR: Can you give us an example?*

**KS: For example we developed a partnership with an organization called Friends of the Elderly in Minnesota, and they've given us another award because they got more volunteers as a result of our effort. Our employees go**



Henry Ambrose volunteered with Hands on Nashville to perform bike tune-ups and mechanical checks for local kids

**to nursing homes and interact with the seniors, write letters with them and have phone calls... people are taking the initiative to make a difference in their communities, and that's exactly what we wanted.**

**SR: Congratulations We-Acters!**  
Kasey Stevens  
Marketing Department



Employees in Carmel, IN volunteered at Theraplay, where they learned about using horses as therapy for autistic children

## Give yourself a little gift

 [Stand By Me | Playing For Change | Song Around the World](#)

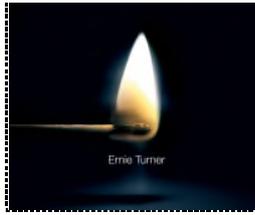
[Stand By Me | Playing For Change | Song Around the World](#)

**Connect with your heart :-)**

**It's Out!!**



**GENTLE INTERVENTIONS for TEAM COACHING**  
**Little things that make a BIG difference**



Have you wished there was a book with simple tools, that you could just read and try out next morning with your team, and that would be so powerful that it would qualify for the "best of the day" for everyone?

Wish no more and check out Ernie Turner's latest book with stories and tools that are powerful, simple and fun. [Click here](#)

## QUOTE OF THE MONTH

*People who think they know everything  
are a great annoyance to those of us who do.*

*Isaac Asimov*

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