

Why should you schedule a Coffee Break?

Over the past year, you've likely noticed, or experienced, a shift in our team. This shift allowed us to **restructure, refocus, and rebrand**. We are excited to formally share our new People and Culture Partner team as we begin the new fiscal year.

During our transformation, we developed meaningful initiatives to help identify the current state of engagement across the institution. This initiative included collaborating with our top performing managers to identify what makes their teams successful through Focus Groups. Additionally, in partnership with Organizational Development, we introduced a Pulse Survey to measure real-time metrics for our less engaged teams. These efforts laid the groundwork for the exciting work we have ahead of us.

Effective September 1st, some service lines will experience a change in support. This realignment allows our team to better meet the business needs of the institution and provide more efficient customer service. Please review the Realignment Model for a full list of our team and the areas they will be supporting.

Let's schedule a Coffee Break within the next couple of weeks to introduce your new People and Culture Partner, establish expectations, and extend a warm hand off to make this transition as seamless as possible. We look forward to partnering with you as we **realign and focus our efforts** on engaging and retaining our most valuable assets- our employees. Thank you for your support and patience.