

THE PROUTY PULSE

INSIGHT INTO STRATEGIC PLANNING & LEADERSHIP DEVELOPMENT



NEWSLETTER HIGHLIGHTS:

- **An Interesting Request** *by Jeff Prouty*
- **Employee Wellbeing: It's Critical** *by Kristin Jonason*
- **Meaningful Capitalism Awards**





AN INTERESTING REQUEST

TWIN CITIES FILM FEST • ON FIRE • OCTOBER 2024

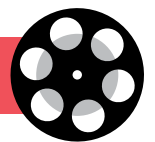


In September of 2023, I got a text from my good friend, John “Johnny O” O’Leary, asking if we’d have an interest in investing in a movie about his life.

I said, “Wow, you may be the only person I know who is having a movie made about his life. Let me check with my wife, and we’ll get back to you ASAP.”

Fast forward. We made the investment, and I went down to St. Louis a couple months later to watch a day of filming.

“Genius. Fantastic. Brilliant.”



Those are the three words that Sean McNamara, the director of the movie, used throughout the day of filming.

Fast forward again. We are so excited to have you see this inspirational and awe-inspiring movie at this year’s Twin Cities Film Festival.

Bethany Krueger and I caught up with John recently and asked, “John, what would you say if you and your movie-making team were selected to win an Oscar?”

In pure O’Leary fashion, here’s his response:

The last words my dad (in real life and in real movie life) speaks to me before he rolls me out of the hospital room are these, “John, you did it.” What I’ve come to realize is I have been the recipient at almost every moment of my life of people showing up who were willing to fight alongside me.

“And so, Oscar committee, I stand up here and I accept this award on behalf of every janitor, every food prep person, every blood technician, every doctor, nurse, therapist, parent, rabbi, pastor, and volunteer who visited me back then. And every tutor that came by my house, and every sibling who fought alongside me...” and on and on and on. Because my dad, who was right about so much in life, was wrong about that. I didn’t do it, but WE did. And then I’d hold up that big old Oscar and say, “People, congratulations, we did it.”

If you’d like to join us in October, please RSVP to Julie.Marks@ProutyProject.com

Cheers, and here’s to a “genius” Q3.
- Jeff Prouty

Please join us for an evening reception and screening of the movie with 152 of our friends.



Thursday, October 24

Reception at
TC Film Fest Lounge •
Screening at ShowPlace
ICON Theatres in
St. Louis Park, MN

Showtime information coming soon



The Prouty Project was honored to be one of the **2024 Meaningful Capitalism Honorees!**



The 60-Second Poem, in Honor of Dean

By Jeff Prouty

Thank you to Platinum,
We appreciate the recognition,
From all at Team Prouty,
We'll continue our mission.

And big thanks to Dean,
For his guidance from above,
Sharing his wisdom,
His passion and all of his love.

To the Platinum folks,
Who continue to carry the torch,
Keep leading the way,
Don't "sit on the porch."

I know time is of essence,
The show must go on,
Thanks to everyone here,
And then we're all gone.

Make a difference today,
Share every one of your gifts.
Make someone's life better,
You'll give them a lift.

Thank you, Team Platinum!!!



Scan or click to learn more about the Platinum Group and this special evening.



Scan or click to watch Jeff's speech.



"C" Note Quote

"If we realized the pain and suffering [involved] and just how vulnerable you're going to feel, the challenges that you're going to endure, the embarrassment and the shame, and the list of all the things that go wrong—I don't think anybody would start a company. Nobody in their right mind would do it."

Know the quote?

If you know who said this quote, please email stretch@proutyproject.com. Enter by **August 1, 2024**. One guess per person. If we have more than one correct answer, we will draw for the winner of a \$100 gift card.



Congratulations, Geoff Meyer!

Geoff, Director of Site-Based Services at Agate, knew that the last issue's "C" Note Quote was said by Sunshine CEO & Founder (former Yahoo CEO), Marissa Mayer. Geoff is excited to be able to use the gift card to buy can openers to give away at their [Agate Housing and Services] food shelf. This will help guests and their families with increased access to nonperishable fruits and vegetables.

EMPLOYEE WELLBEING: IT'S CRITICAL.

In today's dynamic and competitive business landscape, the spotlight on employee wellbeing shines brighter than ever before. Over the last few years, we've seen an increase in headlines such as:



Burnout, workplace culture, flexible work policies, and the role of leadership in promoting wellbeing all find their place in the headlines, illustrating the breadth and depth of the conversation surrounding employee wellbeing today.

Not only do these headlines speak volumes, science and research underscore the undeniable link between employee wellbeing and organizational success, highlighting a plethora of benefits that stem from fostering a culture of care and support within the workplace.

The Prouty Project is known for its work in the strategic planning and leadership development spaces, and wellbeing is integrated into these two lines of work. Organizations that embed wellbeing into their strategic objectives recognize its strategic importance as a driver of productivity, innovation, and employee retention. By aligning wellbeing initiatives with overarching goals and allocating resources accordingly, organizations ensure that employee wellbeing becomes an integral part of their long-term success.

Not only are wellbeing initiatives connected to strategic planning, they are related to leadership development as well. Organizations that prioritize leadership development initiatives are better positioned to create healthy, thriving work environments

where employees feel valued, supported, and empowered to contribute their best.

By fostering a culture of care, support, and belonging, and integrating employee wellbeing into strategic decision-making processes, organizations can unlock the full potential of their most valuable assets—their people.

The dialogue around employee wellbeing continues to rise, as does the importance of investing in employees. Not only is taking care of employees the “right” thing to do, there is plenty of research-backed evidence that supports how organizations also benefit from investing in their employees. By prioritizing employee wellbeing, investing in leadership development, and integrating wellbeing into strategic planning processes, organizations can cultivate a culture of health, happiness, and high performance that drives sustainable success in the ever-evolving business landscape.



The Prouty Project is proud to invest in its own employees by incorporating the following initiatives:

- A very generous annual “wellness” stipend with flexible use for each employee.
- Weekly wellbeing initiatives and discussions via BetterYet® programming through our partnership with Positive Foundry®.
- Monthly in-person team days to learn, connect, and have fun.
- An improved parental leave package.
- An invitation to take several days a year to volunteer with other organizations or initiatives.
- Encouragement of walking meetings.
- Occasional team yoga.
- Flexible “work from anywhere” accommodations.
- Reimbursement for professional growth and development opportunities.
- An all-office “soft close” during the week of the 4th of July and between Christmas and New Years.



What other ways do you invest in your employees? We'd love to hear your ideas!

If you are interested in investing in your employee and organizational wellbeing but don't know where to start, here's how The Prouty Project's own Kristin Jonason, a Master of Applied Positive Psychology from the University of Pennsylvania and a National Board Certified Health & Wellness Coach from the Mayo Clinic, can **help your employees, your team, and your organization thrive:**

- Provide 1:1 or group coaching opportunities to your employees.
- Create customizable programming, workshops, or keynotes on any wellbeing-related topic.
- Facilitate a 5-part series for your team centered on flourishing at work, covering topics such as mindfulness, vitality, purpose and passions, emotions, and relationships.
- Lead a 12-month or 40-week program partnering with Positive Foundry® to develop and practice skills such as gratitude, optimism, energy management, resilience, and creating goals and habits.
- Review your internal policies and practices to create recommendations for a flourishing workplace.

Now is the best time to invest in your employees by investing in their wellbeing. Contact Kristin to learn more about The Prouty Project's offerings to help your employees and organization thrive!



- *Kristin Jonason, MAPP, NBC-HWC*
kristin.jonason@proutyproject.com

