

# Jeffersonian Lunch

February 19, 2020

The Jefferson, Lemaire Restaurant (the Library)

## Attendees:

Bryan Bostic

Roxanne Brown

Ed Cook

Richard Coughlan

Eva DeVirgilis

Brian Jackson

Kristan McGehee

Steve Rosser

Lisa Schaffner

Brooks Smith

Katherine Wintsch

Tom York

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## Why did you accept this invitation? What are you hoping to be inspired by?

- On the hunt for Joy (Brooks)
- Love being joyful in all the things I do in life (Eva)
- To grow within the company is what I absolutely love- keeping people happy really does matter (Brian B.)
- To have great conversation with great people (Lisa)
- My work is all joy, so having that with others is important (Katherine)
- Want to learn more about what Joy at Work is. Nine years ago I had nine employees which enabled me to have the ability to shape the culture I wanted (Steve R.)
- Who doesn't want joyful experiences?

## Conversation notes:

- Feeling a part of the team, it is not "I" when speaking to my team, we have moved to "we" for everything. We are the team!

- Being joyful is purpose driven and I can feel that energy when at the Mom Complex. Having the mindset that I do not need anything more. I am good and happy with where we are as a business. We refer to “more” as that four letter word. :)
- To feel valued!!!!
- What does wearing a tie stand for? Going to a no-tie policy created a very different environment that put employees and partners on a level playing field. Definitely had several people not trusting the change at first, until they saw the partners following the policy and then others jumped on the no-tie bandwagon.
- UKROPS!! A role model for how a business should run. How important values are for joy at work, and not necessarily meaning everyone is happy at work every single day. But they love what they do and find joy in it.
- Be the change! Lead the change! Embrace the change!
- Gelati Celesti rules:
  - Teamwork makes a difference
  - Show up on time
  - Work doesn't have to suck
- Sometimes values and culture are misaligned, important to be on the same page.
- Remember not to take change personally, it improves what we do and strive for.