

Jeffersonian Lunch

February 20, 2019

The Jefferson, Lemaire Restaurant (the Library)

ATTENDEES:

James Crenshaw

Alex DerHovhannessian

Brooke Hughes

Sarah Williams

Bunny Young

Ed Cook

Roxanne Brown

Lauren DeSimone

THEMES

- What does joy at work look like?
- Are millennials the only workforce generation that want (expect?) joy?
- Is joy a privilege?
- Perception of joy changes with life phases.

NOTES

- Trouble aligning with new, younger workforce.
- Relationships need trust, honest feedback. (Sarah)
- Relationships need authenticity. (Bunny)
- Are you surviving or are you living? (Bunny)
- Important to have cultural alignment of new hires within teams.
- Are there metrics to measure cultural satisfaction?
- Consider co-creating professional development projects with staff.
- In seeking joy: consider heart AND head, instead of heart vs. head.
- With consideration to cultural alignment, need to consider onboarding AND ongoing support (retention).
- How does the individual take on risk?
- What are you willing to risk?