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COMPANY HIGHLIGHTS

We are pleased to announce that as a member of the HRS Consulting Team, Crisis1 was recently awarded a **\$1 Billion Veterans Administration VHA Integrated Healthcare Transformation (IHT) Prime Contract Award!** Through the IHT vehicle, Crisis1 will assist with completing an organizational transformation that enhances VHA's capabilities to provide seamless, high-quality, integrated, coordinated healthcare, anytime and anywhere, by focusing on health system transformation and innovation, implementation and operations support, and healthcare business enabling services. The VHA Office of

Healthcare Transformation (OHT) and the Strategic Acquisition Center- Frederick (SAC-F) collaborated to put in place a ten-year multiple-award Indefinite-Delivery Indefinite-Quantity (IDIQ) contract. This contract supports the programmatic and transformation needs of VHA, including the Office of Healthcare Transformation and its customers, to best accomplish VHA's mission, strategic goals, healthcare priorities, and initiatives. The VHA IHT agreement has a collective ceiling of \$1 Billion, and a period of performance of a 5-year base and one 5-year option.

CEO'S CORNER



President and CEO,
Pat Philbin

Although long overdue, I hope this Newsletter finds everyone healthy and well. Amidst the uncertainty that the COVID-19 Pandemic has cast, you have continued to persevere supporting our clients as an essential service and I am grateful for your selfless support to help ***Make Success Possible*** for our clients – as they all have vitally important missions. I want to bring your attention to our 2019 Vivid Vision Award Winners. Through their actions supporting our team, our clients, our partners and our communities, they have demonstrated many of the wonderful qualities we desire. So, Otis Wilson, Jennifer Buracker and Amber Powell, congratulations on being the inaugural winners of our Vivid Vision Award! Your terrific examples bring to life what we seek in our companies. We sincerely hope this recognition will serve to significantly increase the pool of nominations in December 2020. As we grow, so will the incentives! Currently, these awards include cash awards of \$5000, \$3000 and \$2000 – and I look forward to reading about all that our team is doing in the next cycle of nominations. We will remind everyone of the nomination process next Fall – but you simply need to read our Vivid Vision to understand what we seek in nominations. To all those who nominated someone – a special thank you for taking time from your busy schedules to acknowledge a fellow member for their wonderful contributions to making our Vivid Vision a reality. In nominating someone, you also have demonstrated a commitment to looking out for others.

Some may wonder why our Vivid Vision is so important. For me, the answer in large measure is our belief that it helps us pursue our mission – ***To Make Success Possible***, or as noted business author Simon Sinek calls a “Just Cause,” which is a “specific vision of a future state that does not yet exist.” It requires “acting for something rather than against something else” and is infinite. I believe this sets us apart from other companies—and why we are thrilled to have you on our team.

WHAT MAKES A COMPANY GREAT...

“Our culture is founded on Making Success Possible by understanding your dreams and Unique Abilities and seeking to help these become a reality.”



A large part of your Vivid Vision includes continuously seeking out information and reflecting to clarify those things that evoke passion. As you refine those activities that cause you to lose track of time, you will begin to better understand what you may be passionate about. This does not happen quickly or easily – it is a process of trial, error, reflection and modification.

Simon Sinek’s notion of a “Just Cause” in his book *The Infinite Game* investigates this idea by framing decisions around the question “What kind of company do you want to build?” You also could ask, “What kind of company do I want to work for?” or “What kind of leader do I want to be?” If business really is an infinite game, it must be about future potential that can take you in multiple directions. In this game, you’re not competing with another company, you’re competing with yourself. Sinek cites the example of sharing a cab with an Apple designer who was very nonchalant about Microsoft launching the Zune to compete with the iPod. Apple wasn’t worried about the Zune, they were worried about what came after the iPod.

What makes a “just cause”? Sinek describes this as: “a specific vision of a future state that does not yet exist.” That future state has to be so compelling that people will enter the fray on a daily basis, making endless sacrifices for something that they consider to be bigger than themselves so that on both an individual and professional level, they are working for something rather than against something. Sinek offers a detailed example from the Marine Corps where the priority in leadership training isn’t the ability to overcome any obstacle, but rather to “create an environment in which everyone feels trusted and trusting so that they can work together to overcome any obstacle.” This message is underlined with frequent reiteration of the statement that: “leaders are not responsible for the results; leaders are responsible for the people who are responsible for the results.”

Our Vivid Vision seeks to cultivate independence and growth on every level, and challenges individuals to invest themselves in making our company stronger by working hard, smart, and looking forward as much as inward, chasing a potential future rather than a goal with a specific destination. Our culture is founded on **Making Success Possible** by understanding your dreams and Unique Abilities and seeking to help these become a reality. When a “just cause” is shared by the team, the culture acts as an accelerant to execute as a single body that is supported and structured for remarkable growth!

VIVID VISION AWARDEES

We are thrilled to announce this year's winners of the Vivid Vision award. These individuals not only displayed their desire to grow within the company in whatever position they currently occupy, but also demonstrated a fervent pursuit of continuous growth by developing their unique abilities, leveraging their strengths and refining them to better enhance their skills and abilities -- and the company! We wanted to share their stories and take a moment to thank them for their hard work!



Otis Wilson began working for Crisis1 in November of 2016 as a Financial Analyst assuming the role of a Business Process Analyst within the Science and Technology Financial Systems Modernization (FSM) Project Management Office (PMO). In February 2017, he was promoted and took on the Lead Role on the PMO's Business Process Reengineering Team, began working with Senior Management on Proposals, and working across contracts on various deliverables.

Otis prides himself on being a person people trust, want to work for, with and hire. He takes pride in this approach. He considers the Vivid

Vision to be important when selecting a place to work, and for individuals to align directly with the Company's Core Values and Culture. Otis stated, "I was always told 'nice guys finish last, be ruthless and be all about yourself'.... Well that's never been my personality and I always felt one day I would be acknowledged just for being me. So, I want to thank Crisis1 for being a company that has this Vision that they share to their employees and for selecting me to be this year's Vivid Vision Award winner. Thank you to my team for nominating me and thanks to my Family for displaying and instilling all these characteristics in me."

AWARDEES CONTINUED



Jennifer Buracker started with Subsidiary as a receptionist eight years ago; when the formation of LaunchPointPEO began to facilitate, she transitioned as an Account Manager to help assist with the research and implementation of the PEO as it was introduced to the strategic partner companies. She then came on as a full-time Account Manager that currently assists every individual within all of the companies with their HR needs. To Jen, the Vivid Vision served as a key growth motivator on both a professional and personal level. By discussing her vision and what she wanted to achieve, it encouraged her to see her own potential and understand that goals were tangible—and achievable. Jen believes that getting encouragement and support from the senior staff has been instrumental for her growth, as she always seems to get the right amount of pushing and the right amount of time to learn new things. Jen is now working on getting SHRM certified, another area of growth that she attributes to her Vivid Vision plan, and is excited to be setting an example for her children to further their knowledge, skills and abilities through education. Jen does so much for the company and works tirelessly for LaunchPointPEO to support us, and we are delighted that she has served as a terrific example for the rest of our team.



Amber Powell is a primary example of the Vivid Vision plan manifesting growth. A little over two years ago, Amber joined the company as a part-time receptionist that was in-office two days a week. Soon thereafter, an interest in working with people and internal processes found her moving into a full-time Recruiting Assistant role. After mastering this position, she moved into a vacant position on the Operations side of the company. She quickly found that Operations Management seemed to be more aligned with her Unique Abilities and has remained in this position; Amber now is tasked with several important processes including manual and policy revisions, processes, PM conference planning and other various events, as well as facilitating the implementation of Monday.com. To Amber, her Vivid Vision plan enabled her to receive

training on multiple different spheres, strengthening her insight and abilities in many ways while helping her better understand what she truly enjoys. By having leaders that establish goals and hold individuals accountable to them, she believes that she was pushed to see her own capabilities through training, teaching, and time allotted strictly for learning. On a professional level, Amber's Vivid Vision plan has allowed her to identify those activities that she really enjoys—and she is good at, and it enabled her to establish a tracking system to reduce 90% of her debt—something she could not have envisioned when she first started with us. We are thankful to have Amber aboard the team and cannot wait to see what the future holds for her!



CALENDAR

A few dates to remember ...

Please wish these fellow employees a "Happy Birthday" when you see them in the halls or give them a shout out via email.

MAY
1

Alinda Coats's
Birthday

JUN
29

Carol Zachary's
Birthday

MAY
9

Willie Glaster's
Birthday

JUL
4

Independence Day
(Federal Holiday)

MAY
10

Mother's Day

JUL
7

Allen Luethke's
Birthday

MAY
13

Kelijah Proctor's
Birthday

JUL
9

Tammy Richardson's
Birthday

MAY
25

Memorial Day
(Federal Holiday Observed)

JUL
9

Brian Williamson's
Birthday

JUN
7

Michael Arellano's
Birthday

JUL
10

Victoria Henderson's
Birthday

JUN
21

Father's Day

JUL
14

Micah Staples's
Birthday

JUN
22

Andrew Hummel's
Birthday

JUL
20

Jonathan Jani's
Birthday

JUN
24

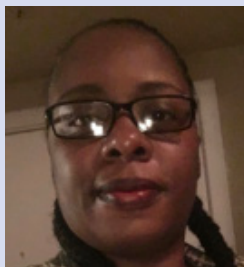
Ladon Lewis's
Birthday

NEW HIRES

DARIEN GLEN



RAVYN WRIGHT



CAROL ZACHARY

