

Welcome Home to Children's

Children's is passionate about providing the resources that employees need, and one-size doesn't fit all around here. Luckily, there's something for everyone. From families to young professionals, this is a place you can feel good calling home.

Beth Eggleston is constantly in motion, but for her, sometimes staying in motion means sitting still. As a clinical educator for the Sports Medicine and Urgent Care Centers, Eggleston spends about 14 hours a week in her car, traveling to sites from Scottish Rite to neighborhood locations. But she is more than a professional, she is a mother, a wife, a sports enthusiast, family chauffeur, and she is busy.

Eggleston is one of our more than 8,200-person careforce who call Children's their professional home. But for her, Children's is much more than just a job. Children's is Eggleston's partner in creating what's known as "work-life success," or the idea that one's work and home lives are as in sync as possible.

Finding a better balance

With four kids—ranging from 4 to 20 in age—controlled chaos is the name of the game in the Eggleston household. Eggleston's husband is a basketball coach who works odd hours, so she often wrangles the kids solo. "Basketball season is definitely challenging at our house," she laughed. "It's easy to say you'll plan ahead, but it's hard to avoid the fast food drive-through, whether I'm on the road, at work or with the kids. And corralling the whole family for quality time is nearly impossible." Eggleston found that the lack of quality family time and the frequent fast food runs left them unhealthy and unhappy.

So, when Eggleston learned about the new Children's Family Wellness Program, she was eager to give it a try. "The Children's Family Wellness Program begins with an eight-week program that gives employees the opportunity to work with a trained wellness

coach and set goals for their family," explained Beth Strickland, Vice President, Total Rewards.

Eggleston's wellness coach assessed her family's challenges and came up with positive changes they could make together. He recommended some family-friendly exercise options, like yoga and walking. While the idea of yoga with her kids sounded strange at first, it was a big hit. "My son actually asked if he could sign up for more," Eggleston said. "I was shocked. I love that we're working and playing together more as a family, and that we've also found new things to learn together."

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The Egglestons also received an informative workbook filled with games, recipes and ideas, a weekly newsletter, and membership to an online group that allows families to share ideas, obstacles and goals. "I've gotten better at thinking ahead and stocking our home and car with healthy snacks," she said. "And we're sitting down to dinner as a family more. I let the kids set the table and light the candles. It's a little thing, but they love it."

Eggleston has tapped into a number of programs geared toward families, from fitness classes and



► Yoga was an unexpected success for the Eggleston family. It became an activity the whole family can do together, and they all enjoy it.



► Eggleston is a busy mom of four kids, but now, her whole family is able to get fit together thanks to the Children's Family Wellness Program.

nutrition counseling, to the Children's Concierge Program, At Your Service. "Most of us know these resources exist, but we don't always use them," she said. "Since getting involved with the Family Wellness Program in particular, I've realized that if I take even one small step forward, I'll be met by a wonderful support team. And that inspires me to do more. Programs like these truly make Children's great."

Generating a healthy ripple effect

Pop-Tarts and bacon. That's what inspired Gerald Drummond, Patient Account Supervisor, to join the Family Wellness Program. "My son isn't overweight, but he's a picky eater, sticking to those two foods whenever he can. I wanted to help him eat better and improve our family time," Drummond explained. Drummond enlisted the help of a wellness coach to set measureable goals and explore ways for the entire family to be involved in achieving them.

"Now, we take our son along to the grocery store to choose healthy foods for our whole family," said Drummond. "And we've added a family skate night to our weekly routine. The changes were fairly

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small, but the rewards have been great." Rewards like increased energy, more quality time and the motivation to keep the routine going. Drummond was so energized by his new family routine that he decided to do more with his personal health and wellness.

He made healthy changes by participating in Mission: Slimpossible, losing enough weight to reduce his blood pressure medication. And now, he serves as a

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Children’s Wellness Ambassador, sharing his healthy enthusiasm with co-workers.

“Children’s backs up what they say about work-life success,” he said. “And as my pastor reminds me, the actions you take in your life impact others. I’m hoping that my actions related to wellness and work-life success will positively impact others.”

Something for everyone

For the Egglestons and the Drummonds, managing healthy habits was the order of the day. But, the menu of Children’s benefits and programs is as long as it is varied. Children’s remains committed to offering benefits through your Total Rewards, the comprehensive benefits package offered here at Children’s. Total Rewards encompasses a wealth of fitness, financial and health offerings.

Total Rewards also includes things for working moms and dads at Children’s. In addition to a week of paid leave and 12 weeks job-guaranteed maternity leave, parents can choose from three accredited, near-site child care centers, subsidized back-up care options, plus free access to more than 3,000 local sitters. An online working mom’s network (look for “Working Mothers” on Careforce Connection), bi-monthly Great Expectations baby showers, expectant parents education programs, even adoption and infertility assistance are just some of the things offered to support

working families. But Children’s knows it’s not just working moms and dads who need assistance.

“Our goal, of course, is to support every employee in everything they do. And we know they can’t fully focus on work if they’re worried about what’s going on at home,” said Linda Matzigkeit, Chief Administrative Officer. “It’s our core belief that employees need to feel supported in every aspect of their lives. We offer relevant benefits and support, so they

can grow, both personally and professionally.”

For example, employees who need emotional, financial or health support, the Employee Assistance Program offers not only counseling, but help finding the right tutor for your child or the best nursing home for your parents. If you’re looking for a time-saver, our concierge will plan vacations, make dinner reservations, run errands, find and wrap gifts, even save money on entertainment and sporting tickets.

Survey says: Employees appreciate being heard

Children’s develops all of our programs and initiatives to serve

► Drummond and his family spend some quality time together while cooking healthy meals.



your needs, and that's by design. The ideas behind our new programs and benefits come straight from the source: you. Surveys, focus groups and input from wellness staff and ambassadors help Children's keep a finger on the work-life pulse and generate great ideas for new programs. Case in point: You wanted a secure financial future; healthier food in the cafeteria; on-call counselors and legal advisors. And we answered with the Children's Fidelity representative (his name is Jason Bleeker, nice guy), new and updated recipes in the cafeteria, and helpful advice from EAP. Done, done and done.

And new in 2013: a Fit and Lean Program, stress reduction education sessions, a Strong4Life Superhero 5K, even an at-home version of Mission:

Slimpossible. "We like to keep employees' options fresh, so there's something for everyone," said Matzigkeit. "Our Total Rewards programs are bringing people out and bringing them together—at work and at home. Employees say they're feeling supported as a whole person, not just a worker. That's so important to Children's."

From working parents to young professionals, there's something for everyone. But no matter how many programs Children's offers, work-life success ultimately rests on our employees' positive attitudes and the culture we have created for our patients and for each other. Thanks to your energy, engagement, encouragement and enthusiasm, Children's really is a wonderful place to call "home." ☈

It's the little things.

Children's offers 10 different kinds of blood pressure cuffs that fit newborns all the way up to teenagers. The smallest measures a mere 3.4 cm. That's smaller than the average stick of gum. Add that to the list of things that makes Children's uniquely qualified to care for kids of all sizes.

