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MAY YOUR DREAMS BURN BRIGHTER THAN YOUR MEMORIES: JOINING IN

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Global Vice President of Workplace Vitality™ | Mars Drinks

The news hit officially on Monday: I have joined Mars Drinks as the Global VP of Workplace Vitality. It is a delight and an honor to join the Mars Drinks team: To become an associate at one of Fortune's 100 Best Companies, and to become a Marsian at A Great Place To Work.

It's an Important Time. Why now? It's partly based on our context: Increasing market competition, technology, mobility, and the complexity of all kinds of work make this a pivotal period for workers and the workplace. More than ever, companies must attract, retain, and sustain talent. People want a workplace that engages them, fosters collaboration, supports their well-being, and helps them make a contribution. This is where Workplace Vitality™ comes in.

It's Work that Matters. I'm excited about Workplace Vitality™ which is a concept pioneered by Mars Drinks based on proprietary global research. Workplace Vitality™ is the intersection of engagement, well-being, collaboration, and productivity. At its core, Workplace Vitality™ attends to what is best for people and for organizations. My role will provide the opportunity to leverage the research and to continually deepen and broaden it as well. We'll build a network for thought leadership and deliver insights on a continuing basis - all with the goal of catalyzing customer success. I've always been interested in the sociology of work - how humans affect the work environment, and in turn, how it affects them. Since Mars Drinks is 100% focused on the work environment, it is the perfect organization to join and with whom to partner. But it's not just about the work, it's also about the people.

It's a Great Team. I first became familiar with Mars Drinks and our CEO Xavier Unkovic when I was researching my book, *Bring Work to Life by Bringing Life to Work: A Guide for Leaders and Organizations* (September 2014). Xavier's vision, drive, and focus on people are inspiring. In addition, Mars Drinks has received accolades for being a Great Place to Work and for being a Fortune 100 Best Company. It's about both beliefs and behaviors. What drew me to Mars

Drinks is the vision of the organization, the focus on customers, the strength of the leadership team, the diversity of the associates, the innovative culture, the sustainable practices, and the emphasis on people, action, and results. Whew, that's a long list, but its authentic. This is a great group of people and a terrific organization.

Over the years, when I've been hiring for positions and interviewing candidates, I've always been keenly interested in whether they are seeking a career change because they are running away from something or moving toward something. In my case, it's all about the latter - about being inspired by Mars Drinks. Grant Reid, the CEO of Mars, Inc. said recently, "May your dreams burn brighter than you memories." For me, this is an example of moving toward. It's a focus on the future and the bright path that mars Drinks is forging for work, workers, and workplace.

The energy here is palpable and I am pleased to join in!

Tags: **Workplace Vitality** ›

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