



Practicing Gratitude leads to Growth

As we reflect on November, it seems cliché to remind people to practice gratitude, be grateful, give thanks but it is not. We often need reminders to practice daily habits, like 10K steps, 64 ounces of water, 30 minutes of exercise, 6-8 hours of rest or to get up from your desk and take a break. This is because gratitude is more than just a fleeting emotion; it's a powerful mindset that can transform our lives. By practicing gratitude, we can improve our personal and professional relationships, foster resilience, and enhance overall well-being, especially during the holiday season. While joyful memories and grief often coexist, gratitude can serve as a beacon, guiding us through complex emotions. Remember, it's okay to seek support if you're experiencing stress, anxiety, or depression.

This season plan to spend time reconnecting with old friends, family, former colleagues and anyone that positively impacted your life. While visiting Paris, France, LJ had an opportunity to reconnect with a Adriel Sanders, a past guest on TeesMe, the podcast. Listen to [past episodes on Spotify](#).



LJ and Adriel at the historic Cafe De Flore, Paris, France.



We're excited to announce that IN-18 is now a [Wiley Certified Everything DiSC Partner!](#)

A Painful Reality

The recent election has laid bare the deep divisions that exist within our society. This polarization has seeped into the workplace, creating tension, mistrust, and decreased productivity. As leaders, we must address this challenge head-on to ensure the success and well-being of our organizations.

Why Everything DiSC?

We saw a need for additional ways to shift behavior and improve employee retention for our clients. In 2025, Corporate Social Responsibility will take on a new definition as leaders (who are watching the bottom line) strive to retain top talent by creating psychologically safe environments. With Everything DiSC, our clients can reevaluate how they show up, enhance the connections made during executive retreats, group coaching, and deepen connections during team-building sessions on the golf course. New managers and middle managers benefit the most from this approach.

To Learn More, Book a 15-min Call

IN-18: Your Partner in Workplace Transformation

A Case Study: Empowering Healthcare Leaders

Our client, A leading healthcare system was facing increasing pressure to improve patient outcomes, reduce costs, and enhance employee satisfaction. Their executive leadership team, while highly skilled, was struggling to maintain a cohesive, high-performing team.

We partnered with the healthcare system to implement a customized leadership development program. Our approach involved:

- **Executive Retreat:** We facilitated a strategic planning retreat to align the leadership team on a shared vision, set clear goals, and develop actionable plans.
- **Group Coaching:** We provided one-on-one and group coaching to senior executives, helping them develop their leadership skills, improve their decision-making abilities, and enhance their emotional intelligence.
- **Team Building Activity:** We conducted a team-building event to strengthen relationships, improve communication, and foster a collaborative culture.

Through our collaborative efforts, the executive team gained a renewed sense of purpose and direction. They developed stronger relationships, improved decision-making, and became more effective leaders. By investing in their leadership team, the healthcare system was able to adapt to increased regulatory changes in the healthcare landscape, increase services, and achieve sustainable growth.

UPCOMING EVENTS



Watch On YouTube

Any Given Monday - 12.16.24

10:00am - 10:30am

Tune in to our next episode of Any Given Monday with LJ Finney, where we'll explore how to build the "Whole Toolkit" to create innovative and collaborative teams in 2025. We need new approaches, to address new challenges facing an intergenerational workforce. There will be a shift in workplace dynamics that AI cannot solve. Learn how we benefit from sharpening the interpersonal skills in our toolkit and where to start.

Research has shown that poor collaboration can significantly impact a company's bottom line. When teams are unable to work effectively together, productivity declines, creativity suffers, and employee turnover increases.

We will take questions when we go-live on LinkedIn and YouTube to discuss:

1. Fostering open dialogue with active listening and empathy.
2. Focusing on common ground and shared goals to unite the team.
3. Navigating difficult conversations, resolving conflict and respectful behavior.

Building self-awareness through experiences and play can break down barriers and increase retention. Join us,

Watch On YouTube

An Off-Season Guide to Golf



It's a great time to practice indoors!

Although golf season is officially over, did you know that you can still play and take lessons indoors or outdoors in NYC? If you can tolerate the frigid temperatures, golf courses are open. If there is frost, there may be a delayed opening but they rarely close, even in the winter. Use this time to take lessons and learn new skills. Look for golf attire and accessories that are functional, designed for 4-hours of warmth.

In 2025, we will host a series golf networking events, open to all, [join the list](#).

November Recap



A Month of Growth and Connection

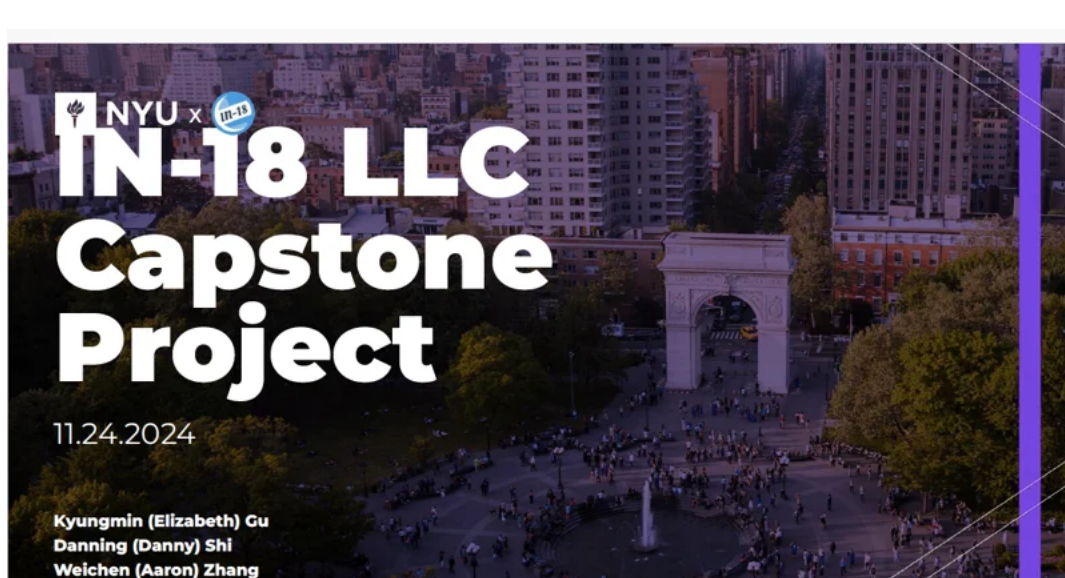
In November, we were excited to attend the 16th Annual NYC SBS M/WBE Procurement Fair at Cipriani South and the Clean Energy Academy Graduation hosted at Con Edison. Both events created opportunities to connect with industry leaders and understand business trends impacting the market. The highlight was reconnecting with prospective clients, fellow entrepreneurs, and our alumni peers from GS10KSB and Interise HEF OFG.



The Capstone Project with NYU

We prioritize experiential learning opportunities because they offer practical application of theory. Capstone projects help students expand their critical thinking skills, communicate ideas, work and collaborate as a team.

As an alumni of NYU Tandon School of Engineering, IN-18 LLC was presented with the opportunity to participate as a Capstone project sponsor. For the engagement, the project team was asked to simplify our contact management after events. This included designing process workflows, identifying right-fit technology solutions, data capture recommendations, designing AI prompts, and repeatable operational processes.



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