



With the Thanksgiving holiday fast approaching, we will all be thinking about home and family, especially their comfort and support. In addition to our national observance of family caregivers throughout the month of November, we've provided a reminder for employers of the FMLA regulations that went into effect earlier this year. Just as our families offer us a sense of security, so too do employees look to their employers for stability. Wisdom Worker Solutions offers suggestions for how to create a culture that brings out the best in your employees. And as we near the end of another year, we offer a potential look at changes that will be reshaping our business environments and encourage proactive employers to start morphing their culture to respond.



**Navigating The New FMLA Regulations** - The Family and Medical Leave Act (FMLA) became effective on August 5, 1993. On November 17, 2008 the Department of Labor (DOL) published its Final Rule to implement the first-ever amendments to the FMLA which went into effect on January 16, 2009. As an employer, how have you prepared your organization to properly implement these changes, especially your supervisors and managers? **MORE**

**Training Spotlight**  
Our **Diversity Awareness at Work** training helps identify cultural barriers, aids in understanding and valuing cultural diversity and helps participants examine how feelings of prejudice develop. Contact your Workplace Services Consultant to learn more or to schedule a diversity training.

**Creating a Culture for Employees to Thrive** - What is one of the most powerful and enduring ways to galvanize a workforce? Your organization's culture. In addition to the one that is presented in your recruiting and marketing brochures, there is the culture that surrounds and impacts your employees each day. It encompasses your organization's values, assumptions, philosophies and climate. **MORE**



November is also Alzheimer's Awareness month. To help you better identify the onset of this debilitating disease, we offer this comprehensive **factsheet**.



**The Potential Impact of World Trends on Organizational Culture: Extinction or Sustainability?** - Just as in our families, we often learn how to fit in and perform successfully by watching those we believe understand the work environment. But how do our new or developing employees identify those beliefs, values and assumptions that make up our organizational culture and drive acceptable behavior? It's those behaviors that have an impact on the bottom line and may even determine whether we have businesses that can be sustainable. **MORE**

Visit our **blog** to comment or contribute at [www.wisdomworkerblog.com](http://www.wisdomworkerblog.com)

To access your EAP services call (515) 244-6090, toll free (800) 327-4692 or TTY (877) 542-6488.

Did you know... Employee & Family Resources (EFR) provides statewide tobacco prevention services to the Asian/Pacific-Islander populations and the Gay, Lesbian, Bisexual, and Transgender (GLBT) communities through grants aimed at reducing the disproportionate impact on specific priority populations. These services include the establishment of statewide coalitions to guide and support community-specific prevention efforts over three years. For more information visit <http://www.efr.org/community/prevention>. In addition to our efforts, we would like to recognize that the third Thursday of November is the Great American Smokeout, learn more and join the challenge.

- What's Ahead in our next Issue?
- **Holiday Stress**
  - **How You Can Make a Difference**

**Contact Information:**

To explore any of our family of resources, current EAP and WPS clients please contact your Workplace Consultant; My Plan After 50® and Wisdom Worker Solutions® members please contact Kris Jensen ([kjensen@efr.org](mailto:kjensen@efr.org)) or Tom Farley ([tfarley@efr.org](mailto:tfarley@efr.org)).