blueprint

Happy Holidays, LDA family.

It's hard to believe it's December already. For many, this month is a time for reflection and a time to re-energize their personal and professional commitments. According to Webster, commitment is defined as "an agreement or pledge to do something in the future." Others would say commitment is a combination of your emotions, your will and your mind. The ancient Chinese said the will of man is like a cart pulled by two horses: the mind and the emotions. You must get both horses moving in the same direction to move the cart. When your mind and emotions move forward at whatever the cost, commitment is the result.



DeAndre K. Elliott BCBSM LDA President, 2022-2023

As leaders, we cannot expect those that we lead to make commitments deeper than those we ourselves make. This month's seed is commitment. To understand how to develop commitments, we can look at six simple truths:

- 1. Commitment starts in belief What do you believe in?
- 2. Commitment is tested by action Talk is cheap. Action is expensive.
- 3. Commitment opens the door for accomplishments Once you commit yourself, all kinds of resources come your way to help you succeed.
- 4. Commitment can be measured Evaluate your calendar or checkbook to really see what you're committed to.
- 5. Commitment enables a leader to make decisions Is this the right hill to climb?
- 6. Commitment flourishes with public accountability When you publicly state your commitment for something, you now have incentive to follow through.

My commitment to BCBSM LDA is to encourage others to grow in their personal and professional life by providing opportunities to learn from others. Chapter 141, as you enjoy your family during the holidays, I'm asking you, what are you committed to?

BSBSM LDA, did you hear about our new website? If not, here it is! https://bcbsm.sharepoint.com/sites/LDA. Be sure to update your bookmarks.

It takes a deep commitment to change and an even deeper commitment to grow.

Yours truly,

DeAndre K Ett

Ralph Ellison

WHAT'S IN THIS ISSUE

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NEW MEMBER CORNER



Velcone OUR NEW TEAM MEMBER

Richard Eugene Jr.

Vanette Hill

Janessa Huston-Banks

Shakina Russell

Nia Turner

Chandani Williams

As a member of BCBSM LDA you are now a part of a great group of leaders, striving to live out our theme, "Grow to Enjoy."

We encourage you to connect with our members and learn something new about the organization.



Member Benefits

- Networking through monthly meeting and mixers
- Professional development through workshops and "lunch and learn" sessions
- Community involvement through events like Bowl for Kids' Sake, walks for cures and causes, Adopt-a-Highway and more!

We have many upcoming events to begin networking and meeting other BCBSM LDA members. Check them out on the <u>Calendar of Events page</u>.

We also perform various community involvement services throughout the year. We'd love for you to take part.

For more information about all other upcoming events, please visit BCBSM LDA's site.

We look forward to seeing you at the next event!

Get Acquainted

MEET NEW MEMBER - AMBER SPELLS-FORD

By Jennifer Pakkala, Health Care Analyst

One day you may see Amber Spells-Ford waltzing or hip-hop dancing across the stage at a Blue Cross all-employee meeting. Or being introduced as one of the company's executives while wearing her favorite sequined ballgown.

Amber is currently a senior claims representative at Accident Fund Group. She handles workers' compensation claims for the state of Louisiana and Texas. If she could do anything besides her current role, she would be a company executive chosen to prepare the company for the future.

"I joined BCBSM LDA because I am trying to grow as a leader," Spells-Ford said. "I want to be able to network and learn more about leadership skills. I am currently looking to know more about the different brands of Blue Cross Blue Shield of Michigan and all its counterparts. I also want to understand the business of insurance and how I can be an addition to the strength and growth of the company."

As for the ballgown part, Amber explained that through her involvement in Alpha Kappa Alpha Sorority, Inc. and Order of the Eastern Star, she has the opportunity to darn formalwear during their conferences and loves doing so. Amber says finding dresses and shoes and "feeling like Cinderella" is a very welcome activity after spending so many days working remotely from her home in Arlington, Texas.

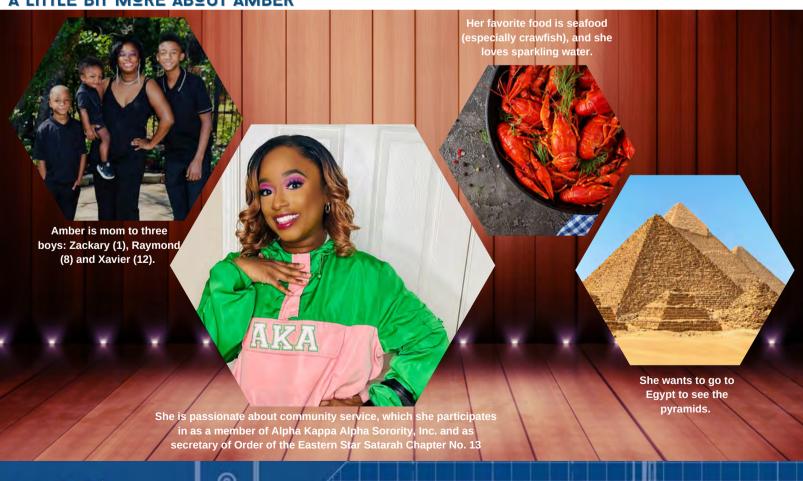
Amber has been with Accident Fund since April 2019. She's grown professionally as the cochair of the African American Inclusion Members for Upward Progress employee resource network. "I have learned to take criticism and use it in a positive way. I'm a go-getter and rather than expecting things to happen, I make things happen. I ask questions and am not afraid to take structured risks."



Amber Spells-Ford

Her favorite part of the job is working with her team. "As a remote worker, sometimes you can feel like you don't know your team, but I work with several amazing people who are always a phone call away and have no problem teaching and answering questions," she said.

A LITTLE BIT MORE ABOUT AMBER





BCBSM LDA is looking for motivated members to apply for the following positions:



Public Relations: Member Recruitment and Retention (1 Chair / 1 Co-Chair)

Attend bi-weekly new hire orientations. Deliver email blast to new hire's that details benefits of BCBSM LDA and NMA and current events happening. Develop and create ways to retain and increase membership. Identify opportunities for growth and communicate through the appropriate channels.



Public Relations: BlueNights Mixers (1 Chair / 1 Co-Chair)

Plan monthly mixers by selecting and booking venues, obtaining a host, selecting a menu and any other activities that will be included in the event.



Public Relations: Community Involvement (Support Staff Members)

Identify and plan monthly events that allow the members of BCBSM LDA to volunteer and give back to the community.



Public Relations: *blueprint* newsletter (2 Writers)

Work on the *blueprint* newsletter writing team. Cover virtual or in-person events and/or write ad hoc articles for the newsletter. Work closely with the writing manger, co-char and chair of the newsletter.



Public Relations: *blueprint* newsletter (4 Photographers)

Work on the *blueprint* newsletter by covering in-person events by taking photos of the events and participants. Can use professional equipment or mobile phone to take the pics. Work closely with the writing manger, co-chair and chair of the newsletter. Will be more in demand once in-person events are scheduled.



Program Administration: Leadership Speech Contest (1 Chair / Support Staff Members)

Chair: Overall leadership for planning and delivery of the event. With the support of a committee, works in partnership with Toastmasters and other groups to recruit contestants, provide coaching opportunities for contestants, and logistics planning for the event. Committee members: Assist with planning, contestant selection, coaching for contestants, and other logistics leading up to and during the event.



Program Administration: Program Development (1 Co-Chair / Possible Openings for Support Staff Members)

Creates surveys for monthly meetings. Engages with new members that attend monthly meetings either in person or following an event, which includes providing a new member packet with additional chapter information and resources.

2023 EXECUTIVE OF THE YEAR AWARD NOMINATIONS



Submit your nominations by Dec. 20, 2022, for the 2023 Executive of the Year

BCBSM LDA would like to recognize one of our outstanding executives. we are asking you to help by submitting nominations for the 2023 Executive of the Year award. This is an exciting way to recognize a senior executive who has gained significant recognition for managerial and leadership accomplishments, and who has conducted both personal and business affairs in accordance with NMA's Code of Ethics (found on the last page of blueprint). This is NMA's highest individual award. The recipient of the award will be announced in June.

The process is simple! Here's what to do:

- Review the qualifications below
- Think of which executive you want to be honored
- Complete the nomination form by <u>clicking this link</u> (it will take approximately 10 minutes to complete)
- Submit the form no later than close of business Dec. 20, 2022
- Keep the nomination a secret from the executive (we want the award to be a surprise)

BCBSM LDA Executive of the Year Award

Qualifications – The nominee must be a senior executive with a demonstrated record of managerial and leadership accomplishments over his/her career and have received formal recognition for them. Also, the nominee must have supported the principles of contemporary management and been substantially involved in the community. To be considered for this award, a nominee need not have held membership in NMA, but should have been a lifelong advocate of NMA's Code of Ethics.

If you have questions, please contact Kaitlyn Sibai or Jason Loepp, BCBSM LDA Board of Directors Awards and Recognition Committee.

Thank you in advance for your submissions.





^{**} The nomination period for the 2023 Art Seidler Memorial Leader of the Year award is also open now through April 8, 2023. You can find more information and nominate a leader here.

CREATE COMMUNITY: 2022 NORTHVILLE HOLIDAY HOME TOUR

By Janeela Tucker, Senior Analyst

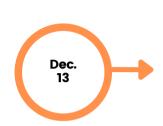


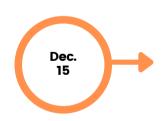
BCBSM LDA visited the city of Northville for the 2022 Holiday Home Tour. Volunteers were assigned to one of five privately-owned homes elaborately decorated for the holidays. Prior to guests arriving, volunteers were given a personal tour of the home and learned about the decorations and features of the house. At one of the houses, the homeowners shared that most of their decorations were hand-crafted by family members. Our team showed the homes to 300-400 guests.

Guests purchased tickets to tour each of the five homes. The Northville Community Foundation uses the funds raised to support the operations of Maybury Farms, including their educational farm tours, Summer Farm Camp and other special events. The funds also provide grants to nonprofit organizations, schools and groups who serve Northville and the surrounding communities. To learn more about the initiatives the NCF supports, visit its website at northvillecommunityfoundation.org.



EVENTS ALENDAR





Authentic Leadership: A Three-part Series: Fireside Chat with Dr. Reginald H. Turner, Executive Life Coach – Session #2 12:00 - 1:00 p.m.

Welcome back to the BCBSM LDA's Professional Development Authentic Leadership Three-Part Series- Session #2!

This cumulative 3-part Fireside Chats with Dr. Reginald Turner will help you become the confident leader you've dream of becoming.

Imagine a world where you wake up ready to lead with genuine confidence. You rarely feel insecure, tired or uninterested. You never pretend, perform or act like you have it all together. You are simply secure in who you are, and yet strong enough to influence and



inspire others. Authentic leaders are magnetic, confident and resilient leaders. Whether you are just starting your leadership journey or leading a large organization, this leadership series will provide direction and keep you oriented to your True North.

Come and sit virtually by a proverbial fire to receive tools and techniques, along with positive and constructive feedback. Tools to help you increase morale and employee retention, improve performance and accomplish individual professional development and organizational goals.

For questions, please contact Veronica G. Beasley-Robinson at vbeasley-robinson@bcbsm.com

Click here to register

NMA LiveOnline "Toxicity in the Workplace" with Rougedell Garland

12:00 - 1:00 pm

Mr. Garland's topic is Toxicity in the Workplace. He will be discussing a particular type of individual that breeds and promotes toxicity in the workplace.

For any questions contact Shine Abraham at sabraham@bcbsm.com or Veronica Beasley-Robinson at vbeasley-robinson@bcbsm.com

Click here to register

NMA LIVE ONLINE WEBINAR: INTEGRITY IS THE PLUG

By Barbara Krajenke, Communications Specialist

What is integrity? And how does it serve others and you as a core value? Terrance Puryear, from TLP Business Solutions, LLC delved into the topic during the NMA Live Online Webinar on Nov. 17.

Why is integrity the plug?

"Opportunity is the ripple effect of integrity. Integrity is the Excellence and Quality you bring."

Integrity is the plug because it is the gatekeeper to your next level. It i's the decisions you're known for making and how you contribute and treat people. Integrity is in high-demand and if you value integrity, it will shine through as the core of who you are and open opportunities for you. Are you branding yourself as a person of integrity?



"Decisions are constitutive."

Integrity establishes a foundation of excellence, leading you to your next level. It carries over to all areas of your life. There is no such thing as a work version of you or a personal version of you. Your conduct changes but who you are as a person does not. Are you making the decision to exhibit integrity in all aspects of your professional and personal life?

Importance of Decisions

"Words are reality created."

The decisions you make are based on your words. Your decisions are part of what create your reality. "Good decisions are the building blocks of the house of success you live in. You can't outsmart your choices. Change your choices to change your life. Good choices are the currency of your success."

Beat the Competition

"The only thing standing between you and the best version of you, is You!"

You are the only competition you need to focus on. Be better than you were two months ago. If you're not where you want to be you're only a decision away from getting there. Who are you between the milestones? Integrity must be the main ingredient. Don't promise the stars and give the ceiling. Don't only point out problems, but also offer a solution. Integrity is the ripple effect of opportunity, "In the long game your integrity will serve you well."

You can log in to your Member Clicks account to view the webinar: https://vimeo.com/724024603 How to log in to Member Clicks:

- 1. On the login screen click on "reset password" to get set up
- 2. Follow the instructions on how to set a new password
- 3. You'll need to use the email on file with NMA. If you need to update your email address click on the link: https://nma1.org/member-only-portal-help-form/

*Please note this process ONLY works if NMA has your email on file - Member Clicks requires you email be your username. If you don't have an email on file, click on the link in step 3 and an NMA staff member will help you.



Terrance Puryear



STAYING MOTIVATED IN THE COLD, DARK MICHIGAN WINTERS

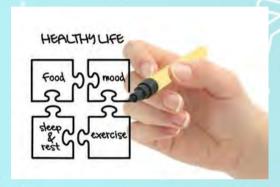
by Kelly Hall, Senior Project Consultant



Have you ever found yourself losing motivation in the winter?

As the days get shorter, colder and darker it can be challenging to stay motivated and productive when all you really want to do is crawl under the covers and hibernate until spring. The following suggestions might help bring you out of hibernation.

- **1. Let's get physical.** Exercise, take a walk, take the stairs at work, meditate and stretch. Physical activity helps improve sleep and reduce stress.
- **2. Stay lit.** Grab any available sunlight. Open your curtains and allow the sun to shine on you. Taking a walk in the middle of the day can be helpful in coping with the winter blahs. So, bundle up and get out there!
- **3. Get those Zs.** One of the best things you can do to stay healthy and combat cold and flu season is sleep. It is recommended adults aged 18 to 60, sleep at least seven hours each night to promote optimal health and well-being.
- **4. Food is life.** Healthy eating doesn't mean you can't enjoy the foods you love. Just be sure you are eating well-balanced meals and incorporating foods that give you energy. Oatmeal, spinach, sweet potatoes, eggs and fruit are a few energy boosting foods.
- **5. Fun time is the right time.** While the weather may prohibit much outdoor play, now is a great time to take in cultural activities such as museums, art galleries or plays. Making plans with friends and family can also help boost motivation.
- **6. Winter clean.** You don't have to wait until spring to spring clean. Take advantage of being indoors. Now is a good time to purge things that create physical or emotional clutter. Go ahead and donate those clothes at the back of your closet you no longer wear.





While this list is not everything, these are a few things you can do to fight off the winter blahs and keep your motivation from dropping. Which will you try this winter?

It's normal to have some days when you feel down. But if you feel down for days at a time and you can't get motivated to do activities you normally enjoy, see your health care provider. This is especially important if your sleep patterns and appetite have changed, you turn to alcohol for comfort or relaxation, you feel hopeless or you think about suicide.



CONTINUING EDUCATION

By Rory Powell, Manager of Application and Automation Development

The Blue Cross Blue Shield of Michigan and Blue Care Network Tuition Assistance Program is a valuable benefit which allows eligible Blue Cross and BCN employees to attend classes related to their current job at any approved Blue Cross nationally accredited educational institution. The following is an interview with Matthew Bobzien, Manager of Business Solutions Management at Blue Cross, who recently earned his Master of Business Administration, or MBA, through this benefit.

Q: What motivated you to go back to school? How did you decide which type of degree to pursue?

A: I always knew that I wanted to do more than just software development. I spent several years listening to leadership podcasts and taking some time to lead projects at work. I decided that with a focus on leadership, and a technical undergraduate degree, an MBA would be the right degree to push me forward in my career and set me up to help guide other leaders.



Matthew Bobzien. Manager
Business Solutions Management

Q: What factors did you use to decide which school to attend?

A: I decided to start looking for degrees that focused on leadership and giving me many skills along the way. I found the University of Wisconsin Online Consortium. The degree utilizes professors from the Wisconsin University system and has a unique way of doing the elective courses. Rather than being full semester-long classes, the classes are shorter and more specific.

Q: How did you find the corporate tuition reimbursement process? Were there any challenges with this process?

A: I was able to experience both the tuition voucher and the tuition reimbursement program. Even though it cost more up front, I preferred the reimbursement program. Once I put in my initial money, I was able to roll that into paying for the next semester each time. HR was a great partner when I had a few questions.

Q: What were some of the challenges that you experienced with going to school while working full time and how did you overcome these?

A: There is a quote attributed to Benjamin Franklin – "If you want something done, ask a busy person." Not only was I working and attending school, I also had two small children during that period. I focused on doing a little bit each day to keep myself from having to take all day on the weekend to read an article and write a paper. That one hour a day saved me from having to do a long five-hour session.

Q: What career benefits, if any, have you experienced since earning your degree?

A: It certainly has not hurt my career, but I don't think the piece of paper is what has allowed me to get where I am today. The benefits I received from the degree are from the reading and thinking that I had to do. I learned things that I wouldn't have thought about without taking the classes that exposed me to it, and it's something I keep in mind in my day-to-day work.

For more information about the tuition reimbursement program, and to learn if you are eligible, visit the Policies & Procedures page on the Human Resources home page!

MONTHLY MEMBER MEETING

Take a look at some of the highlights from our first in-person Monthly Member Meeting with Blue Cross SVP & CIO, Bill Fandrich!

























BLUENIGHTSSM MIXER

By Michelle Banaszak, Communication Specialist

On Dec. 1, BCBSM LDA held our much-anticipated December BlueNights[™] Mixer at the Detroit Golf Club. Our featured guest and host for the evening were, Steve Anderson, VP of Hospital Contracting & Network Administration, and Waymond Harris, SVP & Treasurer. This dynamic duo captivated the audience with their vitality and wit while speaking on leadership and their careers at Blue Cross. BCBSM LDA President, Deandre Elliot, spoke on this month's seed: Commitment. He asked us to think about where we are using our time and money. When we realize how we are spending our time and money, we then gain real insight as to where our commitments lie.

Attendees took pleasure in the ambiance while enjoying a variety of hors d'oeuvres and cocktails, laughs, impromptu soloist, sharing of enlightening facts, and of course networking.









Image Captions:

Top Left - Waymond Harris, SVP & Treasurer

Top Middle - DeAndre Elliott, BCBSM LDA President

Top Right - Steve Anderson, VP of Hospital Contracting & Network Administration

Middle - Steve Anderson, Tiffany Darby, BCBSM LDA VP of Public Relations, and

Waymond Harris

Bottom - Groups of members converse and network





HAPPY HOLIDAYS

It is the most beautiful time of the year.

By Fonda Overton, Project Consultant

What does the month of December mean to you?

For so many of us it means we have gotten to the end of the year and are ready to begin again.

- An opportunity to give ourselves grace to start again
- · Celebrating and expressing love and kindness towards each other
- · Smiling a little bit more
- Cooking special recipes passed down from previous generations
- · Drinking cocoa near the fire
- · Enjoying cold month sports such as ice skating, sledding and skiing
- Those warm clothes, heavy sweaters, boots and snow suits
- Celebrating life and the people around us, and being thankful for things we may usually take for granted

Have a Happy
Holiday and see
you next year!



Illustration by Heather Brazee

blueprint

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DECEMBER 2022 ISSUE

BCBSM LDA Code of Ethics

- I will recognize that all individuals inherently desire to practice their occupations to the best of their ability.
- I will assume that all individuals want to do their best.
- I will maintain a broad and balanced outlook and will recognize value in the ideas and opinions of others.
- I will be guided in all my activities by truth, accuracy, fair dealing and good taste.
- I will keep informed on the latest developments in techniques, equipment and process.
- I will recommend or initiate methods to increase productivity and efficiency.
- I will support efforts to strengthen the management profession through training and education.
- I will help my associates reach personal and professional fulfillment.
- I will earn and carefully guard my reputation for good moral character and good citizenship.
- I will promote the principles of our American Enterprise System to others, by highlighting its accomplishments and displaying confidence in its future
- I will recognize that leadership is a call to service.

Statement of Principles

BCBSM LDA is dedicated to managerial excellence, personal and professional growth, and leadership development. The following principles identify BCBSM LDA's core beliefs and provide the basis for the Association's Mission Statement.

- We believe in the highest standards of personal and organizational integrity and respect for the individual.
- We believe in lifelong learning, continuous improvement, and the development of a workforce capable of sustaining a competitive posture in the global economy.
- We believe management is a creative, dynamic, and essential process enabling people to achieve personal and organizational objectives.
- We believe that managerial responsibility is shared among all individuals at all levels of the organization and that leadership is critical to management success.
- We believe that individuals and organizations have a community and civic responsibility.

blueprint team

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Dana Bell

DeAndre Elliott

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Executive Advisors

Cassandra Alston-Childs

Jac Amerell

BCBSM LDA Officers

VP of Public Relations: Tiffany Darby

VP of Finance: Angela Haygood

VP of Awards and Recognition: Carla Harris VP of Program Administration: Lydia Officer

VP of Professional Development: Veronica Beasley-

Robinson

NMA National Mission Statement

NMA offers leadership development products and opportunities that maximize the potential of our members, sponsoring organizations and communities.



