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The latest news, views, and announcements at Fairhaven

## BEHIND THE IMPACT

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### Growth @ Fairhaven

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### Celebrations this Month

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Are you a trivia buff? Test your knowledge!

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Get some inspiration for your home office set-up!

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Value of the month

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## Growth @ Fairhaven

In this section, you will find the latest details of how Fairhaven continues to grow as a company.

Our interim contract for the new Air Force contract award is in place and we are now able to invoice!

Also, we just signed a Statement of Work with ECU Health to continue our support to Jason's teams!

**Current Open Positions:**  
Scrum Master



ECU HEALTH

Check out some of our latest and greatest clients!

# THE IMPACT

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## Celebrations This Month

**Who doesn't LOVE a good celebration? And Fairhaven loves to celebrate YOU! Read more to find out who's celebrating what this month.**

- Arielle returns to work on 11/30 & is overjoyed, ready and eager to dive right in - WELCOME BACK!
- Lori celebrates 1 year with the Fairhaven Team this month - HAPPY WORK-A-VERSARY!
- Lauren & husband had their 1st deer hunting season on their property and successfully got a doe that will feed the family for the next year with an impressive 135 yard shot!
- Talia celebrates her birthday on 12/20 - HAPPY BIRTHDAY!



NOT the actual doe that Lauren and husband acquired - just an appreciation for nature and wildlife.

## Home Office Spotlight

Can you guess which of our Team Members this office set up belongs to?



## Policy Updates & Reminders

UPDATES: Timesheets are expected to be updated on a weekly basis at minimum and your timesheet for the month should be completed at least (2) days prior to the end of each month for invoicing purposes. Ensuring that our timesheets are completed in a timely fashion is a must and requires a Team effort.

Talia will begin sending out weekly reminders on Fridays to have timesheets completed for that week. Everyone will also receive a monthly calendar invite to have timesheets completed for the entire month. Reach out to Talia with any questions.

### REMINDERS/EVENTS:

- 12/22 - Town Hall
- 12/24 - Christmas Eve
- 12/25 - Christmas Day
- 12/31 - New Year's Eve

## Trivia Question

The coldest city in the world is:

- A. Yakutsk, Russia
- B. st. Paul, Minnesota
- C. Osaka, Japan
- D. Vancouver, Canada

## Team Member Profile

Each month we will feature a different Team Member profile. Keep reading below to learn a little more about one of our Team Members.

Meet Lori C. – Business Analyst, Mason, OH

1. What is your favorite food & beverage? *"Short Rib Risotto and Arnold Palmer."*
2. What hobbies do you have? *"Participating in animal rescue and volunteering."*
3. What is one fascinating thing about you? *"I was a police officer for a few years."*
4. What is something you want to learn? *"Another language."*
5. What is your favorite genre of music? *"Adult alternative."*

## Core Value Corner

Keeping a positive attitude.

“As we are transforming teams across IS at ECU health some of them are struggling to embrace the change. The other day team members were voicing complaints about having to do stand ups and document their work. Instead of joining in on complaining or arguing with them about why these meetings were required, I chose to focus on the bigger picture which is that change and new types of dialogues and interactions can be challenging in the beginning for anyone. By focusing on the larger picture I was able to listen and voice understanding of their experience making them feel heard and also allowing them to own the process by reiterating that every sprint we can try a new variation or approach. By maintaining a positive attitude I was able to guide the dialogue into a productive bonding moment with the team.

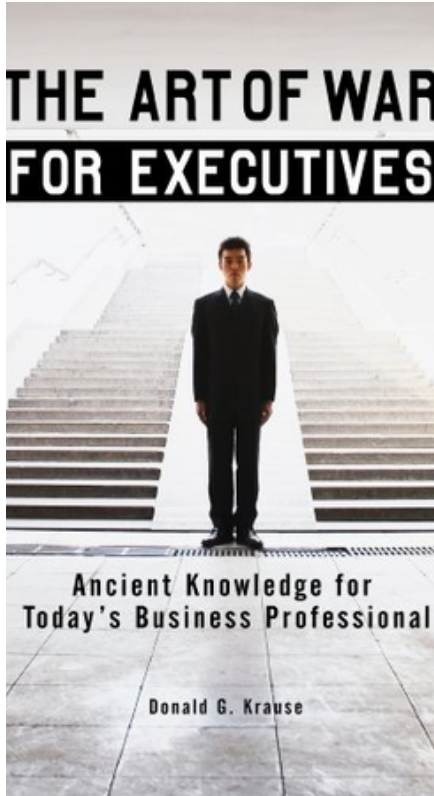
I also had another experience with this value when we had poor attendance to our second agile office hours meeting. This is a time where team members can ask us anything and hear from other teams as well. For the second session only 3 team members attended which while not the engagement we strive for enabled me to have more personal dialogues with these team members and practice maintaining a positive attitude and making the best of any situation. " -Lauren N.





# Fairhaven Fun Facts

**What has influenced Fairhaven over the years in terms of "strategy" and "change"?**



I have always believed that a key to Fairhaven's survival is to (1) both reflect and strategize and (2) in business, only 10% of the people I meet are actually spending time doing this. An ability to outwit, outmaneuver and outlast not only our competition but to summon a way to meaningfully impact our environment, or the "system at play" is easy but does take an investment of time and focus on strategy.

One of my early insights into this in the 1990's was "The Art of War" by Sun Tzu, and later, in 2007, the book "The Art of War for Executives". Both promote the idea of "winning without fighting".

My most used insights are:

- (1) "When you surround an army, leave an outlet free." This does not mean that the enemy is to be allowed to escape. The object, is to make him believe that there is a road to safety, and thus prevent his fighting with the courage of despair.
- (2) "Appear weak when you are strong, and strong when you are weak." This one is actually fun to use.
- (3) Keep your enemy guessing until it is too late. "Let your plans be dark and impenetrable as night, and when you move, fall like a thunderbolt." Attacking swiftly and decisively, bursting forth with the strength of a thunderstorm. If you attack quickly and with strength, it will be impossible for your opponent to prepare or react."

## Message from Gene and Sara J.

This holiday season, for us, is a time of reflection and looking forward to the new year. Also we attempt to look back on who we have been to shape who we want to be. This reflection is a humbling exercise as it requires a critical lens, but it is also valuable as only we truly know the struggles and efforts we have faced.

Rather than spending time on where we have fallen short, we tend to let gratitude guide us and build on what we have achieved. Instead of starting with what we are not good at or the problems in our life, we use reflection to help ask questions about our desired state. This practice also allows us to take stock of what is important to us and what clearly is not. We only have so much time and energy.

