



EMPLOYER SPOTLIGHT

WORK PARTNERS OCCUPATIONAL HEALTH SPECIALISTS



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What is your role and responsibility?

“Human Resources Manager – Health & Welfare Team, overseeing workers’ compensation, benefits, leave management, and ADA. Our team is responsible for guiding and supporting employees in these areas while always looking for opportunities to improve their experience, improve process and implement strategic changes that ensure the City is performing our best in these areas.”

What is your greatest workforce health or safety challenge?

“Prevention is our greatest challenge. Police and Fire are at greater risk, even during trainings. Mitigating that risk is challenging. Training that provides greater awareness and prevention are critical.”

What health or safety campaign has been most successful?

“Presenting workers’ compensation training to an entire department has worked well for us. With support from department heads, we’re able to train an entire department, Public Works or Fire, for example, which allows us to design the training that is most relatable to that group. It ensures that the entire department is on the same page, which results in co-workers sharing common knowledge of appropriate protocol. And, supervisors and subordinates understand each other’s roles and responsibilities. Communication has been strengthened as a result.”

Is your partnership with WorkPartners successful?

“Our partnership has been invaluable. WorkPartners is a model clinic. They are a partner in every sense of the word. They are very responsive and always interested in helping us improve the experience for our employees.”

What is your leadership philosophy?

“I have always been a huge fan of Covey’s 7 Habits, I believe and operate in Beginning with the end in mind; Win/Win; Learn, Teach, Learn; Continuous Improvement, etc. As a matter of fact, when I had my college-aged son listen to the tapes on the 7 Habits (back in the day), he came home from school and said ‘Mom, all this time I thought these philosophies were yours! I didn’t know you were quoting Covey!’

What is your favorite business quote?

“What are we solving for and what is our desired outcome? I worked at Intuit, Inc. which was a great company. They have so many acronyms for their various philosophies and business processes that they have a list of them on their intranet and all new employees are introduced to them. Everyone speaks the same ‘language’. To this day, when we find ourselves challenged on a particular issue, I’ll ask ‘What are we solving for, and what is our desired outcome?’ It really helps you focus for the best outcome.”

What was the last good management book you read?

"HBR's 10 Must Reads on Managing Yourself; it's actually a collection of articles from Harvard Business Review that help you remain engaged and productive."

Anything else you like to share with your peers?

"Enjoy the holidays! Work will always be there, your friends and family won't. And, if you find yourself frustrated or challenged by someone during the holiday craze, assume positive intention. We don't always know what that person may be burdened with."

WorkPartners Occupational Health Specialists

Located in North San Diego County, WorkPartners clinics are full service Occupational Health clinics dedicated to supporting the health and wellness of local employees. Learn more at www.WorkPartnersOHS.com.