



IMPEC GROUP NEWSLETTER

IMPEC IN FOCUS

MARCH 2021, ISSUE NO. 6

IMPEC IN FOCUS

March Theme: Optimism into Action

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TARAN'S TIP-OFF

Written by Taran Alexander

Happy Monday! By now, those of us outside Arizona and Hawaii have SPRUNG FORWARD to enjoy more of our daylight hours. Our focus turns to recognize the tangible impact of women in American History. More than 100 years after the milestone passage of the 19th Amendment legally protecting women's right to vote, women continue as **trailblazers**, **pioneers**, and **thought leaders** in their chosen fields. Navigate [here](#) for inspiration on how to commemorate and encourage the study, observation, and celebration of the vital role of women in our history.

We reflect on the impact of women throughout history and on those who bring real change in our daily lives.



Impec Group as an organization continues to evolve with new team members and new leaders. These new faces bring so much opportunity to learn and to collaborate. The pace of our organizational, strategic growth aligns with the overall pace of 2021. As we wrap up the first quarter, remember to breathe and hydrate.

We proudly launch the March Impec in Focus in two languages, English and Spanish. I encourage you to read further, learn more about each of our new members, and our vision of this organization to which we belong.



HAPPY FEBRUARY/MARCH BIRTHDAYS!

To our friends celebrating:

Operations & Maintenance

Manuel G.

Irene T.

Roberto V.

Diana C. R.

Imelda C.

Juan D. A.

Enrique C.

Guiselle R.

Victor H. M.

Linda L.

Mary K.

Francisco P.

Cristian A. H. H.

Vincent C.

Edilberto M.

Site Services

Tony F.

Jessell R.

GNU Group

Howard C.



REFOCUSING REMOTELY

Written by Bryce Morgan and Angela Wang

The months of February and March brought many celebrations for our workforce! From Black History Month to the Lunar New Year, Women's History Month, and St. Patrick's Day, we were challenged to celebrate with our communities remotely during the pandemic. This month thus prompted us to reflect on the role of marketing as an engagement tool.

How can marketing help celebrate during these unique times?

Marketing often serves as the voice of a company or brand. At Impec Group, we continually strive to give a voice to our employee and client success stories, whether its through our website case studies or employee highlights. We would like to continue showcasing your stories and celebrations through future editions, so please send any pictures to marketing@impecgroup.com to share your future celebrations!

A few March updates:

- Check out our new website!
- We designed new LinkedIn banners (contact us marketing@impecgroup.com if you want one!)
- Created first version of our brand guidelines



A WORKPLACE VISION

Collaboration by Simon Davis and Taran Alexander

The Impec Group is proud to welcome Simon Davis to the Senior Vice President role within the venerable Workplace Technology division. Simon brings more than two decades of leadership experience within the real estate technology sector to our organization. Simon envisions future technology to better enhance the lives and business practices of those workspaces around the globe.

A fundamental constant in Simon's world remains his philanthropic endeavors. The Special Operations Forces Support mission is to help ensure that the Special Operations Forces of the U.S. Military – the Green Berets, Navy SEALs, Army Rangers, Marine Raiders, AFSOC, SWCC, and their families – receive the support they need to effectively carry out their operations, keep their families intact.

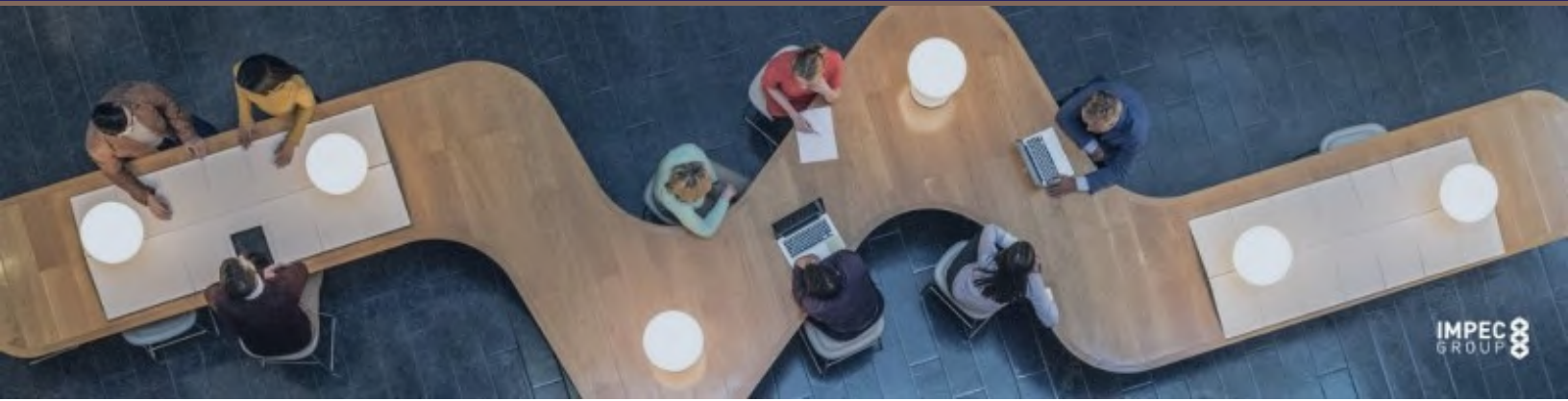
Simon's fundraising contributions support rehabilitation and counseling efforts to protect those who protect us. Click [here](#) to learn more about this important organization.

Simon, a master of time management, also serves on the local board of the YMCA. He supports Liverpool Football Club, or the game Americans call soccer. Prior to the pandemic, and settling in a new home in Paradise Valley, Arizona, Simon logged at least 100,000 miles annually in his business flights.

These days, Simon, his wife, and their four-year-old daughter focus on family time. Those days of extensive business travel posed challenges for the family dynamic.

Impec Group values allow us to enhance lives and the workplaces in which we operate. Simon's indefatigable efforts to support those who support others align with these values. We are grateful to welcome another kindred spirit to our organization. Our actions truly do make the world a better place. Welcome aboard, Simon!





RELATIONSHIPS AND TECHNOLOGY

Collaboration by Henry Massey and Taran Alexander

The Impec Group proudly welcomes Henry Massey to the Senior Director role within the venerable Workplace Technology division. Henry brings more than two decades of experience within the technology sector to our organization. Henry specializes in relationship development. His areas of expertise range from CAD and CAFM, Integrated Workplace Management Systems (IWMS), and business analysis.


A truly unique ice breaker is Henry's early experience with workspace drafting. His father brought him into this universe in the days before code, AKA the tape days! These days, Henry maintains the trifecta of solutions: Archibus, Manhattan, and Tririga. Henry envisions the team's reputation as Trusted Advisors in the pursuit to enhance the efficiency and safety of the modern workplace.

Henry, his wife Maria, and one-month-new son Reign, live the life cosmopolitan in Chicago, Illinois. These California natives chose Chicago as Maria completes her MD at UIC. At the time of publication, Maria was amidst the residency matching process. Perhaps the Massey family sees a West Coast adventure in their future?

When time permits, Henry takes cooking for his family to another level. Honing his truly analytical skills, Henry enjoys studying real estate trends, the stock market, and technology. In order to accomplish these Herculean feats, Henry elevates his passion for coffee to new heights. These days, a Ugandan bean is the featured coffee in the French Press.



Impec Group appreciates finely crafted boba teas, amazing coffees, and relationships founded in integrity and inclusion. Our values support our vision of an integrated workplace experience. Henry shares this passion for the enhancement of the modern workplace. Welcome aboard, Henry!



Real Change, enduring change,
happens one step at a time.

WOMEN WORKING

A Collaboration of Renee Ralston and Taran Alexander

The Project Management team felt a surge of activity from February into March. Organizations and individuals are beginning to resume their projects. While the remote workforce vision continues to evolve, the world prepares for pre-pandemic volumes of business.

We recognize Women's History throughout the month. The Soroptimist Club understands that education is the key to unlocking economic empowerment of the world's women and girls. When women and girls are educated, they have opportunity, choice, and power to make healthy decisions for themselves and their families.

The organization's consistent theme of empowerment focuses on several key outcomes around education. Click [here](#) to learn more about the Soroptimist Club and how to be involved in their impactful, important work.

- When women learn, families live healthier.
- When girls go to school, their financial contributions increase.
- When girls have educated moms, they are more likely to reach higher levels of education.
- When women are educated, their countries are more likely to have greater economic growth.

The organization funds several outreach projects focused on funding women's paths, career guidance and support, and a supporter portal. the Live Your Dream Awards; the Dream It, Be It: Career Support for Girls; and LiveYourDream.org. The Soroptimists seek to change the world for the better.



A New GNU

Collaboration by Abner David and Taran Alexander

The Impec Group is proud to welcome Abner David to the GNU Group division.

A fundamental constant in Abner's world has been guiding the lives of those around him. After nearly two decades of mentoring others, Abner focused more on his children and family.

Living in the Boise, Idaho area affords Abner's family abundant opportunities to enjoy the great outdoors. Volleyball remains a mentorship vehicle. The sport provides physical activity in a team setting. Over the years, Abner has teamed up with coaches in California and Idaho to train teen girls and boys in competitive play through school sports and club sports. Currently Abner coaches a boys' club team. The school his children attend has expressed interest in Abner coaching the Junior Varsity Girls' volleyball team.

A core differentiator within the Impec Group culture is the Human Touch. We enhance the lives and the workplaces in which we operate. Abner's commitment to mentorship aligns very well with the values of our organization.

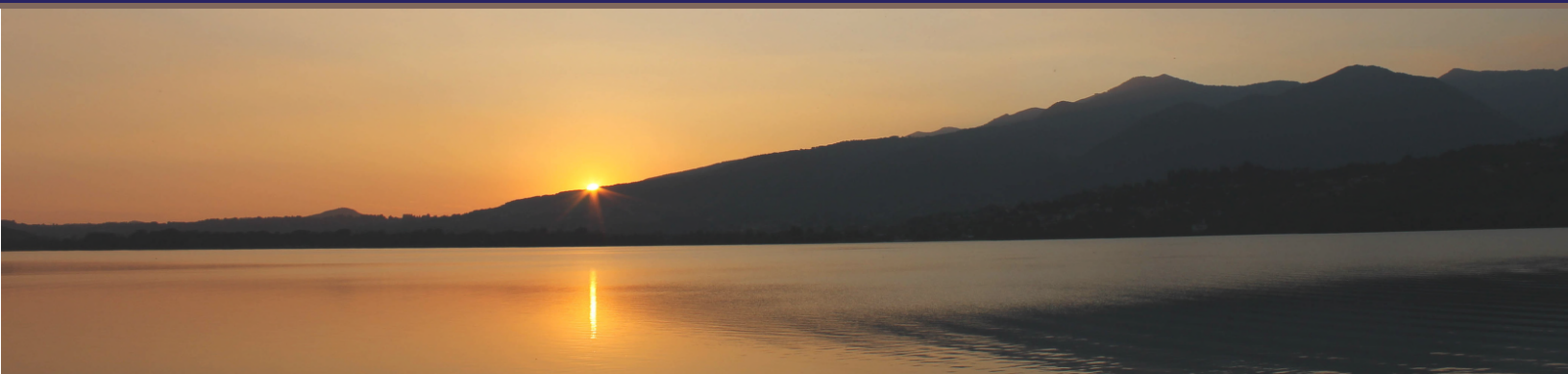
We are grateful to accept another like-minded spirit to the organization.

The pandemic response to the crisis will eventually allow Impec Group to again host engagement events, including friendly games between our teams. The CorFUN team is certainly willing to open a spot on OUR volleyball team for Abner!

We are grateful to accept another like-minded spirit to the organization. Our actions truly do make the world a better place.

Welcome aboard, Abner!





INSIGHTFUL GNUs

Written by Kevin Wilhelm

As we begin to stretch out into the year, GNU Group's leadership team has been spending some time reviewing the past year and looking for ways to improve in 2021. At GNU, we focus on getting 2021 started off right with our own divisional planning, looking ahead to both division and personal goals for the coming year.

An important first step for us was looking at the past year and understanding what a seismic shift we went through. One of the key themes that has come up is the idea of moving from "reactive" to "proactive" in 2021.

Last year was very reactive for everyone. Reactive to COVID. Reactive to shelter-in-place orders. Reactive to working from home. Reactive to market conditions. Reactive to clients. This didn't just stop at the office doors. This dynamic extended into our homes with kids needing school support, losses of loved ones, and the impact of not being able to get away for even a simple visit with family.

While we may not be able to control everything, there are opportunities all around us to grow personally, support one another, challenge one another, and begin to take action.

Where do I want to be this time next year?

One of the key questions that I adopted from Dave Ramsey's *EntreLeadership* is, "**Where do I want to be this time next year?**"



This ponderance always helps me take an introspective look of where I am now, while daring me to stretch a bit in the coming year.

Productive GNUs.

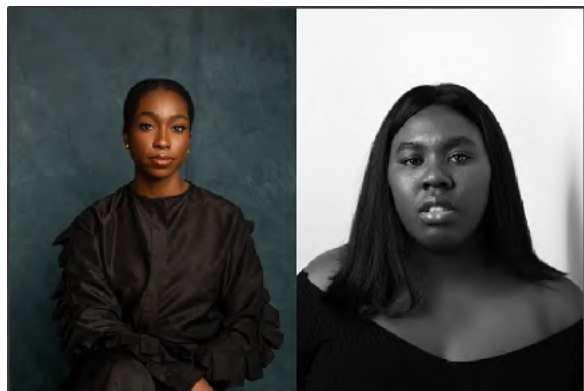
We expect to evaluate a few of our current productivity tools. We want to find ways we can improve our work-from-home experiences while we increase collaboration. These collaborative engagements are critical to keeping the teams healthy and stable.



SITE SERVICES: INTERSECTIONALITY IN ACTION

Written by Christina Hudnall

Our intrepid site services team members are breathing a collective sigh as we excitedly peer into the coming months. March celebrates Women's History and the impact of woman in our modern workplaces. The intersectional movement acknowledges the tireless contributions of our predecessors and celebrates the works of our contemporaries.



Damilola Odufuwa and Odunayo Eweniyi created the Feminist Coalition. The organization focuses on women's rights and safety, economic empowerment, and political participation of women throughout Nigeria and the world. Eweniyi believes, "A feminist leader will recognize that all women and men deserve equal opportunities to pursue fulfilling careers and lives. This leader creates structures to help others live up to their potential, and to drive meaningful change." "A feminist leader is empathic and understands the importance of intersectionality," adds Odufuwa.



This interconnected framework of social categorizations such as gender, race, class, among others as applied to a given individual or group informs different modes of discrimination, privilege, but also empowerment.

Inspiration can be found within the workplace.

ServiceNow's Tonya Thornburgh leads with the same mindful empathy Odufuwa referenced. Tonya's role allows her to showcase her skills to align the ServiceNow employee's needs with the everchanging landscape that is the year 2021. Tonya's guidance comes from the heart. That uncommon characteristic inspires me.

The site services team partnered with CorFUN to launch the *Individual Development Initiative*. The program allows for each of our national team members to inventory their skills; to develop long-term goals; and to create pathways to realize these goals. This is a very exciting time in our organization.

GLOBAL IMPACT

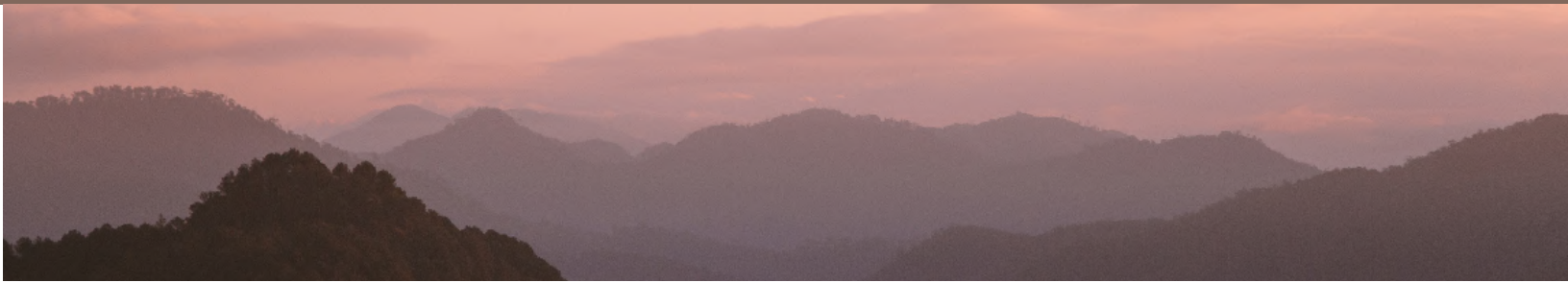
Written by Richard Peterson

I am fortunate to have many inspirational and impactful women in my life. There are so many known public figures to highlight. However, for me it hits a little closer to home as I have had both the privilege and benefit of having some amazing women in my personal life.

The person I would like to highlight is Niyat Okbu Teweldebrhan. My wife, daughters and I first met Niyat 6 years ago. My wife and I had just had our second daughter, Abby. We needed a childcare provider for 8 weeks to bridge a gap while we waited to get Abby in daycare. Niyat came to interview for the temporary position. My wife and I immediately saw something special in Niyat. We offered Niyat the position and were thrilled to work with her the next 8 weeks. Niyat did a fantastic job and quickly became a part of our family. We later learned of all the challenges she had gone through up until then and was way overqualified for our temporary nanny gig.



Niyat started a journey towards medicine in Eritrea, a small country in Eastern Africa. Eritrea is known for the dictatorial nature of its government. Eritrea has a subsidized health care system, yet very limited medical services for its citizens. Growing up in this environment inspired Niyat to become a healthcare provider. Niyat devoted herself to her studies and earned top marks in her class. Her efforts paved her way to medical school. This was no easy accomplishment for her or for her family. When Niyat was eight years old, her and her family were lived in Ethiopia, a country that borders Eritrea. There is a long history of conflict between the two governments. Niyat and her family were raided one evening and deported from Ethiopia to Eritrea - losing absolutely everything they had in the process. Despite the encompassing conflict, her family pulled themselves up by their own bootstraps and Niyat's parents rebuilt a life for themselves and their 6 children in Eritrea.



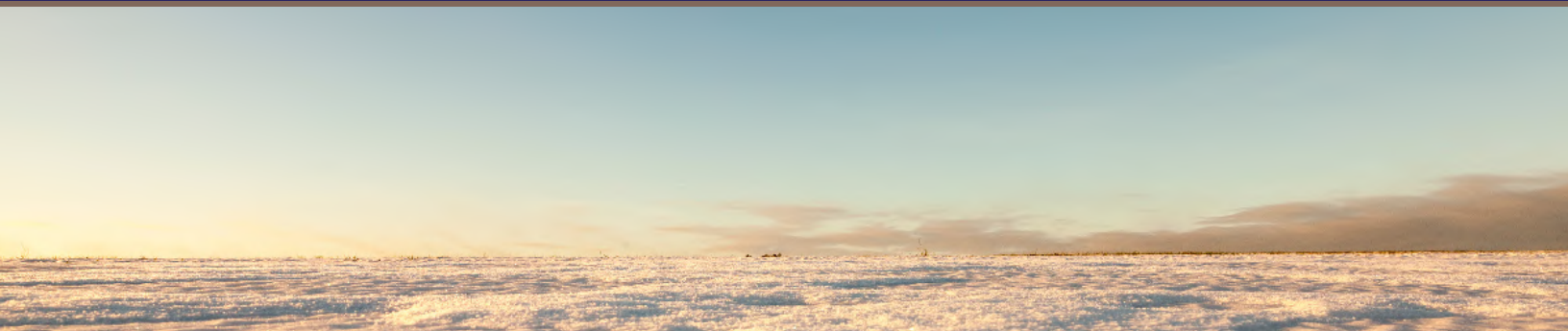
Niyat continued to achieve great academic success earning her way into medical school In Eritrea. After 5 years in medical school Niyat found the human rights violations happening within her country to be too great to continue to accept and made a personal choice to risk her life and flee. Niyat risked everything at just 22 years old, and escaped Eritrea knowing that with the current government regime she would never be able to return. She was one of the very few lucky individuals to be granted a student visa for the United States where she could further pursue her dreams of studying medicine and apply for asylum to be protected from the persecution she would face if she were ever forced to return to Eritrea.

The asylum process took many years but fortunately she was eventually granted asylum and could begin her journey towards a career in medicine. Ashley and I were so taken back with her perseverance and spirt we invited her to live with us and become part of our family and were thrilled she accepted. For the next 3 years we watched Niyat work incredibly hard; saving all her money to start school all over again. Niyat's work ethic and perseverance never let us down – even if she had to ride a bicycle in the pouring rain for one hour to work – she would do it (and did do it many times). She never let anyone down who gave her an opportunity to work and never lost sight of the long-term goal of being able to serve people through medicine. She always maintained a positive attitude. After many more years of hard work, graduated with her master's degree in health science AND in November 2020 graduated as a Physician's Assistant. Niyat is now in the process of interviewing at a few of our local medical facilities, including Stanford Hospital to fill a PA Fellowship in the cardiothoracic surgery department. After overcoming very difficult circumstances, Niyat is now embarking on her professional career in medicine – the end goal she had dreamed of since she was a small child.



I am choosing to highlight Niyat as an inspirational woman in my life. She and her husband now live with us. We consider them part of our big family. They are the god parents to my children now. They are more like a brother and sister to my wife and me. I am so grateful my three young daughters have had a front row seat to Niyat's story.

Niyat sets an amazing example for my daughters, for my wife, and for me.



Adventures in CorFUN

Written by Taran Alexander

Greetings and salutations, readers of Impec in Focus! The days of February and March provide us with many stimuli. Our Lunar New Year focuses on a metallic ox; our social justice movements recognize the importance of Black History and Women's History; our St. Valentine celebrates our beloveds and our St. Patrick honors Irish heritage from the three leaves of the shamrock to a Lenten reprieve to feast; our weather patterns storm and quickly shift to the quintessential sunshine for which California is known; our clocks spring forward bringing more of that sunshine into our mornings; our nation reduces the viral infection rates by more than 50%; and our Impec Group expands with new faces in several divisions.

Is anyone else sensing life's pace increase exponentially? Ferris Bueller's advice, "Life moves pretty fast. If you don't stop and look around once in a while, you could miss it."



***" Life moves pretty fast.
If you don't stop and look around once in a while, you could miss it. "***

While the CorFUN team will not lend you the classic Ferrari, we do want to provide some insight on stress management. The changes in our lives, social isolation, and anxiety create triggers that exacerbate our emotional responses in situations. Our friends at Johns Hopkins University share some research highlights that can be transformed into daily habits.



Move. Move. Move.

Any exercise is a fantastic stress reliever.

Find your flow.

What activity or task demands your deepest focus?

Journal.

Writing can help us unpack what is going on inside. Start by documenting the things for which you are grateful for each day.

Listen to music.

Research proves that it helps us relax. Bonus points if you move rhythmically while you listen.

Breathe.

Practice meditation and mindfulness exercises to tame your mind.

Laugh.

Watch a funny show, call a funny friend, and feel some joy.



As we enjoy the final remaining days of winter, take time to yourself. Consider the positive impact we have on our colleagues, our families, and all the others.



**QUESTIONS?
WANT TO BE FEATURED?**

*Reach out to Taran Alexander
talexander@impecgroup.com*