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THRIVING MICHIGAN OVERVIEW

Nathan Havey, and his group of advisors and staff have authored the Thriving Michigan Training Program based on the concept of conscious capitalism. They recognize that Business is the largest organizer of human effort on the planet; and if we look at how business works, we can identify how to help all people thrive.

The purpose of Thriving Michigan is to catalyze a state-wide shift to conscious capitalism as a “new business normal”. In companies that Thrive, employees are more content and thus, behave differently at home and in the community. People that love their jobs feel fulfilled and can be more impactful when they leave work. When people and businesses Thrive, communities Thrive. In the “New Business as Usual” model, there is a higher bar; our goal is to make it the new bar for all U.S. Businesses - One business and One State at a time.

Here are some statistics:

- **70% of workforce is disengaged from their job** (stagnant); “just a job” mentality
- **1 in 5 (25%) of U.S. workers are “actively disengaged”** = intentionally working against the company flow
- **Companies that have identified a “higher purpose”** (driving force in their workplace other than making money) **have dramatically higher rate of satisfied employees.** EX: SWA they have FUN at work and deliver consistent, outrageous customer service; and Whole Foods who is teaching the world to eat differently.
- **“Higher Purpose” provides meaning for work that calls for peoples discretionary effort** (Ex: Dave’s Killer Bread in Portland, OR employee formerly incarcerated people to cure recidivism)
- **All stakeholders need to have equal influence in a business** (can’t rob Peter to pay Paul); customers, suppliers, shareholders, community, employees all need to benefit equally)
- **Leadership must constantly be expanding and proactively inventing feedback structures** to maintain content employees
- **The role of the Leader is to preserve the safety & health of the group.** The Culture in a Business is referred to as the “Circle of Safety”; people will perform/blossom when they feel emotionally safe.