



The Employers' Association

What's "Our" Story? Part IX

"Living Your Legacy"

In each monthly Bulletin we have been celebrating our 60th anniversary as an organization by sharing interesting facts and figures as well as individual stories of members. However this month, I'd like to go "off script" a bit and talk about the idea of legacy.

This year has been a particularly difficult year for my family as my mother passed at the end of March and my father-in-law just few weeks ago. For all of us losing loved ones is deeply painful and results in a tremendous number and variety of emotions.

However, there is another side to loss which involves reflecting on and learning from the lives of those we have lost. A definition of legacy on Dictionary.com is "anything handed down from the past". It is exactly this idea that I find myself mulling over and over. Not a financial inheritance but a "life well lived" inheritance of attitudes, personal characteristics and significant accomplishments from both my mother and my father-in-law.

In my mind it is unfortunate that legacy is something we think of as being gained after death or from the past. Why can't legacy be something we live or at least attempt to live each and every day?

My mother was an encourager. She had four children and many of their friends became hers as well. She made friends easily and was genuinely interested in the well-being of each and every one of her family members and her friends. Time after time we have heard of how she made them feel incredibly important and valuable as individuals. We even heard, after the fact, that some were surprised that they weren't the only or most special of her friends.

So what's all this have to do with HR and the EA? Well everything I hope. As an organization, it seems to me that the job of the EA is not to leave a legacy after 60 years, but to live out a legacy which is and has been consistent for over 60 years. This legacy is one of (1) excellence in customer service – treating every member as if they were the only member we had to serve, (2) a commitment to bring members the most current, accurate and practically usable HR research and information so that they can face the HR and Management challenges of the day with confidence, and (3) a commitment to continually get better – finding new and different ways to serve members through products, services and technology.

Through the telling of "Our" story we are celebrating the EA's past and honoring those who have helped build and sustain the EA as well as renewing our commitment to the ideals and purposes for which the EA was founded. We hope you will help us as well. Please take a minute to send us your EA Story by e-mail to jhollister@employersassociation.com or through a note sent to my attention at the EA address.
Jack Hollister, President