

from
the leadership

This week a supervisor in my company shared a heartwarming story with me about two employees in his department who were just about to depart the office for six weeks on adoption leave.



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Secretary/Treasurer, 2011
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The story was especially heartwarming to me because he didn't once mention how hard it would be to get the work done without these employees. He was proud of them and especially proud of our company because we provide paid adoption leave and financial assistance to employees who adopt children.

Certainly, neither of these employees made a decision to adopt based on our company adoption benefits. But one of the benefits of the program is the immeasurable good will and positive effect on employee culture. Today, companies focus on corporate responsibility and what they're doing to make this world a better place to live. While we hear a lot about positive changes companies make to improve our environment, as HR and total rewards professionals, we can also contribute in significant ways. Helping to create and sustain a caring company culture will have a positive effect on employee engagement.

Our adoption program costs our company very little in terms of dollars but has a huge impact on goodwill. Our founder was adopted and was instrumental in the formation of this program. He also reached out to CEOs of other companies to encourage them to do the same. We have had this program in place for 20 years and have assisted approximately 100 families. This means more than 100 children now have permanent loving homes, a right that every child should expect.

Sincerely,

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