



## Welcome

I am excited to introduce *CCAAdvisor*, CCA's client newsletter. It is our goal to provide you with advice and information on topics that impact your workforce. At CCA, we believe that *People are the Path* to organizational success – and we are eager to demonstrate how CCA can assist you in improving your people's performance through our core services and expanded offerings. Each newsletter will give you a brief overview of a specific issue, a snapshot of our capabilities with respect to this issue, and a link to our website to learn more. If you have any suggestions about what you'd like to see in future issues, please let me or your Account Executive know.

Many thanks for your partnership.



Bob Levy  
President, CCA Inc.

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## Gauging Organizational Health

The American Institute of Stress indicates that stress-related illness in the workplace costs American business about \$300 billion per year in lost productivity. Taking time to focus on the health of your organization should be a priority. Research indicates that the following areas influence the health of an organization: Employee Engagement, Work/Life Balance, Employee Growth and Development, Health and Safety, and Employee Recognition. In a recently released CCA position paper, Senior Consultant Dorothy Mueller, PhD, provides information on how to measure and improve the health of your organization. [Click here to read more.](#)

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## CCA Offers Programs to Help Improve Organizational Health

As part of our Core Service, our clients have access to a wide variety of [“Wellness Workshops”](#) that can be delivered both in person and via webinar. We have many programs that help individuals with personal issues related to health, which, in turn, can impact the well-being of your organization. As you look to improve the health of your organization, we recommend that you consider the following workshops:

- Balancing Work & Family
- Dealing with Difficult People
- Emotional Intelligence in the Workplace
- Finding Meaning in Your Work
- Health Minds, Healthy Eating
- Maintaining a Healthy Lifestyle
- Stress Management

For more information regarding these workshops or others that may be of interest, please contact your CCA Account Executive at 212.686.6827.

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## People are the Path

At CCA, our people are the path to our success ... and yours. This month, we would like to introduce you to Manendra Bhugra, LMSW, CCA's Manager of Learning & Development.

Manendra manages the development and delivery of CCA's [Wellness Workshops and Learning & Development Programs](#). She collaborates with clients to design customized training interventions and serves as a subject matter expert and consultant to our clients and Account Team on learning and development issues.

Manendra has extensive experience as a trainer and presenter in a variety of settings. She earned her M.A. in forensic psychology from John Jay College of Criminal Justice and her M.A. in Social Work from Columbia University.

