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## News Release

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### **FCCI Offers Teammates Opportunity to Focus on One Thing**

SARASOTA, Fla. – December 16, 2016 – Focus is powerful. At Sarasota-based FCCI Insurance Group, focus is an important part of the teammate learning and development platform.

“One of our hallmarks as a company is health and wellness,” says Lisa Krouse, executive vice president, chief human resources officer and member of the FCCI board of directors. “So when our in-house well-being, performance and development consultant came up with a new idea to help teammates improve their lives and positively impact their work performance, it caught my attention.”

That person is Kristi Hoskinson, responsible for FCCI’s comprehensive wellness program serving the company’s 808 teammates.

And that idea was to use the power of focus, inspired by the best-selling book, *The One Thing* by Gary Keller and Jay Papasan, to change just one thing.

Here’s how Hoskinson, working with the Company’s Wellness Committee, tailored the “One Thing” initiative at FCCI.

“First, we asked interested teammates to review the eight dimensions of wellness: emotional, physical, vocational, environmental, intellectual, social, financial and spiritual,” Hoskinson says. “Then we asked them to select one behavior they would like to improve or change.”

After selecting and writing the behavior, teammates began a personal journey for 30 days, keeping track of daily progress toward their quest.

“It was self-monitored on an honor system using weekly checkpoints,” Hoskinson says.

Results?

Nearly 300 teammates participated in the voluntary personal development program, and more than 200 completed all the weekly check-ins. Successful teammates were recognized with a variety of health-oriented prizes.

At the end of the challenge, teammates were asked how participating benefited them. “The answers were off-the-charts amazing and completely exceeded my expectations,” Hoskinson says.

While comments were optional, nearly 200 participants shared their views. Here’s what some of the teammates said:

- I’m not as tired anymore.
- Sleeping better at night.
- Daily 30-minute workout, more fruits/vegetables – Done.
- A sense of peace, as I reflect on the reading of God's words daily.
- I am drinking more water than the 2 bottles per day that I committed to.
- I feel better.
- Reading before bed helps unwind. No computer or TV.
- First thing in the morning starts my day off with gratitude.
- I feel a sense of pride and happiness in the fact that I've set my mind to doing one thing to improve my health every day and I'm actually doing it. GO ME!
- I smile more often.
- A slight decrease in my blood pressure.
- I look forward to my evening walk.
- A feeling of confidence and starting to see change.

So, will FCCI do this again?

“Absolutely,” says Hoskinson.

“It’s a program any size business can implement at their appropriate scale,” says Krouse, who is quick to point out that with FCCI’s multi-generational workforce this personalized approach is an easy, cost-effective way to help everyone. “It’s basically a zero-cost program with virtually unlimited potential that any business can do to benefit its teammates.”

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