

3 on 13

3 things from EP
to make life
better.

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Emanuelson-Podas produces the **3on13 Newsletter** on the 13th of every month in the hopes of putting in your hands three things that will help make your life better. Entries may include quotes, reminders, jokes, random recipes, book recommendations, advice, or anything else that might make you think, make you smile, or make you a better, happier human being. **Got something worth sharing? Send it to 3on13@epinc.com**



1 | Re-Entry Sucks

“Back to the office” can take a thousand different forms, but in almost every instance it represents a significant change for employees. Transitions are almost always difficult and stressful, but a return to the office — even in a limited fashion — can impact a whole host of schedules and routines, and can certainly add anxiety to what is still an anxious time for many.

In “[Re-Entry Sucks](#),” Patrick Lencioni and co-hosts from [The Table Group](#) tackle the subject. What is the human side of a difficult transition? How will employees react? How will they deal with the loss accompanied by the move? (And yes, there is loss.) How can leaders handle the fact that transitions are emotional as well as intellectual?

Even if you’re not re-entering right now, [these 20 minutes](#) are a great reminder about the difficulty of change.

2 | On Innovation

Last month we introduced the [How I Built This Virtual Summit](#) podcast and shared [leadership tips](#) from Cynt Marshall, Chieh Huang, and Sadie Lincoln. It was a great episode with highlights that included Marshall’s Three L’s of Leadership. (Marshall has also appeared in other HIBT podcasts, including this one where [she discussed resilience and culture change](#).)

The [second Summit podcast](#) is as good as the first. In this episode, [Payal Kadakia](#) (of ClassPass), [Tristan Walker](#) (of Walker & Co.) and [Perry Chen](#) (of Kickstarter) talk about innovation, courage, and soul. Key takeaways include the importance of differentiating between a clever idea and a good idea (Chen), remaining mission obsessed rather than product or service obsessed (Kadakia), and the great value of an elegant tweak (Walker). Hear the whole episode [here](#).



3 | Odds and Ends



- [This looks interesting](#) in a way that only Val Kilmer can deliver.
- [Anatoly Liberman](#), Linguist and Professor of Languages at the University of Minnesota, on the [origin of family words, idioms and phrases](#).
- Yes, we know it’s Friday the 13th. But we covered that back in [this issue](#).
- Our [Midwestern Chill Out Open House](#) is happening on Sept. 23. This year we slide into a chilled-out backyard/tailgate vibe. It’s gonna be great. [You should come](#).



emanuelson-podas
consulting engineers

952.930.0050 | epinc.com