

Where Hendricks County Business Comes First

BUSINESS LEADER

HENDRICKS COUNTY

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MUSIC WITH MEANING

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OPINION

Humor: Five of my favorite things list**By Gus Pearcy**

In 2022, I resolved to never hear “Last Christmas” by the supergroup of the 1980s, Wham. By Dec. 5, I had broken that resolution. So this year, I resolve to never make any more resolutions, especially about Wham.

Instead, I will impart my best-of list for 2022. Most of these “best” things came out years before, but I discovered them in 2022. Why kill yourself trying to find the best in only 12 months? I usually wait for validation or positive reviews before wasting my time on the mediocre. It may have been the best of 2022, but certainly not the best ever or in a long time.

I think you’ll like my list. It’s the best of the best. That’s my first best of 2022. The same list you are reading.

No. 2 is the Apple TV+ series “Ted Lasso.” It’s challenging to get into a thing everybody is talking positively about if you don’t already subscribe to said streaming service. Subscribing is a different decision than what to watch. However, if you subscribe to Apple TV+, watching “Ted Lasso” is the

next logical decision. It’s a great show with more heart than you could imagine. It barely resembles the NBC Premier Soccer League commercials from the early 2000s. These long-form promotional ads featured the character Ted Lasso, but that’s about it.

The second season of Ted Lasso was a little less than the first season, but that’s to prepare for the third and final season. No one seems to know when that is coming out, but I will wait. But not as long as I had to wait for Godfather III.

The comedy novel “A Confederacy of Dunces” is no. 3 on my “best that I found” list for 2022. Written by John Kennedy Toole, the novel was published in 1980, more than a decade after he died by suicide. It is hilarious, and there is no movie version, so you can’t cheat.

No. 4 is a subscription to a product review service called The Wirecutter. I’ve always wanted to be told what to do or what to buy. This helps. Yes, my parents told me what to do, but with The Wirecutter, I don’t have to do it. P.S. The Wire-

cutter is now a part of the New York Times and is a subscription service, but it’s not too expensive. They also get a cut of the purchases you make through their recommendations. None of these bothers me, but they might annoy you.

Finally, I recommend friendship for the fifth and last item on my list. The previous three years have been devastating for interpersonal relationships. I totally recommend making friends a priority. It’s the one thing I have found that makes a difference in life.

Happy 2023!



Gus Pearcy is a contributing columnist to the Hendricks County Business Leader. He may be reached at (317) 403-6485 or gus@contimes.com

Business Leaders: Saying it like it is**By Susan Rozzi**

My favorite Christmas gift this year was a mug that said, “Saying it like it is ... all day long.” I love it for several reasons. First, it came from a person that I work with who knows me well. Second, living out the mantra is what helps me lead, train, and coach effectively. Third, it reminds me of a quote by Shawn Achor, “The Happiness Advantage asks us to be realistic about the present while maximizing our potential for the future.” For me, saying it like it is allows me to be realistic about the present.

So, let me say it like it is. After the fun of the holiday festivities have worn off, it can be challenging to look out my window and see the grey skies of January and February. It doesn’t fuel happiness, joy or motivation for me. Yet, that is exactly what we need as we start the New Year.

Here are a few suggestions on how to intentionally find some happiness, joy and motivation:

- Look forward to something. Think about what you are doing over the weekend. Are you planning a spring break somewhere warm and sunny? Or simply hug your kiddo or pet your fur baby.
- Commit conscious acts of kindness. I recently learned of a study that revealed completing five acts of kindness over the course of a day caused individuals to feel hap-

“The Happiness Advantage asks us to be realistic about the present while maximizing our potential for the future.”

- Shawn Achor

- pier. It even lasted beyond the day they completed them. So, pick one day a week and make it a point to commit five acts of kindness – open a door for someone, give someone a complement, leave a nice note, volunteer, etc.
- Infuse positivity into your surroundings. Post a funny thing in your office, have good music playing while you work, or simply get up every hour to take a 2-minute walk.
 - Meditate or pray. Take 5 minutes a day to watch your breath go in and out and remain patient and hopeful

while you do it. It takes practice but it is a powerful tool.

- Exercise. It releases endorphins and helps eliminate depression. Just do some sort of movement.
- Spend money but not on stuff. Experiences, especially ones with other people, produce positive emotions that are both meaningful and more lasting.
- Exercise a strength. Gallup studies continue to show that using your signature strengths each day in some way leads to being happier, more engaged, and more productive.

Learning to produce positive emotions helps us be happy and thrive. Positive emotions expand the amount of possibilities we process, making us more thoughtful, creative and open to new ideas so that we can truly maximize our potential in this new year. Just saying it like it is.



Susan Rozzi is the president of Rozzi and Associates, a leadership and organizational development company helping good leaders become great. Contact Susan at susan@rozziandassociates.com.

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HENDRICKS COUNTY

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COVER STORY

MUSIC WITH MEANING

By Allyson Charles

Josh Hargis moved from Indianapolis to Avon in 1992 and started seventh at Avon Middle School. Little did he know that he would soon find his passion for music and make a huge impact on so many lives in the community. Mike and Patti Hargis, his parents, decided to move to Avon for more growth and opportunity for their family. Josh had no problems finding great friends at his new school. In 1998 he got a job at the new O'Charley's Restaurant in Avon. There he met his girlfriend, Shawna, who is now his wife.

"It all started when my teacher Mr. Acton let me borrow his two-channel mixer," said Hargis. "My junior and senior year I would do graduation parties on a five-turn deck CD player. Fade one in and fade one out and honestly everything went from there."

In 1999 Hargis graduated from Avon High School and acquired his first professional DJ set up.

"That's when my love and passion for music I think really started and I knew I could make a profession out of it," said Hargis.

Hargis signed his first contract deal with Tommy Boy Entertainment from 1999 to 2007. He would play at colleges all over Indiana. From there went into doing weddings, opened a property management company, and ran a landscaping business through the week.

In 2006, at just 25 years old, he and Shawna started to really involve themselves in the community and started giving back. In 2007 he established himself with St. Jude, Riley, Susan G Coleman, and would also find families to lend a hand when needed.

"We would honestly try and raise money for anyone that needed it," said Hargis. Sometimes we would make anywhere from \$3,000 to \$20,000 a day. There are a lot of people out there in the world that don't know how to help or what to do and bringing people together is the most important."

In 2004 Hargis came up with the name Hipnotik Sounds of Indy. He then started focusing now on DJing weddings, events, and clubs all over Indiana. He and Shawna have continued to grow their businesses as they also grew their family together.

"Shawna is my wingman; she goes with me wherever I go, and I love having her by my side," said Hargis.

The Hargis's have two children Grace 14 and Colin 19. Grace is a freshman at Avon and Colin just finished school to become a firefighter. Giving back seems to just run in



Shawna, Colin, Grace and Josh Hargis. Left to Right.

the family.

In 2014 Josh and Shawna felt like they had been blessed enough to start giving back more. They hosted a few fundraisers and in 2015 Josh worked starting working with House Master.

"With the partnerships it just took off like crazy," said Hargis.

Meeting Trent Paino with House Master and Angie Turley with Fairway they realized how much they had in common. So, they quickly got to work. Hargis, Turley, and Pai-

no aligned all their values, beliefs, and their value for others.

"Using their company name and making a huge impact has a trickle effect to also help the business and it is all for a great cause, you can't get much better than that," Hargis said.

Hargis and Hipnotik sounds were already well on their way and has continued to thrive. Hipnotik was voted a top 10 DJ in the state last year.

But just as Hipnotik was taking off, he

started meeting more people around and in Hendricks County and surrounding counties. Hargis then joined Mibor and the Realtor Foundation.

"Mibor and the Realtor Foundation is a community where a lot of people come together to give back and get to be with like-minded individuals," Hargis says. "So, I felt right at home, and it just felt so seamless."

The circle of real-estate, the board, and community gave him the platform to help places like domestic violence programs, homeless shelters, drug rehabilitation programs, animal shelters and all things in between. Homes for Hero's is something extremely special for Josh Hargis and giving back. Homes for Heroes offers to find housing and helps provide homes for first responders, police, military, teachers, and veterans who serve our country every day. It is a huge part of what Josh does for Fairway and Team Turley. "We are number three in the country, and I am just so proud of that," Hargis says.

"What a lot of people don't know is that the age of homelessness in Hendricks County is age nine and in Marion County it is age seven," said Hargis. "We just try to do our part and help wherever and whenever we can."

This year alone with the efforts of Hargis, Mibor, the Realtor Foundation, partners and friends in the industry they have all raised over \$200,000. Hargis and Fairway still make time once a month to go to Gleaners. There they spend a day doing whatever needs to be done.

"I love getting to give back all the time, and now that I am at a place in my career it's just a blessing," said Hargis. "I have worked so many jobs and it prepares me every day to do all different things."

Just in the last few months Hargis, Hendricks County Mibor, House Master, and Team Turley have wrapped up Clothe a child for Christmas, hosted a request-a-thon for homelessness, blanket drives, a pie giveaway for clients, and wrapped up Christmas assistance for the southside just to name a few.

"In 2023 I am just looking forward to continuing the path that I have been on," said Hargis. "Building more networks, bringing change, and being an advocate and light for those that need us. Not just Hendricks County or surrounding counties and communities, but as far as I can go."

ON THE COVER: (Photo by Allyson Charles)

BUSINESS BRIEFS

Become a volunteer with Indy Free Tax Prep

United Way of Central Indiana is seeking volunteers for Indy Free Tax Prep, a program that provides free tax preparation services to people and families with a household income of \$66,000 or less in 2022. The program will run from late January through the end of April in Boone, Hendricks, Marion and Morgan counties. Volunteers must be 18 or older,

and roles include greeters, reviewers, tax preparers, interpreters and tax coaches. Those interested can sign up by the end of the January at volunteercentralindiana.org/vita. Volunteer tax preparers must complete about 10 hours of online or in-person training to become IRS certified. Training is free, and no prior tax experience is required.

Indiana Chamber names Plainfield chamber president to board

Brad DuBois, president/CEO of Plainfield Chamber of Commerce, is among 31 new members of the Indiana Chamber of Commerce Board of Directors. DuBois also serves on the Hendricks County Community Foundation Governance Committee, Indiana Chamber Executives Association as board chair, the Hendricks County Economic Devel-



DuBois

opment Partnership Board and the Plainfield Community Development Corporation Board. More than 200 individuals from member companies make up the Indiana Chamber board. They are presidents, CEOs and high-level executives from organizations throughout the state. DuBois will serve a one-year term through fall 2023.

Learn 'The Power of Negotiation and Communication' with Purdue Extension

Hendricks County residents can build their land management and leasing knowledge while networking with other women in agriculture at the upcoming workshop series, "The Power of Negotiation and Communication: Land Leasing Strategies for Midwestern Ag Women." This event will be held at the Hendricks County 4-H Fairgrounds Complex, 1900 E. Main St., Danville, from 5:30 to 8:30 p.m. on Jan. 18, Jan. 25, Feb. 1 and Feb. 8. The workshop is a three-state collaboration of extension women in agricul-

ture programs at Kansas State University, Purdue University, and the University of Nebraska-Lincoln. The workshop costs \$50 per person and participants should plan to attend each session. A virtual option is available for those unable to attend a workshop site, although in-person attendance is highly encouraged to better network with other attendees and interact with speakers. Registration is required by Jan. 13. For more information visit puext.in/PowerOfNegotiation.

Workshop instructs women in agriculture

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BIZLEADER

Is group think a thing in your organization?

By Karl Zimmer

I imagine that many of you will answer that question with a resounding, “No, I won’t allow it.” As leaders, we work hard to guard against anything that will weaken our companies. So why am I asking the question if I already know the answer?

We have seen, especially over the past six years or so, that the phenomenon of, “Group Think,” has reared its ugly head in many walks of life. Those of us in business, especially within organizations that have scores or hundreds, even thousands of people, have likely heard that it does exist. Group Think is similar to what happens in gangs, though we surely don’t think of our organizations as gangs, but what’s the difference?

If enough people tell you something, you will begin to believe that thing, whether it is true or not. When those in power speak, others listen and tend to believe what is spoken. That same phenomenon happens in gangs. What any individual might not do when left to his or her own volition can be easily encouraged or persuaded when in a group (or gang), especially when the leader of the gang is steadfast in his or her position. Few will dare to disagree for fear of retaliation. Though the consequences in your organization might not be quite as dramatic (or final) as those suffered in a gang, they may still be sufficient enough

“As leaders, one of our many responsibilities is to create an environment within which people feel safe enough to speak their truth, to disagree with management”

to prevent some people from speaking up.

Have you ever been asked something in a group setting and felt reluctant to give a negative or unpopular answer? I think most of us, if not all of us, have experienced that in our lives, and that is the crux of the matter that prompted

me to ask that question. When do you feel safe to speak your truth? Is it when you are with your closest friends, with your family, with your work friends, with your boss? What are the risks of speaking your truth?

As leaders, one of our many responsibilities is to create an environment within which people feel safe enough to speak their truth, to disagree with management (respectfully) without reprisals. Sometimes your most helpful feedback will come from those who might not be as forthcoming as others. You will only get that valuable information if you encourage safe, free flowing information.

This column is dedicated to sharing experiences, research, and ideas about great leaders, for great leaders. We welcome your comments, questions, and suggestions. What would you like to know more about? What gems would you like to share?



Karl is the author of, “The Boy Who Grew Up to RULE® the World...,” a speaker, Board Certified Hypnotist, and successful CEO. Karl can be contacted at karl@z-success.com. RULE® is a Registered Mark of Karl R. Zimmer III




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2023, a year of yes!

2020 and 2021 were crazy times. We stayed home as much as possible. It became normal to not see people. If you were in real estate or anything real estate adjacent, your work load multiplied exponentially. I spent two years with my nose in my computer selling more mortgages than I ever imagined possible. My identity was centered in work - with a little bit of parenting and marriage on the side. Then 2022 arrived, along with inflation and sharply increasing mortgage interest rates. I suddenly had a lot more time on my hands and the ability to choose how I would spend this abundance of time. I realized I had developed some very bad habits over the past two years. Saying no to anything other than work became entirely too easy. I wasn't doing much "living" in day-to-day life.

As I set my goals for 2023, my biggest one is to say YES more! I'm going to go the extra mile in my business. Make the in-person sales calls that I don't want to make. Fill up a day with appointments that could be a work-from-home day. I am going to connect with people that I haven't seen in years. I am going to make plans with friends to laugh, eat and drink. Find fun events for my kids and actually go to them. Reintroduce date nights into my marriage. I am ready to welcome activity, connection, hard work and happiness into my life.

Are you ready to make 2023 the year of YES? I am personally stoked. And if I fail in area of life, it won't be from lack of effort on my part.

Kim Hockaday



Jill Hunter and Kim Hockaday Jills 2023 goal is to "Engage more with the community." Kims 2023 goal "Continue to leave the house even when you do want to and also do the work when you don't want to."



Jill Cooley and Lindsay Frazier Jills 2023 goal "Make a loving impact on her patients and families of the patients also to make them feel loved." Lindsays 2023 goal "Continue to say yes even to the opportunities that scare me."



Lauren Means and Christa Goebes Laurens 2023 goal is to "Network a lot more." Christa 2023 goal "Grow and invest in the community."



Kelly DiBenedetto and Cathy Adams Kellys 2023 goal "Bring new and more business to Danville." Cathys 2023 goal "Exercise and be better about heart health"



Lori Bauerle and Kayla Faulkner Loris 2023 goal "Get more involved and give back." Kaylas 2023 goal "Having more space on the calendar to spend time with family and friends and learn how to say no sometimes."



You're Invited to the **2023 LEGISLATIVE BREAKFASTS**

DATE(S): Monday, January 30
Monday, February 27
Monday, March 27
Monday, April 17

TIME: Breakfast served at 7:00 AM

PLACE: Hendricks Co. 4-H Fairgrounds
North South Hall

This is your opportunity to hear first-hand what's happening during session at the Indiana State-house! These annual legislative breakfasts are the largest publicly attended events in Indiana during session.

We have invited Representatives Becky Cash, Craig Haggard, Greg Steuerwald, and Jeff Thompson to join us, along with Senators Brian Buchanan, John Crane, and Mike Young.

There will also be time for a Q&A portion.



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Reserve your seat by contacting Janna Bolen at janna.bolen@infarmbureau.com or by phone at (317) 745-4463 by the Thursday prior to the breakfast.

If schools are closed due to weather, breakfasts will also be canceled



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MONEY MATTERS

Politics and Investing part Deux

By Jeff Binkley

I once wrote in these pages to not let your politics control your investing. And I still believe that is very good advice: Don't let politics – control – your investing. But we'd all be fools to not let it – influence – our investing. The trick is to let politics influence us in making – wise - choices. Politics and economics are not like vinegar and olive oil, the more you shake them up into a perceived combined mix, and they will still eventually separate. No, politics and economics are like water and a Kool-Aid package: once you combine them, they will never separate. And so it is with ESG investing.

What is ESG? ESG stands for environmental, social and corporate governance. ESG investing is making, or withholding investment, in a company based on, amongst many things, that company's product, practices, location or impact on the world. Often called "impact investing," ESG attempts to use investing methods to implement large, societal changes. And it's been a part of investing for a very long time. As far back as the 18th century, certain faith denominations were required to preach of the evils of slavery... As well as the evil of companies profiting from the labor of slaves. This included meat and textile producers whose products originated from large plantations. (The History of ESG Investing, Nelly Junesand March 30, 2021). More recent examples of ESG investing bringing about positive change include the banning of "conflict diamonds" to reduce funding of civil wars in diamond producing parts of Southern Africa. One of the most successful recent uses of ESG investing was in influencing the end of apartheid in South Africa and Namibia in the late 1980's and early 1990's. And even more recent examples of ESG investing include the promotion of providing US liquefied natural gas (LNG) to Western Europe to lessen the stranglehold Russia holds on how our European partners heat their homes and power their energy plants. Politics and investing? You betcha.

So where may ESG potentially go wrong? When it puts agenda ahead of fiduciary responsibility.

I'm an old school kind of guy. I believe privately held companies should be able to function the way they want to within the parameters of an acceptably laissez-faire government regulatory system. And those who run privately held companies

should have greater independence in their decision making than publicly held (i.e. stock companies). Publicly held companies should also be relatively free from government intervention in how they run their companies, but they and the members of their board of directors (whom appoint the CEO) should be accountable to the will of their shareholders. And there's the rub for ESG investing.

Blackrock Inc. is the world's largest asset manager with over \$10 Trillion (with a T) in assets under management. It has 70 offices in 30 countries and clients in over 100 countries. And it is the leader in ESG investing. And it manages over \$10 trillion dollars of mostly – other - people's money. Do the ESG decisions Blackrock's Board of Directors, CEO, CIO, investment strategists and fund managers represent the will of the people whose money they manage? Or do their decisions represent the will of their own?

Blackrock is a fiduciary, meaning it is legally required to put its client's interests ahead of all other interests... including and especially, ahead of its BOD, CEO, CIO, internal investment strategists, fund managers and internal activists. At Blackrock, are they trying to seek the best return on their client's dollars, or are they trying to effect societal world changes at the cost of lost return for their clients?

This month marks the advent of the new 118th United States Congress. There are rumblings that ESG investing practices in general, and Blackrock, Inc. in specific, will be brought before a Congressional committee to discuss their practices and how it benefits their clients. I will be interested to see what ESG investing recommendations come out of those hearings. At the very least, you as an investor should be required to be fully informed if those you hire to find return on your investments have your interests top of mind or if instead their priority is to use your money to effect national or world governmental policy changes you may or may not agree with.



Jeff Binkley is the Founder and Managing Director of Binkley Wealth Management Group. He can be reached at Jeff@thebinkleygroup.com or (317) 697-1618.

Leaning into Leadership

Each month, the Business Leader focuses on how Leadership Hendricks County equips professionals with the tools and techniques to lead and strengthen our communities.

2022 LHC Team Capstone Projects: Big Ideas. Impactful Work.

Capstone projects are a key element of each Leadership Hendricks County class. Groups of participants identify a community need, then develop and implement strategies to create sustainable solutions. This is the fifth of five projects advanced by LHC's Class of 2022.



2022 LHC CAPSTONE PROJECT: VOLUNTEER CONNECTIONS

Hendricks County is filled with people eager to volunteer their time for important causes ... as well as organizations desperately in need of help. Given that the 2019 HCCF Needs Assessment reported three in five respondents were willing to help make their community a better place, this Capstone group recognized the

value of helping groups better communicate their needs.

"We believed a well-designed and -marketed website would address this disconnect," explained the group's Danielle Bell. They brought their vision to life at HelpingHendricks.org, where users can find volunteer opportunities suiting their interests, abilities, and schedules. "Organizations can complete a simple

form to gain access to a dashboard allowing them to promote opportunities," Bell added.

Thanks to generous support from Level Two Coworking, JAM Printing and Promotions, and the Hendricks County Economic Development Partnership, the Capstone group was able to make access to the site completely free to both volunteers and organizations.

LEADERSHIP HENDRICKS COUNTY 2022 CAPSTONE PROJECT TEAM



From left: **Danielle Bell**, Plainfield Schools; **Amber Sheffer**, Jam Printing; **Jordan Brouillard**, Town of Plainfield; **Jason Stewart**, Hendricks Power; **Jennifer Aubrey**, Hendricks County Assessor; **Brian Bilger**, Hendricks County Economic Development Partnership

Leadership Hendricks County, Inc. is a 501c(3) not-for-profit organization serving the people and corporate citizens of Hendricks County and west central Indiana by offering top-notch leadership and engagement programs for current and emerging leaders who then apply those skills to strengthen their community. Learn more at www.leadershiphendrickscounty.org.



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THE PERSONAL TOUCH

Keeping bad news from getting even worse

By Scott Flood

The way you share unpleasant news can have a significant impact on your organization. Following these simple steps can keep your bad news from getting significantly worse.

Speak candidly. Too many company leaders try to camouflage bad news with weasel words or clever expressions, but people see right through that stuff. Being straightforward builds trust and pays long-term dividends, even when you're sharing bad news.

Display confidence. Reacting with poise and self-assurance conveys the impression you're in control and are already moving past the bad news. Employees or customers who see your confidence will feel that way, too.

Focus on outside concerns. You know the full story about the bad news, but external audiences want to know about what matters to them, so concentrate on their viewpoint. "The fire was a setback, but we have already leased temporary office space so customers won't see any interruption in the service we provide."

Don't magnify it. Whatever has happened or is about to happen isn't as bad as Pearl Harbor, 9/11, or the end of the world, so don't behave like it is.

Accept the blame. Even if you're really not at fault, demonstrate leadership. If the people in charge are eager to take credit for the good things that happen to their organizations, they should also take credit for the bad ones.

Find good news. Learn from that nugget of Zen wisdom: "Now that my house burned down, I have a better view of the moon." It may not be easy to find positives in your bad news, but if you take a fresh perspective, you're bound to identify some.

Move on. Businesses tend to be so overwhelmed by bad news that they keep repeating it to customers. But people have short memories, and if you stop reminding them about your bad news, they'll shift their focus to other things. Once you've shared the bad news, go back to delivering the kind of messages everyone enjoys.

It may not be easy to find positives in your bad news, but if you take a fresh perspective, you're bound to identify some.



Scott Flood creates effective copy for companies and other organizations. You'll find more articles at sfwriting.com. ©2019 Scott Flood All rights reserved.

Newly Incorporated Businesses

11/22/22 - 12/21/22

GRANTEE: Madiklooks

Description: Cosmetology
GRANTOR: Madison Kohler
Date: 11/30/22

GRANTEE: Digital World Technology Consultant

Description: Educational services
GRANTOR: Oyewole D. Ayorinde
Date: 12/02/22

GRANTEE: Bern Pit

Description: Antiques/vintage
GRANTOR: Matt Bernhardt
Date: 12/05/22

GRANTEE: Painting with Sherri

Description: Travel paint parties
GRANTOR: Sherri Weir
Date: 12/07/22

GRANTEE: Pirouetting Heart

Description: Art studio/sale
GRANTOR: Jennifer Kennedy
Date: 12/08/22

GRANTEE: JE Cox

Description: Concrete-asphalt
GRANTOR: Johnny E. Cox
Date: 12/19/22

EXERCISE SMART

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EMPLOYER HEALTH & WELLNESS

Tips to combat sedentary workdays

By April Johnson, MD, DipACLM

According to the American Heart Association, sedentary jobs in the U.S. have increased by 83% since 1950. The average sedentary worker sits for 15 hours a day (taking into consideration average commute times and typical American TV-watching habits).

Sedentary work is associated with:

- a 20% higher risk of high blood pressure
- a 25% higher risk of diabetes
- and a 41% higher risk of high cholesterol.

Getting the recommended 150 minutes of exercise per week outside of the workday does not completely erase these outcomes. Compared to individuals who are more active during their workdays, sedentary workers who are active outside the office still have low HDL or 'good' cholesterol levels and higher blood sugars 2 hours after eating (a risk factor for diabetes).

If you have a job that keeps you seated for most of your workday, or if you have employees that sit for most of their workday, consider creating some flexibility in how your employees spend their days.

If you have a sedentary job:

- Pick a cue to get out of your chair throughout your day. For example, stand up every time you answer your phone.
- If you have an option, use a restroom that is further from your desk to get a few more steps in your day.
- If you have a sedentary workforce:

- Create flexible workstations: a standing desk or treadmill desk that employees can use for an hour at a time.
- Ensure conference rooms have a high table option for those that would prefer to stand through all or part of a meeting.
- If your workplace includes staircases, make sure that they are accessible for staff that wish to stretch their legs.
- Lead and/or encourage walking meetings as a healthier alternative to sitting around a table.

Decreasing sitting by 1 hour per day can reduce back and neck pain and improve mood. Replacing approximately 2 hours of sedentary time with standing or walking can lower body mass index and cardiac risk factors. The most benefits are seen when prolonged sitting periods are broken up. Current recommendations are to spend at least 5 minutes being active for every 30 minutes of sitting.



April Johnson, MD, DipACLM, is the Medical Director of Wellness and Population Health at Hendricks Regional Health. She is board certified in Lifestyle Medicine, which teaches comprehensive lifestyle changes to help prevent, treat and reverse the progression of many chronic diseases

Planner of Note

11 – Danville Chamber of Commerce (members' meeting): Wednesday, January 11 at 11:00 a.m. at HC 4-H Fairgrounds, 1900 E. Main St. Danville. For more information, call (317) 745-0670

17 – Plainfield Chamber of Commerce (members' meeting) Thursday, January 17, 11:30 a.m. at Richard A. Carlucci Recreation & Aquatic Center. 651 Vestal Rd. Plainfield. For more information, call (317) 839-3800

18 – Brownsburg Chamber of Commerce (members' meeting): Wednesday, January 18, 11:00 a.m. at Westchase Golf Course Pavilion, 4 Holloway Blvd., Brownsburg. For more information call (317) 852-7885

24 – Avon Chamber of Commerce (members' meeting): Tuesday, January 24, 11:00 a.m. at Avon American Legion, 4812 E. Main St., (Old US 36) Avon. For more information, call (317) 272-4333



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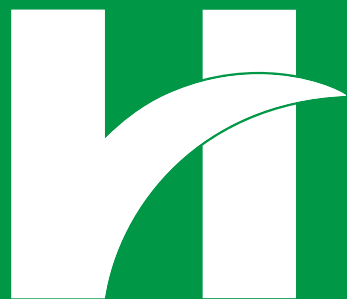
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Dr. April Johnson
*Medical Director of
Wellness & Population Health*



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