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**DATE:** April 1, 2014

**TO:** SLLC Attendees March 28, 2014

**FROM:** Andrea Tristan, Ann McGee-Cooper, and Carol Haddock

**SUBJECT: Celebrating a powerful 14<sup>th</sup> year featuring Bridgeway's vision: A World without Genocide!**

We thank the Dallas County Community College District for hosting our opening session, "A Catalyst for Global Hope & Reconciliation". We were honored to welcome Mike Mulcahy, President and COO of Bridgeway Capital Management and Shannon Sedgwick Davis, CEO of Bridgeway Foundation, a passionate advocate for social justice and International human rights.



Mike opened with a challenge. Recent research indicates on average 30% of Employees are engaged in the workplace, 50% are unengaged and 20% are disengaged. This means 70% are uninspired by their work and just showing up. How can we create meaningful work that captures the best of the human spirit?

He then shared the Vision and Higher Purpose of Bridgeway – **A world without genocide.**

**Partners effecting extraordinary community**

**and world change** and then began sharing their story of amazingly bold ways they are making a difference.

- We give away 50% of our profits and engage every staff member in giving.
- We have chosen a 7 to 1 total compensation cap to build a more equitable work environment.
- We believe and invest in Servant Leadership across the company.
- We value our staff members by maintaining flexible work hours, engaging the family, and building long-term relationships.
- We value and pursue integrity. For example, for years we were reimbursing investors in one of our funds for a period of poor performance. Most industry players would have closed their fund but we felt we owed this to our investors.
- Leveraging this desire to change the approach to business by modeling it for other companies.

Shannon spoke of the courageous strategies to end genocide by investing in radio towers so villages could warn each other of LRA attacks and reported violence being down by 93% over the past two years and abductions down by 67%. These are clearly encouraging signs!

We were all tremendously inspired as we heard this amazing story of extraordinary generosity and higher purpose, not to mention putting one's life on the line in the cause of social justice.



Each member organization received four copies of the new book, *Conscious Capitalism: Liberating the Heroic Spirit of Business*, which will be our inspiring resource for all three sessions this year. The first tenet, Higher Purpose will take the concepts Mike and Shannon introduced even further and help to better understand higher purpose within an organization, on an individual level, and how the two can coexist. We encourage you to take some time to read through Part One and share any insights with your team.

### **Action Plan Suggestions:**

1. Read through *Conscious Capitalism* Part One: The First Tenet, Higher Purpose.
2. Discuss with your team, share any insights, learnings, new ideas, etc.

We want to extend a special thank you to Steve Luce, John Viard, Rhonda Jackson, Tom Lyons, Matt Kosec, Tony Pletcher, Jacqualene Stephens, and Mike Blevins for being part of our 2014 Steering Committee helping us plan a great 2014!

*Nothing much happens without a dream. For something really great to happen there has to be a great dream.*

- Robert K. Greenleaf.