

GETTING TO KNOW YOUR NEW HIRE

Name: Jennifer

Preferred First Name: Jen

Department: Corporate Communications

LinkedIn Profile: Didn't provide

What Are Some Of Your Hobbies:

- Pickleball, meditation, growing my life list with Merlin Bird ID, stargazing, hosting, camping, coffee, and a good book!

What “Little Things” Make Your Work Day Better?

- A fresh journal, GIFS, seasonal coffee mugs, and the occasional walking meeting.

How often would you prefer to have 1:1s with your manager?

- Biweekly

Are there any tools or resources you need to feel comfortable & productive?

- In addition to the latest AI and PR tools, I also work best when I have access to a reader like Reader by Readwise (for power-reading), key print publications, digital newsletters, and subscriptions to social channels by independent journalists. Also great: a channel to communicate quickly with my manager and internal team (Teams, Slack, text, etc.). I also love using native editing tools like Grammarly Pro.

What have past leaders done that you'd like your new leader to do as well?

- **START** by challenging me through thoughtful questions and coaching. **STOP** focusing on obstacles over opportunities. I do my best work in environments grounded in optimism and possibility, where we acknowledge challenges but quickly move toward solutions. **CONTINUE** fostering candid, solution-oriented dialogue. The best leaders I've worked with were open, pragmatic, and willing to workshop ideas together, whether that's a quick brainstorm or a live role play. That kind of collaboration builds trust, speeds up decision-making, and makes the work stronger.

What are one or two of your career goals for the next year and how can we best support those for you?

- In my first year, my focus is on earning trust and building equity within the Allison team, the kind that takes time and consistency to develop. I will deeply understand Allison's culture, clients, and systems so I can identify where I can add the most value and deliver results that matter. Specifically, I'd like to establish my clear niche within the agency (health/tech) and deliver undeniable value to my core client, eMed, building a relationship where they see me as an extension of their leadership team. How you can support: provide candid feedback early and often, it's the fastest way for me to calibrate and earn trust. I also appreciate access to context: leadership priorities, internal goals, and visibility into what success looks like from all perspectives.

How do you like to RECEIVE Feedback?

- in Person
- In the moment
- During 1:1s
- Via Teams,
- Via email
- I have no preference

How do you like to GIVE Feedback?

- I love giving feedback in the moment, because that's how I like it! But I'm aware everyone's different and happy to match my team's preference when delivering feedback., In the moment, During 1:1s

How do you treat yourself when you're celebrating a "win"?

- Nothing says celebration like stone crabs! I hosted friends and family at my place for happy hour + claws when I officially joined Team Allison.

What else would you like us to know about how you work best?

- N/A - just so excited to get started!

Do you have any questions that we can answer for you?

- Org chart, performance review schedule, any upcoming travel that's already planned, and information about how my team and managers work best.