

CONSULT | HR partners monthly update

WELLNESS | UPDATE



A Personal Story About Heart Health

By Michelle D'Ambra Castiglia

My desire to take better care of myself started 17 years ago when I was helping care for my grandmother who had congestive heart failure and onset diabetes. She took her last breath just four days before her 77th birthday, October 26th, 2002. We have a long history of cardiovascular disease and strokes on my mom's side of the family, with no one living past their late 70s. At the time of my grandmother's death, I was in my mid 30s and not taking good care of myself, so I decided to get a physical. My cholesterol was 225, triglycerides were 187, CRP (inflammation marker) was 3.5, and I was 15 pounds overweight. The doctor said that if I didn't start taking care of myself, I would be faced with needing pharmaceuticals in my 40s. Since I had some risk factors, I was able to see my doctor's nutritionist, and have it covered under health insurance. This is what started my interest in nutrition.

I'm a problem solver by nature and love researching things, so I started doing research on diets and detox. I ended up going on what I call a modified Atkins diet (modified, because eating bacon and other saturated fats didn't make sense to me). I cut down on all fruit and complex carbs, eating mostly meat and cooked veggies. I also did a colon cleanse. Within

Heart Health continued on back

LEADERSHIP | UPDATE

The "Secret Sauce" for Working Moms

By Jennifer Martinez

I truly admire women who are successful in balancing work and family. This led me to reflect and think about my own personal experiences and discover the secret sauce on how we do it.

Is it finding ways to adapt?:

- There were many days when I did not have a plan B, so I had to improvise. This happened when my husband and I both had business trips at the same time and our local family were not available. Both of my boys were babies, so I took them with me and fortunately we had an aunt who lived in the city I was going to. She picked my kids up at the airport and away I went to the rental car counter and made it to my meetings over several days.

Or is it about finding the balance between work and home life?:

- Some days work pulled me away from home more than I wanted to and sometimes family pulled me away from work. The best of those memories were taking maternity leave to give birth to my three beautiful children and bond with them. I also stayed home for almost two years with my boys and quickly learned I was not a good stay at home mom. I have the utmost respect for women who choose to stay at home because it is really hard work. I remember looking forward to going to work for a break with adult humans.

I think the "secret sauce" is a very different recipe for each of us working women. For me it was having a loving family who stepped up to help care for our family and fur babies when we needed them most. I can unequivocally say I would not have progressed without their love and support.

Employers play a large role in the life of a working mom. This article serves as a good reminder, as Mary Beth Ferrante of the Maven Clinic writes in her article "Return-to-Work Benefits Are Not One Size Fits All" that "moms reentering the workforce face added [pressure](#) that can compound the anxiety that most already feel about leaving their baby for the first time... Employers looking to differentiate themselves need to look more tactically at the needs of today's evolving, modern families to better shape their benefit offerings." This may include enhancing domestic partner benefits, paid paternity leave and flexible work schedules. If this applies to you, contact us to see how Consult HR Partners can help.

Heart Health continued from front

four months all my numbers were in a healthy range and I lost the extra weight. This was a huge turning point for me because I saw how my choices in life affected my health. Are we genetically predisposed for certain illness and disease? Perhaps, on some degree, but I truly believe we can turn those genes off and break the cycle of our ancestral genes. The thought of being on pharmaceutical drugs and in the hands of western medicine was enough to scare me. I saw what my grandmother went through and all the while I thought how much of this could have been prevented. However, she didn't know better, and many doctors only spend a few hours learning nutrition.

Over the years I would sometimes get off course, but never too far or too off. Eventually, to further increase my knowledge, I took a certification course at the Natural Healing Institute while living in Southern California. There I learned more about how herbs, vitamins, and foods could be healing. Since then, I have continued to study as well as learn how to use hair mineral analysis and nutritional balancing to balance the body chemistry.

So much of who we are and what we experience, in way of illness, is from a multitude of things. Research and studies have proven that certain diets, environmental toxins, personality, lifestyle, weight and activity all can either increase or decrease our chances of certain health disorders like cardiovascular disease. In my blog post [Heart Health](#), I go a bit into each of these things.

Change does not happen overnight. It takes a strong WHY and persistence. My why is having quality of life until it's time for me to leave this world. My grandmother felt powerless as she lost her quality of life. I could see this in her face and how sad she was that she couldn't move around on her own needing constant care. Watching her in those last moments keeps me going. I believe her spirit guides me daily in a healthier life for myself and others.

In good health,
Michelle D'Ambra Castiglia
<https://www.michelledambra.com>

FEBRUARY | UPDATE

HEART HEALTH MONTH

February was Heart Health Month. Did you know that nearly 80% of cardiac events can be prevented? Yet, cardiovascular diseases continue to be a woman's greatest health threat. Cardiovascular disease is the number 1 killer of women, causing 1 in 3 deaths each year. Consult HR Partners takes heart health seriously, and that is why we proudly sponsored the American Heart Association's Go Red for Women event on February 22, 2019.

Jennifer Martinez, CHRP CEO, was co-chair for the Go Red for Women luncheon, which was attended by 423 people and raised \$338,000 to support women's heart health. We'd also like to thank Michelle D'Ambra for her article in this newsletter, because it's important that we all know how we can take charge of our own heart health



American Heart Association.



CELEBRATING OUR ONE-YEAR ANNIVERSARY

February also marked the one-year anniversary of Consult HR Partners. We celebrated with a ribbon cutting event at the Metro Chamber of Commerce. We are truly honored and humbled by the success we've experienced in our first year, and want to thank you for your feedback on this newsletter as we strive to continue to provide you with the highest levels of service. The winners of the gift cards are: Michelle Hume and Kelly Neil. We will be contacting you!

For more information on how Consult HR Partners can provide operational HR support or strategic outsourcing solutions to grow or sustain your business, please call 702-358-3603 or email: info@consulthrpartners.com.

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