

FOOD FOR THOUGHT

Connie Podesta Is Seriously Amusing

In February, the Discovery Team's Food for Thought program had independent squares eyeing gregarious circles, and frighteningly organized triangles wondering where the heck squiggles were going with their constant rush of ideas. Thanks to speaker Connie Podesta, employee participants now see themselves – and their colleagues – as geometric shapes. Her book "Life Would Be Easy If It Weren't for Other People" talks about how to deal with difficult people who "drive you out of your ever-loving minds." The first step, says the comedienne, consultant, educator, writer, and therapist, "is to get to know yourself."



development or training is ever going to make you a better professional."

As a company therapist for six years, Podesta observed that no matter what changes employees were going through at work, problems at home loomed larger. Whether employees pursued therapy or were sent, their conversations with

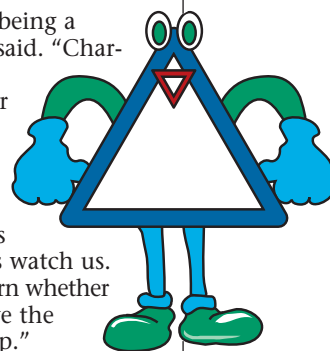
Podesta quickly shifted from work to home life. "It's about feeling loved, safe, and supported," the therapist said, adding that a happy home life is the best predictor of business success.

Joy Reflects Health and Character

Joy, in fact, is one way Podesta gauges an organization's health and level of functioning. "If I go into your department and see eight hours of no fun, no laughter, and no kidding, that tells me something," she said. "You don't like each other. You don't trust each other, and you certainly don't respect each other."

Podesta warns employees against "wallowing in the contentment" of a company taking care of them for the rest of their lives. Constant change is the only guarantee in today's fast-changing global environment. And leadership is everyone's responsibility. People *choose* their place of employment because they respect and trust the company, its employees, and its products or services. "When your job is secure, the money is coming in, and you're fairly healthy,

don't take credit for being a decent person," she said. "Character is how you act when you're angry or scared, when you're afraid and feel disappointed or betrayed. That's when our children watch us. That's when our co-workers watch us. That's how people learn whether or not you and I have the qualities of leadership."



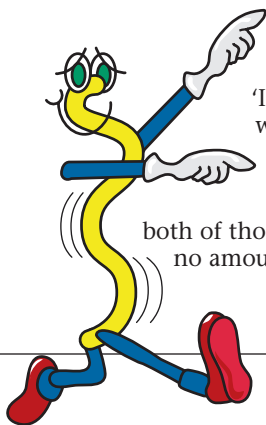
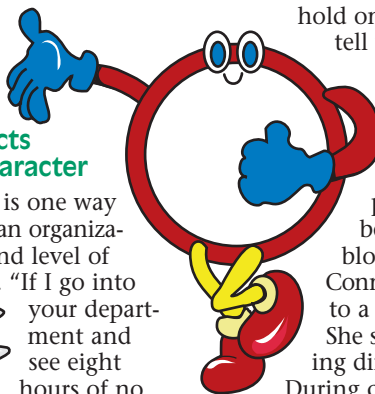
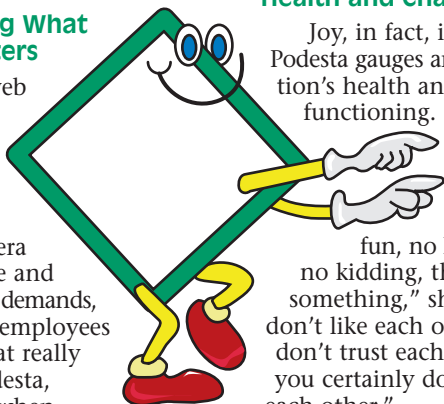
Attitude Is a Matter of Choice

Emphasizing her point about priorities, Podesta asked her audience to open their right hand and imagine placing their grievances inside. "Now close your hand and hold onto them while I tell you my last story," she said. On her way to teach high school years ago, Podesta discovered that her parking space had been moved two blocks away from her Connecticut office, next to a dusty soccer field. She started her day feeling dirty and frustrated.

During class, Podesta discovered that the administration assigned an extra student in her class. Later, she learned that three minutes had been shaved off her 30-minute lunch break. When her husband called, Podesta grumbled about having a bad day. "Today hasn't been very good for me either," he responded. Apparently, a routine physical examination revealed a lump that turned out to be malignant. The first surgery caused his tumor to spread, and the second left Podesta's family in a frightening limbo. The next time Podesta drove to class, she parked by the same soccer field and noticed not the dust, but a blanket of yellow, blue, and purple wildflowers. The extra child in her class ended up babysitting for Podesta's children

Remembering What Really Matters

Podesta spun a web of stories that bore the zigzagging stamp of a squiggle, to deliver a meaningful message. In this era of endless change and daunting business demands, it is essential for employees to remember what really matters. Says Podesta, "Every morning when you get up and go to work, ask yourself, 'Is this really what I want to do?' And every night when you leave work for home, ask yourself, 'Is that really where I want to sleep?' Until you can answer yes to both of those questions, no amount of career



See *Seriously Amusing* on page 16



# In the Spotlight

January 2000

## New Assignments

Congratulations to the following people on their new assignments:

### Accounting Services

Thomas Hewitt, Project Manager, New York Office (NYO)

Shawna Killikelly, Accounting Associate, NYO

Illiann Martinez, Administrative Assistant, NYO

### Corporate Information Technology

Karen Dunkley, IT Training Adviser, Sandwich

Rowena Green, IT Training Adviser, Sandwich

Lori Lesko, Assistant Project Analyst, Groton

### Internal Audit

Tia Anderson, Control Analyst, NYO

Best wishes to the following people who have transferred to different divisions:

**From Corporate Information Technology to the Pfizer Pharmaceuticals Group**, Cristin Quinn-Moore as IT Marketing Business Manager in Sandwich and Kin-Wei Soh as Financial Systems Manager in Singapore.

**From Controllers to Treasurers**, Mangala Srirangam as Control Account Supervisor in NYO.

**From Global Finance Systems Support to Treasurers**, Claude Christiano as Assistant Treasurer in NYO.

Beginning with 2000, the Communications Team has reinstated this popular Spotlight section. Because of a tight production schedule, only January's new assignments and transfers are listed. Subsequent issues will announce quarterly changes.

## The Financial Exchange

Your ideas and comments are always welcome.

Please share your thoughts and success stories with the Communications Team by calling the liaison in your division (see Behind the Scenes) or by e-mailing liaisons through the Corporate Finance Website at [corporatefinance.pfizer.com](http://corporatefinance.pfizer.com).

Those without a communications liaison should forward their story ideas to Holly Paquette-Capuano at Corporate Services.

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*Seriously Amusing, continued from page 7*

while she visited her husband at Sloan-Kettering, and the three minutes lost for lunch were a trifle next to the years her husband could lose to cancer. As it turned out, Podesta's husband recovered from his second operation and has remained cancer free. In conclusion, Podesta asked her audience to look at the grievances they held in their hands, and to consider how insignificant they really were.

"I'm not underestimating the challenges of today," she said.

"There are fewer guarantees than ever in all industries. Customers are more demanding and colleagues are struggling in their personal lives. What matters is that you do your best every day, wherever you are, so you know that if for any reason you are left alone you have a core that allows you to go on. You go to work because you believe in what you do, and you come home because that is where you want to be. Otherwise, nothing in the world will make you happy."

