

The GROW committee is excited to present the 2nd edition of the GROW Newsletter. In this edition, we highlight Marybeth Gray and her outstanding contributions to Trion and the Health Care industry. Additionally, we provide a sneak peek at the new mentoring program and the social networking events scheduled for the upcoming months. We have an overview of our second Speaker Series event and a hint about the next speaker in the “Tales of Trion” series. As we continue to carry out the GROW mission here at MMA Trion, we invite and encourage you to join us at the many events that GROW sponsors throughout the year. If you have questions or would like to join a GROW subcommittee, please feel free to reach out to a GROW member in your office or contact us at [GROW@trion-mma.com](mailto:GROW@trion-mma.com).

This newsletter is a product of the GROW Communications Committee: Lindsay Compaan, Jaymi Crowding, Tanya Debrick, Tamika Holmes, Anna Li, Lauren Perry, Aaron Roshong, Carol Schilling, Catherine von Hoyer, Terri Woodard, and Melissa Young.



## GROW Speaker Series Committee

Missy Young

The GROW Speaker Series Committee hosted their second event on May 17, 2017 with a lunchtime gathering in Trion’s King of Prussia office. Curiosities were piqued, as this time the speaker was not a guest but rather one of our own – Theresa Stenger.

Theresa, Client Leader of the Strategic Initiatives Division, spoke to a full house about her experiences, both personal and professional. She shared stories about growing up in her family with observations of the strong male and female role models she has been fortunate to have in her life. These individuals helped Theresa become the leader that she is today. Throughout her career, she met people who encouraged and inspired her but also a few whose words or actions disappointed her. These experiences, both good and bad, helped her realize the type of organization she wants to be a part of.

Theresa also shared some personal struggles and explained how she was able to manage those while still delivering at work, giving much credit to members of her Trion teams who lent support.

Theresa’s message included several themes that resonated with many in attendance:

- Do your job, pave your own way.
- Know your worth, learn how to effectively communicate when feeling undervalued.
- Be respectful and aware of how your words and actions impact those around you.
- No woman/man is an island - sometimes the support of your colleagues can mean all the difference.

With the success of this event, the Speaker Series Committee is encouraged to continue their “Tales of Trion” series, highlighting and sharing employee stories and experiences.

Here’s a sneak peek at our next speaker: she has worked in the employee benefits field for more than 20 years and at Trion for 12 years. She sits on the Executive Committee board and is responsible for communicating business requirements for development initiatives to clients and internal departments. Most recently, she was tasked with leading a team to support the ACA reporting project at Trion and has increased the size of the team in the effort to help our internal and external clients manage the ever-changing reporting and measurement changes. We look forward to the next Speaker Series event to hear how this speaker has moved up within the organization and contribute to the success of Trion.

The Committee hopes to have two more sessions within the “Tales of Trion” series this year. Information about these sessions will be shared once details are finalized. Plans for future events may include opportunities to nominate potential speakers.

*If you know someone with an inspirational story, please reach out to a GROW Speaker Series Committee member: co-chairs Lisa Suarez and Liz Mattox, Kalpana Umarvadia, Olivia DeBottis, Gina Gabriele, Sharon McCrae, Jillian Turner, Amy Messer and Karin Dunham.*



**Watch Theresa’s  
Presentation on  
Trion Connect**

# The Value of Passion

Jaymi Crowding and Anna Li

"If you love what you do, you will pop out of bed like toast coming out of a toaster." These words from one of Trion's founders, David Oberkircher, have stuck with Marybeth (MB) Gray throughout her 16 years as a Senior Consultant and Producer with Trion. MB strongly believes that if you do what you love, you will be good at it, and this philosophy definitely holds true for her.

## THE ROAD TO SUCCESS

Despite her passion for sales, MB didn't always want to work in that market. While attending Pennsylvania State University, she majored in Health Policy and Administration with aspirations of becoming a hospital administrator. As part of this major, MB took an internship with the head administrator at the Hospital of the University of Pennsylvania assisting with the accreditation of aeromedical unit. Part of her job was gathering all of the information the hospital needed for approval of the use of helicopters by the Pennsylvania Trauma Systems Foundation. During the internship, MB changed her mind about hospital administration when a patient with multiple stab wounds was brought in through the Trauma Center. "That's when I realized that I didn't want to work in a hospital," she said.

After graduation, MB began her career at U.S. Healthcare, the largest HMO on the East Coast at that time. Her first job was handing out apples, a symbol of good health, in gift boxes on the streets of Center City Philadelphia. Rising quickly through the ranks, MB, at 24, became the youngest manager at U.S. Healthcare, overseeing sales for all of Center City Philadelphia.

Five years later, when U.S. Healthcare was acquired by Aetna, MB found she no longer wanted to manage people, she just wanted to sell. Selling is what she enjoyed, what she was passionate about. MB joined Aetna's national accounts team, running the largest cases that Aetna had in Philadelphia as a National Account Manager. In this role, MB was responsible for everything from renewals for each client, determining plan design and customer service level agreements to ensuring that Aetna Customer Service meet standards for the clients. She also served as part of the Aetna President's Round Table, an advisory group for the company's president.

Wanting a new challenge, MB decided to depart from the company after 13 years of employment. MB was one of the top national account managers in the company, but when a VP of Sales position opened up, "I wasn't even given the opportunity to interview for the job," she shared. "So I decided it was time for a change and a new challenge."



After leaving Aetna, MB joined Aon Consulting as the VP of Health and Welfare Consulting. About a year into this role, she left the company because she had a difficult time determining her client's return on investment. MB wanted to help clients save money, but she felt the company's structure didn't allow her to do that.

From there, MB joined Trion as a Senior Consultant and Producer where she has been for 16 years. "We have an amazing team and save our clients tons of money: that's why I love what I do." Recently, MB and the TrionRx Coalition account team helped the Palm Beach County School District, the 4th largest school district in

the country, save \$36M by renegotiating their pharmacy benefits. "This was all a team effort," shared MB. "Success at Trion is built by our teams, not by individuals...The savings will help the school district, students, and tax payers enormously... especially with the government cutting funding for schools." She recognizes how amazing the Trion team is and that she couldn't be successful individually. What makes Trion successful is surrounding our clients with a five-person team approach. This unique business initiative has helped MB

grow the business and save her clients money. Saving clients money is what makes her happy and why she loves doing what she does.

## ACCOMPLISHMENTS

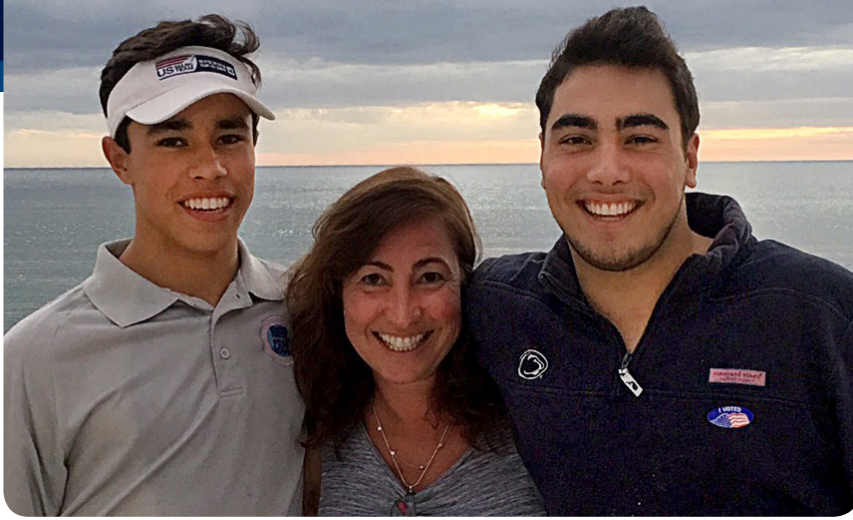
Recognized as an industry expert, MB does several speaking sessions at various benefit conferences throughout the year and teaches continuing education classes. She remains heavily involved with Penn State as an alumni professional development resource. Every year, she teaches a class for the Health Policy and Administration Program discussing her role and what is going on in the industry. MB also volunteers and serves as a resource for Penn State seniors who are figuring out their post-graduation plans.

She is ranked among MMA's top five producers and was recently named one of Employee Benefit Adviser's 2017 Most Influential Women in Benefit Advising for "saving clients millions while raking in new business." When asked about this achievement, MB recognized her colleagues in the article as well, "It was a nice pat on the back. I am very happy that PK Kriha of MMA also won. She's phenomenal at what she does."

Her biggest business success is her long-term client relationships, two of which (GlaxoSmithKline and IKON/Ricoh) have been with her for more than (generally more appropriate when dealing with numbers I think) 30 years. "Building trust and having clients know you will deliver on promises is what has made me successful," MB shares. "The clients love our teams and the professional thought leadership we bring."

Despite her workplace achievements, Gray considers her two sons





her greatest success. “They’re happy, healthy, good boys.” MB’s oldest son Nicholas is following in his mother’s footsteps by currently studying Health Policy and Administration at Penn State, while younger son Louis is a senior at Malvern Prep High School with hopes to join the U.S. Naval Academy after graduation in 2018.

### THE FORTHCOMING AND GUIDANCE

MB plans to continue working for another 15 years. She sees herself retiring and reading a lot of books on the beach. Until then, she is going to keep doing what she’s doing—selling.

She strongly believes in being your own advocate and wants to help educate women on how to achieve this goal. “Speak up for yourself,” MB said. “If you know something is not right, say something. By staying professional and saying it in the right way and in the right setting, your feedback will be well received.” The opportunity to create change is why she loves Trion. She explains, “Here, if you have something that bothers you, you can talk about it. We have a special and unique organization.”

**‘Speak up for yourself, If you know something is not right, say something.’**

**- Marybeth Gray**

MB wants to focus more on professional development for women in the workplace, not just here at Trion, but globally. Penn State’s Health Policy and Administration Program offers career development for women, an effort in which she is looking to become more involved. MB mentions she will have free time to devote to her passions once she becomes an empty nester next year while both sons are off to college. Working with kids is a primary interest of hers, especially helping educate girls about the endless possibilities that are available to them.

MB understands the challenge female professionals face with work/life balance. She says, “It’s hard for women because family comes first.” She encourages moms to find a job that is flexible when their kids are little. MB goes on, “As kids get older, you can take your career in different directions.” This is exactly what she has done. She looks at a career in stages and suggests working those stages around your family.

“It’s hard for women to raise families and have a full-time job, but women can do it with the right job and the right company,” MB acknowledges. “You just have to figure out a way to make it work for you and your children. I believe children benefit from having mothers who are professional and a role model for hard work.” After 16 years, it’s clear that MB has figured out what works for her and Trion’s clients.



### MENTORING COMMITTEE UPDATE

## GROW Mentoring Committee

Aaron Roshong

The GROW Mentoring Committee has launched the initial pilot of its much-anticipated program! The committee had a successful launch this spring with the roll-out of the GROW Mentoring pilot program. The first engagement was a resounding success and created 12 pairs of mentors and mentees who will meet on a regular basis over the next six months.



**Theresa Hendrickson**

Throughout the program, the pairs will be keeping journals of their experiences and are asked to share their feedback with committee members in order to evaluate the successes and improvement opportunities of the program. Committee Co-chairs Terry Hendrickson and Amanda Mayo meet with the pairs each month to evaluate their progress and gather feedback on their relationships. As this program is intended to help mentees develop meaningful relationships that will help them “become architects of their own future”, if a pairing is unsuccessful, the co-chairs can reassign the mentee to a new mentor.



**Amanda Mayo**

The feedback from those involved has been fantastic!

The pairing offers mentees the opportunity to aspire to develop in their role, become more familiar with other departments, or develop new career paths. The ultimate goal of the GROW Mentoring program is for the pairs to continue their relationship after the program concludes.

On December 14, the committee will host a luncheon for the mentor-mentee pairs to discuss their experience, provide feedback on what they learned over the six-month program, and offer insight as to how to improve the GROW Mentoring program.

The GROW Committee chairs will incorporate this feedback in revising the program for 2018, when a full roll-out is expected at the end of the first quarter. While the pilot program was limited to just a few participants, with the 2018 program, everyone is eligible to become a mentor or mentee!

Be on the lookout for more news and updates regarding GROW’s most anticipated program!

*If you are interested in finding out more about the mentoring program, please contact co-chairs Theresa Hendrickson or Amanda Mayo.*



## Inspiration in 15 Minutes or Less

Anna Li

During the initial planning meeting for Trion GROW, Co-Chairs Donna McQuillen and Jill Murray shared a TED Talk with the team for inspiration as they worked to develop a meaningful mission statement and vision for Trion GROW.



In this TED talk, Facebook COO Sheryl Sandberg questioned “Why We Have Too Few Women Leaders” and offers three powerful pieces of advice to women aiming for the C-suite: 1. Sit at the table, 2. Make your partner a real partner, and 3. Don’t leave before you leave. “Believe in yourself and negotiate for yourself. Own your own success,” Sheryl shared.

TED (Technology, Entertainment, and Design) is a nonprofit organization devoted to spreading ideas, usually in the form of short, powerful talks called TED Talks. For the last 10+ years, experts share their ideas about education, business, science, technology, and creativity in the form of a TED or TEDx Talk.



In 2016, Trion’s own **Jill Murray, Communications Practice Leader**, gave a TEDx Talk about “*The Unstoppable Power of Letting Go*” at the TEDxWilmingtonWomen conference. “Letting go can make you unstoppable,” she declared. Jill recounted her story of love, loss, and new life and shared how she let go of a relationship and reclaimed herself. From navigating the challenges of an uncommitted boyfriend to learning how to push past the fear that kept her stuck, Jill shared the five critical ways she let go to find the life and love she always wanted.



Another inspirational TED Talk is Maysoon Zayid’s “*I Got 99 Problems... Palsy is Just One*” where she shares her experience growing up and living with cerebral palsy as she becomes an actress, stand-up comic, philanthropist, and advocate for the disabled.

These powerful talks and many others are available on [www.ted.com](http://www.ted.com). In future editions of our GROW newsletter, we will continue to highlight outstanding TED Talks that capture our GROW mission to “create an environment that celebrates and promotes women by helping them be architects of their own future”.



## GROW Networking Committee

Missy Young

All work and no play makes... well, you know the rest. And nobody wants that, especially the GROW Networking Committee. The Committee’s goal is to find engaging ways for our colleagues to gather and learn about one another as well as about the different departments and functions within Trion. Some events are aimed at helping new employees get acclimated with each other; other events enable even long-time employees to meet someone new. No matter your tenure, getting together in different settings is a great way to encourage the exchange of ideas, foster collaboration, and have a little fun!

Upcoming events include Phillies games hosted in Trion’s suite at Citizens Bank Park, a golf clinic at Merion Golf Club, and an opportunity for you and a team to “Escape the Room”. More details will be shared about these events.

If you have an idea for an activity, workshop, or other type of group-oriented event, please contact a member of the GROW Networking Committee: Ivan Torres, Susan Casazza, Karen D’Anjolell, Jaymi Crowding, Alyssa Warsh, Caitlin Sedgwick and Connie Alessi.

The Committee is always open to new members as well!

