



The Power of Grateful Leadership

By: Lynn Erickson, COTA, LNHA; Chief Operating Officer

As we prepare for Thanksgiving, I pause to give thanks for the many blessings that surround us all. I am thankful for our incredible teams, partners, and the patients we serve, who are the heart and core of what we do. We are blessed to be able to serve them. We all have and continue to face a huge amount of adversity. However, through this unprecedented time, we have witnessed great resilience and dedication to help those in our care achieve their goals.

I am surrounded by grateful leaders. The principles of Grateful Leadership tap into the power of acknowledgment to engage others and to help achieve superior results. This value-driven approach has helped ATS build stronger professional relationships with our patients, partners and team members while building a culture of gratitude.

Judith W. Umlas, author and leadership training consultant, suggests simple yet effective ways for leaders to build a culture of gratitude, by fostering the following:

- **Courage** to make important decisions
- **Trust** in the organization and fellow employees
- **Willingness** to take initiative
- **Motivation** to strive for continuous improvement

Thank you for making a difference each day. On behalf of our entire team, I wish you continued health and happiness throughout the holiday season.

Employee Highlights: An Attitude for Gratitude

Recently, we surveyed ATS team members to ask what they are most grateful for in 2020.

It should be no surprise that most expressed thankfulness for their health, family and friends. This year, those sentiments have never been more true.

The unexpected bonus was how many expressed gratitude for their co-workers, patients and partners, along with a career that is filled with helping others achieve their therapy goals.

Below are a few highlights:

"I am most thankful for having a career that has allowed me to continue to work during these challenging times as well as continue to care for my patients."

"I'm most thankful for having a work environment that cultivates ethical, compassionate and professional healthcare workers, and allows us to do our jobs in the best interest of our patients."

"I'm most thankful for having a blessed life to share with family, friends, colleagues, and patients. This positivity helps me work with my patients and encourage them to achieve their best rehab potential to prepare them for their next site of care."

"I am thankful that I work with great people to bring the best care to our patients. I love watching patients achieve their goals..."



ATS + Therapy Professionals Need Your Support

Therapy services are facing a **9% cut** from Medicare payments beginning **January 1, 2021**, under the federal government's [Physician Fee Schedule Rule](#). This payment cut will negatively impact providers, ATS and the patients we serve.

On October 30, U.S. Representatives Ami Bera, M.D. (D-CA) and Larry Bucshon, M.D. (R-IN), [introduced bipartisan legislation](#) to stop Physician Pay Cuts under Medicare.

WE NEED YOUR VOICE!

Please [send a message](#) to your lawmakers asking them to oppose these potential cuts. It will take less than five minutes to advocate your support.

- **Request passing legislation that waives budget neutrality for at least 2 years**, delaying the reduction in reimbursement until a better option is found.
- **Share** with your colleagues so we can bring more attention to the potentially damaging effects of this cut.
- **Click below** to access a pre-written letter to Congress where you can add your own message or simply send as-is.

[SEND YOUR MESSAGE NOW!](#)

[#FightTheCut](#)

Resources:

- [CY 2021 Revisions to Payment Policies Under the Physician Fee Schedule and Other Changes to Part B Medicare Policies \(proposed rule\)](#)
- [CMS Fact Sheet](#)

Partner Highlight: Accelerated Care Plus

Thank you to our partner, [Accelerated Care Plus](#), for providing advanced rehabilitation technologies that support the ATS team to achieve superior results for the patients we serve.



"ATS invests in their therapists and embraces the integration of state-of-the-art technology and evidence-based programming to deliver an unparalleled patient experience. True to their mission, I've witnessed countless examples of therapists putting their patients first and thinking outside of the box to drive outcomes."

~Anthony Gianpetro, PT, DPT, MTC



Advanced Therapy Solutions exists to inspire, encourage, and motivate patients to excellence in therapy. Every patient is unique to us. Therefore, each one is treated with care, support, and dignity as they strive to achieve their daily therapy goals. We pride ourselves on treating others as they want to be treated, for this is our ultimate measure of the quality of care in every respect.

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