

# La Jolie Salon: New Jersey's Most Psychologically Healthy Workplace

# Jolie

MAKING ALL PEOPLE  
LOOK AND FEEL BEAUTIFUL



Fall of 2009 Salon Sasha Inc. dba. La Jolie Salon was awarded the most Psychologically Healthy Workplace in the state of New Jersey. The Psychologically Healthy Workplace Awards (PHWA) acknowledges businesses and organizations that have demonstrated an interest and a priority in fostering a psychologically healthy work environment. La Jolie Salon has successfully risen above previous winners like: Johnson and Johnson, PSE&G, and Horizon Blue Cross Blue Shield as the 2009 statewide winner, and is now in the running for the nationwide award.



**Psychologically Healthy  
Workplace Awards**

The PHWA award honors companies and organizations that demonstrate a commitment to their employees, not only in the areas of individual mental and physical health, but also provides opportunities for employee communication and involvement, employee and family support services, opportunities for employee growth, development, and advancement, and health and safety. La Jolie Salon has set the new standard for all businesses large and small for its programs, policies, and procedures that promote the excellent health and well-being for all of its 50+ employees.

La Jolie Salon has instituted all the paradigms of a healthy workplace and built a culture essential for improving morale and maximizing employee retention while enhancing the company image. La Jolie puts people before business. They do not offer jobs to their employees--they offer careers. Today its just not enough to offer a classic full benefits package. Today a company has to recognize the importance of a career path, goal setting and achieving, and personal growth and development. That is why La Jolie is an education based company that gives every employee the opportunity to work through a level system and receive promotions within every level. This company's career path helps reveal what every individual team member is capable of.

La Jolie's unique culture makes it a very enjoyable place to work. Just like its sister company, THE LAB: A Paul Mitchell Partner School, the La Jolie Salon staff start every morning with an energizing pow-wow to celebrate victories from the previous day, discuss daily focuses and opportunities, and finish off with a morning energizer--anything from salsa dancing, sharing hugs or giving each other a stress relieving shoulder massage. This effective daily ritual not only starts everyone off of the same page and enhances organizational performance but also breaks the ice and allows our staff to have fun together. It's a perfect beginning to every workday.

Another important aspect in the La Jolie business model is being green and socially responsible. This not only makes the company look good, it allows the employees to feel good about where they work, and best of all it changes the world and the lives around them for the better. La Jolie donates to almost every charity that asks, the team regularly holds fundraisers for various organizations, they recycle bottle caps, paper, plastic, and they even pay to ship out hair clippings to be made into hair mats that soak up oil spills around the world! La Jolie Salon also stands by two companies that are pioneers for giving back and being green: John Paul Mitchell Systems and Aveda. Knowing that their salon does so much to improve the environment, help the community and partners with companies that feel the same way about giving back makes employees feel great about where they work.

Another unique program that the La Jolie offers is called the day-maker fund. Which is money that is set aside for a special moment or time of need when they just want to make someone's day. Although this is frequently used for the salon guests, this is also a benefit to the employees as well. Last winter a member of the La Jolie staff came home to the remains of her burnt-down house. With the day-maker fund and a little extra support from her co-workers this small business was able raise hundreds of dollars to help the employee buy new clothes, toys and necessities for her and her young child. This idea of being a day-maker is something that is taken very seriously by the La Jolie Team. You can even find it on their business cards!

This philosophy of making people's day is part of the 'be nice' ideology that everyone in the Salon Sasha Inc. lives by. Every employee takes pride in being eternal life students and are constantly continuing education, learning how to live greener, and give back. It's no surprise that every employee of Salon Sasha Inc. is recommended to read "Be Nice or Else"--a book that can be found in many of their employees bookshelves and in the the salon library. La Jolie Salon breathes this be nice attitude and it has become part of their 'people come first' culture, which remains true to the mission, Making ALL People LOOK and FEEL Beautiful. When people come first it's no wonder why La Jolie has successfully cultivated such an enjoyable healthy work environment for it's employees. For more information on La Jolie Salon and its 'be nice' philosophy visit their website [lajoliesalon.com](http://lajoliesalon.com) or contact them directly [campbell@lajoliesalon.com](mailto:campbell@lajoliesalon.com).

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