

The Art of the Turnaround: Rescue, Recovery, and Re-Birth – Reimagining a Company

"Your job is not to get everybody else to see things the same way you do, but having an awareness of it will help you serve."

On Leadership:

- Staples of leadership: Nurture, Protect, Challenge
- Surround yourself with good people who are passionate about the work.
- Stay Pliable: Open yourself to creative ideas and listen to your team.
- Embrace your Humanity: Don't forget that the people you are working with are only human – and so are you!
- Consider the lens through which you experience the world.
- Lean into your training! You are amassing life experiences and information for the future.
- Be an Anthropologist: Immerse yourself in the community and observe for yourself – What's working? What isn't working? Why?
 - Open Doors of Representation: Create multiple ways into the work.
 - Build and support relationships and communities
- Network to discover what's going on around you.
- Reimagining the Possibilities: Don't be afraid to reflect back to your roots to create a framework for the future.
- Be purposeful in managing your time: Family, work, recharge.
- It's great to dream but also, have a strategy.
 - Consider embracing the idea of *excellence over time*.

On Re-invigorating a Company:

- Be Aware of your Impact: Know that stepping into an organization in a new leadership role is a fragile time of transition.
 - Your presence as a new leader has impact, and you must have a level of self-awareness.
- Ask Yourself: What does the company need right now? What do the people need from you right now?
- Know when to step in, and know when to step back.
- Identify who has your back, and allow yourself to trust and rely on them.
- Trust your intuition.
- Do the coffee run.

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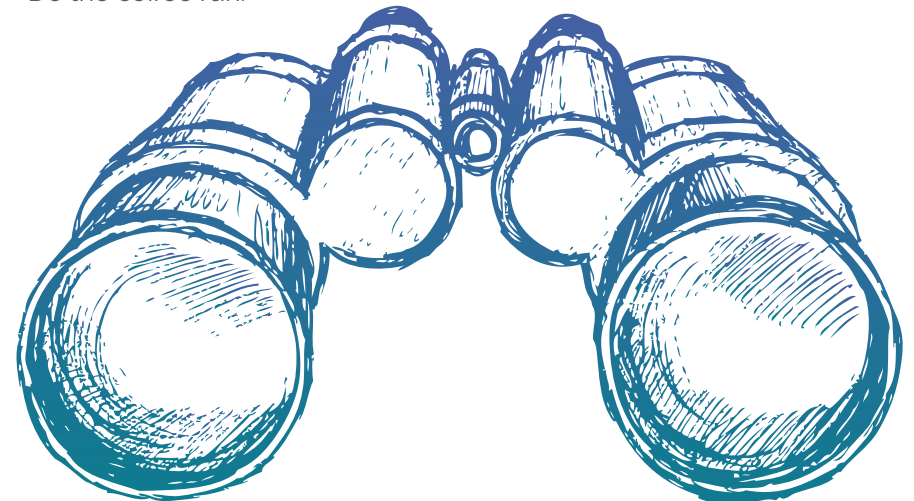
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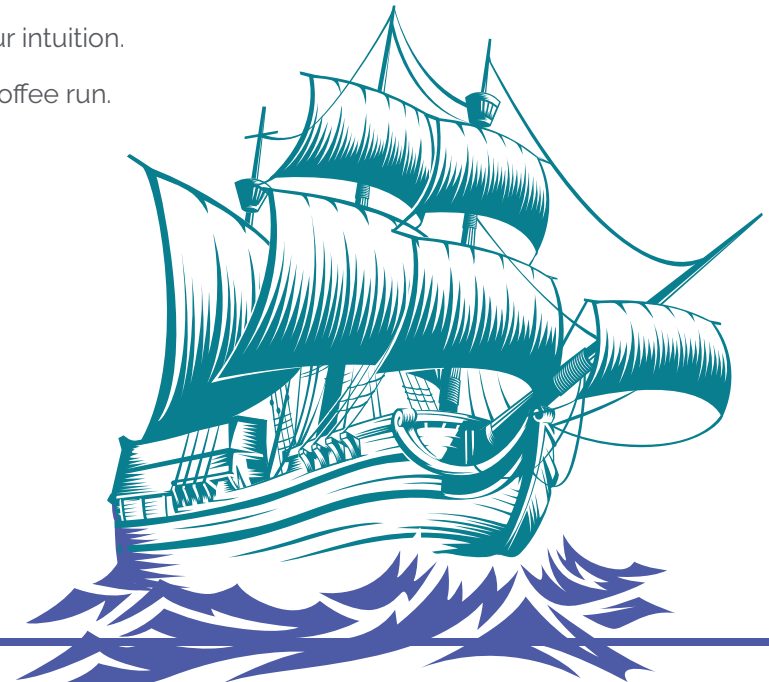
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