



## Women in Leadership – January 24, 2020



### **“A Celebration of WIL#200: Reuniting with Past WIL Speakers While Envisioning the Future” featuring over 20 icons of business and community**

**Summary:** It’s impossible to capture in words the enthusiasm and inspiration shared by all attendees including our special guests. The entire TLG staff basked in the “glow” of the celebration, especially founder and long-time WIL host, Susan Hitchcock. The first part of the program was called “Reflecting on the Past.” To tap into the speakers’ WIL remarks from the past, a PPT was presented as each leader was introduced. Inspiring “nuggets of wisdom” from each person were shared as Susan added a few notable updates and accomplishments. Each attendee received a copy of the PPT as a “take-away” and for sharing. The PPT is also available via this link.

The second part of the program was called “Envisioning the Future.” Each past leadership speaker was asked to share one “Big Hairy Audacious Goal” (BHAG) for 2020 & beyond.

#### **BHAGS (abbreviated but in their words):**

- **Claire “Yum” Arnold** – “I’ve decided NOT to have a BHAG this year – but I’ll continue to work on inequality at all levels.”
- **Liz Blake** – “My BHAG is to focus on what I’ve learned. You can’t GIVE things away; need to be about empowerment; no problem is solved by a single person; only teams solve problems; people in communities know what they need; need to listen first; change should be community led.”
- **Becky Blalock** – “My father’s 92 & my sister is 2 years older than me. She has Alzheimer’s. My BHAG is focusing on them.”
- **Robiaun Charles** – “My BHAG starts with a story of my daughter. We went to Paris last year (her big dream!) and she said she no longer has a goal. My BHAG is encourage her to always have a goal, a new goal. Another BHAG is my commitment to the revitalization of Southside ATL where I grew up.”
- **Ann Cramer** – “I changed my BHAG 3 times as others shared theirs. - Communities should be judged by how they treat children and older people. That’s my true BHAG. We need faith in action to turn tide.”
- **Tom Darrow** – “Stephen Covey said ‘begin with the end in mind.’ I believe in legacy = what goes on in your life between the ‘dash’ (date your born and date you die.) My BHAG is living with a PLUS and encouraging others to think about their PLUS.”
- **Lee Ellis** – “My latest book, *Leadership Behavior DNA* is just coming out. My BHAG is developing collaborative online platform for development.”

- **Tracy Garner** – “My BHAG is figuring out Tracy 2.0 (post 2019 retirement). I’ve already failed at saying NO for first 6 months. Now, it’s where do I want to make a difference - and my passion is women and STEM.”
- **Cynthia Good** – “I thought this would be a celebration of Susan - not surprised that it’s not. My passion is sustainability. On Apr 30, I’ll host a conference focused on women and sustainability.”
- **Stacie Hagan** – “My 29 year old daughter’s getting married and I’m the wedding planner! My BHAG is ensuring that all the people feel the wedding as a celebration of love and connection.”
- **Lara Hodgson** – “I think your goal should be bigger than success. In my business, we target economic inequity through service to small and medium businesses - the lifeblood of economy. To do that bigger and better, that’s my BHAG.”
- **Soumaya Khalifa** – “I want to be present and be mindful and my BHAG is to be where I am, in the moment.”
- **Cheryl McAfee** – “I’m not sure about my BHAG but I know we (as a business and as a country) need to focus more on diversity, sustainability, environment, and climate change.”
- **Jackie Parker** – “My BHAG is to write my first book!”
- **Alicia Phillip** – “I’m not sure it’s my BHAG but I have a great life planned when I step down this year after 40+ years at ACF. I plan to spend 1/3 of my life in Portugal (with daughter doing organic gardening; 1/3 in Guatemala working with indigenous women; and 1/3 of my time in Atlanta.”
- **Bea Rodriguez** – “My BHAG is figuring out what is next. I’ve accomplished more than I ever dreamed, great career at HD, finished my doctorate and now, am an empty nester. What’s next is to be decided.”
- **Teya Ryan** – “I hadn’t planned on providing a BHAG but I know exactly what it is. To Live to 100! I love what I do.”
- **Debbie Storey** – “I always think about Impact - passion, purpose, impact – and I’m passionate about the transforming power of the performing arts. Now in Act II after AT&T, I live in ‘paradise’ in Florida but was asked to take a leadership position in Dallas, TX at the Performing Arts Center (temporary turned over 22 months!). So my BHAG is by end of 2020 I want to install a culture and team at the center and figure out my next act in St. Petersburg where I plan to get reengaged in the arts and maybe policy scene.”
- **Sally Williamson** – “Spending almost all my time on my business and our clients, my BHAG is to see if I can have any OTHER goals beyond business!”
- **John Yates** – “I learned the quality of listening from our firm’s managing partner, Louise Wells. She shared great wisdom. My BHAG is more listening and to reap the reward you get from listening when you would prefer to talk.”
- **Tricia Malloy** – “My BHAG is to be the world's greatest grandmother (my daughter’s expecting our first grandchild this year.)”

**Comments from Attendees – The ONE THING I’m taking Away:**

- “I’m not done! There’s always another goal, another Act.”
- “Managing up – stand firm on your convictions, choose your battles wisely.”

- "Culture is shaped by the worst behavior the leader is willing to tolerate."
- "To figure out what my PLUS is (Tom Darrow) and help others do the same."
- "To take care of myself in 2020 and work on my plus."
- "There are things I'm seeking that may be seeking me."
- "Say no to things you like so you can yes to thing you love."
- "It's not helpful to project own expectations on others. Instead focus on their strengths and contributions."
- "As ATL's leading ladies are entering their Act II, the next generation needs to follow in their footsteps and accelerate our own Act I."
- "ATL's women leaders are the best on the planet and the key to our future!" (said my a man)
- "Dream big, don't be afraid."