

BUZZ BRIEF

August 2024

LEADERSHIP UNLIMITED

50+

BUSINESS LEADERS

ON THE

PAIN POINTS OF LEADERSHIP

NAVIGATING THE COMPLEXITIES: KEY CHALLENGES
LEADERS FACE IN TODAY'S LANDSCAPE



PLUS

Meet Alan Pickert, Champion
of Justice and Compassion for
Personal Injury Victims.

EDITOR'S NOTE

In the realm of leadership, the landscape is ever-changing, presenting leaders with countless challenges and opportunities.

In this issue, we delve into the crucial aspects of effective leadership in today's business world. While each leader's journey is unique, the principles we explore in this issue - innovation, communication, and a relentless pursuit of excellence - resonate across industries and sectors.

Leadership is not just about achieving individual success; it's about creating a positive impact on teams, organizations, and the wider community. As we embark on this exploration of leadership, let us embrace the possibilities, harness our potential, and forge a path toward a future of inspired and impactful leadership.

Janine Hogan
BRIEF EDITOR



MEET OUR CO-AUTHORS



NELSON BRADSHAW FARTHER

Nelson brings over 35 years of financial experience to Farther – with most of that time spent managing wealth, private banking, and commercial groups for BBVA. Nelson leverages this experience to help Farther build a network of bank-related products commonly used by its clients. With his own client base, Nelson focuses on helping owners of privately held businesses with all things financial – focusing first on the elements of planning, whether it's related to corporate, personal, and/or employees.



BILL NICHOLSON HERITAGE CAPITAL GROUP

Bill Nicholson brings over 40 years of diverse experience in commercial and investment banking to his role at Heritage. Specializing in M&A advisory and litigation support, he previously served as managing director at Bank of America Securities, overseeing the Real Estate Advisory Group. During his tenure at Barnett Banks, he held key positions including director of commercial real estate and chairman of the bank's Community Development Corporation. His extensive background includes managing PNC Bank's national construction lending group and supporting international real estate transactions.



MAC HOLLEY HERITAGE CAPITAL GROUP

Mac Holley, with a 40-year career in commercial and investment banking, specializes in working with mid-sized company owners. His expertise lies in strategic planning, mergers and acquisitions, and comprehensive exit strategy design and implementation. Before joining Heritage Capital in 2011, he served as President and CEO for the North Florida Region of Florida Capital Bank, N.A. He also held key roles at Bank of America, managing operations for Northeast Florida and South Georgia, and at Barnett Banks, Inc., where he was Executive Vice President overseeing corporate banking and U.S. Banking division responsibilities.



BILL SORENSON HERITAGE CAPITAL GROUP

Bill Sorenson, a principal at Heritage Capital Group, specializes in mergers and acquisitions as well as strategic consulting. He guides clients through sell-side and buy-side transactions, ensuring their business goals are met. Additionally, he leads the company's strategic consulting practice, offering expert exit planning services to align personal and business objectives through long-term strategic planning. Bill also possesses extensive valuation experience, having conducted numerous valuations across various industries for transactions, agreements, financial reporting, tax filing, and estate planning purposes.



BILL PRESCOTT HERITAGE CAPITAL GROUP

Bill Prescott, a principal at Heritage Capital Group, brings extensive experience as the former CFO and Senior VP of Stadium Operations for the Jacksonville Jaguars NFL franchise. With a track record of successful financial management, he played a pivotal role in securing major financing deals, overseeing the team's rebranding, and driving strategic initiatives. Prescott's expertise spans both corporate finance and community service, making him a valuable asset in his current role.



DANIEL EDELMAN HERITAGE CAPITAL GROUP

Dan Edelman, a principal at Heritage Capital Group, brings 40+ years of experience in public accounting to his role. Specializing in mergers, acquisitions, and strategic planning, he co-founded a major local accounting firm and served as managing partner at Dixon Hughes Goodman, LLP. Edelman holds certifications in business valuations and financial forensics and has extensive expertise in resolving complex business problems and overseeing over 100 M&A transactions.



JACK SEARS CLIENT FOCUSED MEDIA

A dedicated leader with an illustrious 37-year career at the Boy Scouts of America. During his tenure, he achieved remarkable growth in program delivery and youth membership. Recently retired, Jack founded JLS Advisors, LLC, to extend his expertise in leadership and fundraising to help organizations reach their philanthropic goals.



DANIEL GILHAM FARTHER

Daniel Gilham, with over 15 years of experience, specializes in goals-based financial planning, helping business owners and families achieve their financial objectives. Drawing from his background as a Systems Engineer and Product Manager at AOL, he offers a unique and tailored approach to each client's situation, providing clarity and confidence in financial decisions. Currently a doctoral candidate at the University of South Florida, his research focuses on understanding the inhibitors and motivations for financial planning.



DAN BEAN ABL LAW P.A.

Dan Bean, a Navy veteran and former federal law clerk, is a seasoned trial lawyer with diverse experience in federal and state courts. His expertise includes trust and probate matters, complex commercial litigation, insurance coverage disputes, financial lending issues, and class actions. He has also assisted foreign litigants under Title 28 United States Code Section 1782. With a background in preventive legal counsel, Dan minimizes clients' future litigation costs. He served as a judge advocate and retired as a Navy Captain with a Legion of Merit, showcasing his extensive legal and military accomplishments.



WALLY CONWAY HOMEPRO INSPECTIONS

Wally, a former Naval pilot and business owner, leads one of North America's largest home inspection companies. With diverse expertise as a marketer, contractor, renovator, investor, TV, and radio host, he emphasizes the importance of enjoying one's work. Wally is a recognized expert in building concerns, offering courses approved by the Florida Real Estate Commission. He serves as a consultant to businesses, focusing on transforming expenses into profit centers. Known for his engaging style, Wally has appeared on HGTV's "House Detective," co-hosted DIY's "Finders Fixers," and hosts a radio show. He has delivered over 627 presentations and contributes to various media and corporate training programs.



DAVID SILLICK SILLICK, INC.

Sillick, Inc., is a consulting practice specializing in helping businesses "connect the dots". As a certified facilitator and business coach, David Sillick offers guidance on a selective, industry-exclusive basis in strategic planning, talent assessments, business development, vendor evaluations, and capital acquisition.



JERRY MALLOT HERITAGE CAPITAL GROUP

Jerry Mallot, the Director of Corporate Development at Heritage, focuses on acquiring new clients for the company's value-driven services including consulting, capital raises, acquisitions, and exit planning. He recently retired as the president of JAXUSA Partnership and executive vice president of the JAX Chamber, where he played a key role in economic development in northeast Florida. With a wealth of experience, he continues to contribute to various boards and leadership initiatives in the community.



PATRICK EMMET HERITAGE CAPITAL GROUP

Patrick Emmet, a principal at Heritage Capital Group, specializes in financial and strategic advisory services with over 30 years of experience in finance, sales, operations, and leadership. His background includes leadership roles at technology companies and executive staffing firms, where he played a key role in capital raises, administration, and financial management. Patrick's expertise lies in orchestrating turnarounds and strategic financial management, earning him recognition as a finalist for CFO of the Year by the Atlanta Business Chronicle.

THE 10 MOST COMMON PAIN POINTS OF LEADERSHIP

LEADERS WILL FACE IN THE UPCOMING YEAR.

Business leaders encounter various pain points when it comes to leading teams and driving success for the future. Some common pain points include:

Uncertainty and Volatility

Leaders face the challenge of navigating a highly dynamic and unpredictable business landscape. Rapid technological advancements, geopolitical shifts, and market disruptions make it difficult to anticipate and plan for the future.

Talent Management and Retention

Finding and retaining top talent is a constant pain point for leaders. The competition for skilled professionals is intense, and leaders must create attractive workplace cultures, offer growth opportunities, and provide competitive compensation to attract and retain key employees.

Managing Change

Change is inevitable, but it can be disruptive and challenging to manage effectively. Leaders must navigate organizational restructuring, mergers and acquisitions, and industry disruptions while minimizing resistance, maintaining morale, and ensuring smooth transitions.

Workforce Diversity and Inclusion

Leaders are increasingly recognizing the importance of diversity and inclusion in driving innovation and success. However, creating inclusive cultures, fostering diversity, and ensuring equitable opportunities for all employees can be complex and requires ongoing commitment.

Digital Transformation

Embracing digital technologies and leveraging them to drive business growth is a significant pain point. Leaders must navigate digital transformation initiatives, adapt to new technologies, and upskill their teams to remain competitive in the digital age.



CONT.

Ethical and Social Responsibility

Leaders face the challenge of addressing ethical dilemmas and balancing social responsibility with financial performance. They must make tough decisions that align with values, ethics, and stakeholder expectations while ensuring sustainable business practices.

Time Management and Work-Life Balance

Leaders often struggle with balancing their responsibilities and maintaining their well-being. The demands of leadership can be overwhelming, leading to burnout and impacting personal and professional effectiveness.

Innovation and Adaptability

Staying ahead of the competition requires fostering innovation and embracing change. Leaders must promote a culture of creativity, encourage experimentation, and continuously adapt strategies to keep pace with evolving customer demands and market trends.

Summary

In today's dynamic business world, leaders face diverse challenges. By leading by example, fostering effective communication, empowering teams, and prioritizing continual learning, they can overcome obstacles and drive success. Embracing innovation and ethical leadership creates a path to sustained growth and a brighter future.



BILL BOUTWELL **HUEMAN PEOPLE SOLUTIONS**

What is your biggest pain point when it comes to being a leader?

Biggest challenge to me is effectively managing culture and engagement. Between the return to office issue, having 4 generations of workforce, and an increased number of remote employees due to the covid period, it is difficult to understand how to effectively engage our employees. Engaged employees are the foundation of our organization.

What are the greatest skillsets a leader brings to a company?

Empathy, great communicator, empowerment and discernment.

What advice would you have to people who manage teams?

Care about your team as people, empower individuals through delegation, develop a trusting relationship through open and frequent communication.

Alan Pickert on Terrell Hogan Law: Decades of Dedication, Integrity, and Unmatched Success in Personal Injury Cases.

For over 50 years, Terrell Hogan Law has stood as a pillar of excellence in litigation, renowned for its unwavering commitment to clients and exceptional track record. Alan Pickert, a key figure in the firm for over three decades, shares insights into the firm's family-oriented culture, core values of integrity and trustworthiness, and its unparalleled success in cases ranging from asbestos litigation to personal injury and medical malpractice.

INTERVIEWER: So, Alan, in your words, tell me, what is Terrell Hogan Law?

ALAN PICKERT: Well, it's a law firm. We are a boutique litigation firm that handles a wide range of cases, including mesothelioma, asbestos, lung cancer, auto accidents, trucking accidents, bike accidents, mass torts, medical malpractice, commercial litigation, criminal law, estates, and family law. We have a team of 40 dedicated professionals here at the law firm and have been successfully practicing law for our clients for over 50 years now. We have the resources and expertise to win your case and achieve results that will leave you very happy and satisfied.

INTERVIEWER: How did you get started?

ALAN PICKERT: Terrell Hogan Law was started 50 years ago by Jim Terrell. He and a classmate of his, Tom Brown, went in together, and shortly thereafter they hired Wayne. Wayne Hogan, that is. And he's been here for 47 years. Jim is still here, 50 years and counting. Then, one by one, they kept adding us. I've been here for 34 years. Chris Burns has been here for 36 years. One by one, we just added to the team, and we don't seem to leave. It's like that John Grisham book, "The Firm," you know? We just don't ever leave. So we're here.

INTERVIEWER: It's like a nice little family.

ALAN PICKERT: It is. It is very much so.

Alan Pickert: Champion of Justice and Compassion

INTERVIEWER: And what would you say are the firm's core values?

ALAN PICKERT: That's easy. First of all, we're ultra-successful. I mean, we win overwhelmingly the majority of our cases. We have an incredible track record. We've never advertised in the past; we've always used positive word of mouth. It's the old-fashioned way. When someone says, "I would go with the Terrell Hogan law firm," it's coming from someone who's already worked with us as a client. Integrity, hard work, trustworthiness, and open communication with clients are our core values. A lot of people lose trust in other lawyers because they can't get in touch with them. That doesn't happen here. When you call, you speak with a lawyer. We keep everyone in the loop. We want you to be happy and to take your stress off of you. Let us handle your lawsuit's stress, win the case for you, and you go on with your life.

INTERVIEWER: It sounds like a nice environment.

ALAN PICKERT: It is. It's a very family-oriented vibe. We're the second-oldest boutique litigation law firm in North Florida and have been named one of the top law firms in the entire United States. We've got board-certified lawyers that have received every honor and achievement possible including Lawyer of the Year. We have lawyers not only licensed in Florida, but also in Georgia, Texas, Alabama, Washington DC, and elsewhere. When you become a client of ours, I always tell people, congratulations, it's like having a lawyer on retainer for the rest of your life because you may have other legal issues that come up after your case is over. If we can't help you, we'll help you find a lawyer that can.

INTERVIEWER: That's great. And I'm assuming that is very well received.

ALAN PICKERT: It is. To my knowledge, I've handled a little more than 4,000 cases and have only lost once, which still bothers me. It's the Type A personality in me. I'm routinely asked to attend people's birthdays, bar mitzvahs, and funerals, especially in asbestos litigation where families have lost loved ones. It's a family atmosphere here, and it's probably why no one leaves. We've got three lawyers who left because they became judges, but otherwise, pretty much everyone stays until they retire. Even my staff, the one with the least tenure has been with me for eight years, and the others have been with me for 29, 31, and 33 years.



DAILY NEWS
Network

I'M THRILLED TO BE HOSTING AT DAILY NEWS NETWORK, WHERE I'LL DELVE INTO LEGAL INSIGHT, EXPLORE LATEST DEVELOPMENTS, AND SPOTLIGHT COMMUNITY ENGAGEMENT.



JOIN MY SHOW

DAILY NEWS NETWORK



Alan Pickert: Champion of Justice and Compassion

INTERVIEWER: That says a lot about you.

ALAN PICKERT: I think it says a lot about the firm and the character of the people we employ. Everyone here looks out for the well-being of each other, especially the clients.

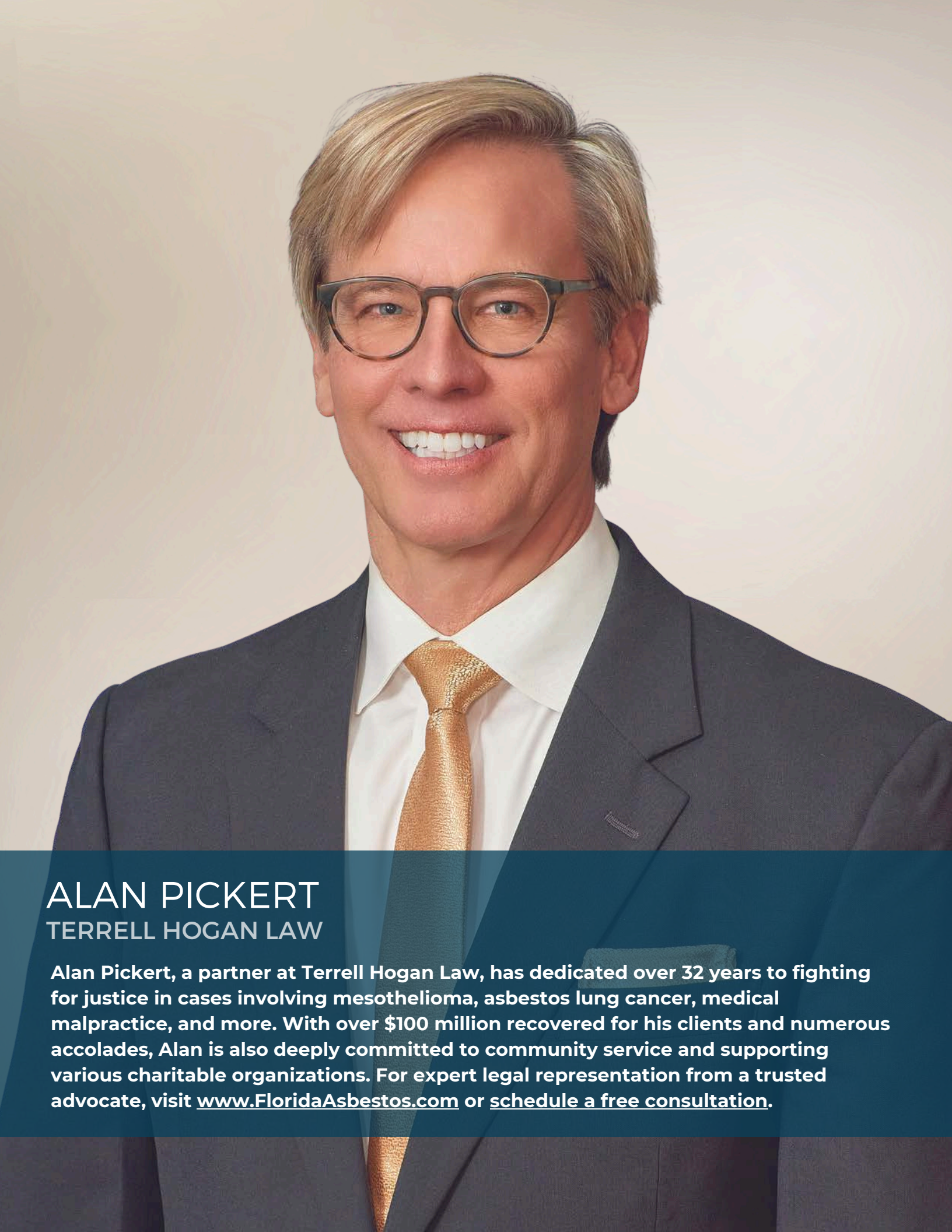
INTERVIEWER: You and Terrell Hogan are very well known not only in Florida but throughout the United States for being one of the best asbestos lawyers there is. In fact, didn't Newsweek Magazine do an article naming you one of the top Asbestos and Meso lawyers in the United States?

ALAN PICKERT: I was very humbled by Newsweek's article about me being one of the best and I have been fortunate and blessed to have only lost one asbestos case in over 30 years. My partner Wayne Hogan got the first ever asbestos verdict in Florida in 1984 and we have been winning those cases ever since. In addition to Wayne, my incredible partners Evan Yegelwel, Ed McClamma, and Anita Clark created quite an impressive team that successfully represented thousands of injured folks from breathing asbestos fibers. And unfortunately, folks are still getting asbestos cancer, but the good news is we are still winning those cases for our clients daily.



YOUR ADVOCATES IN
Personal Injury Since 1974.

TerrellHoganLaw.com • (904) 632-2424



ALAN PICKERT
TERRELL HOGAN LAW

Alan Pickert, a partner at Terrell Hogan Law, has dedicated over 32 years to fighting for justice in cases involving mesothelioma, asbestos lung cancer, medical malpractice, and more. With over \$100 million recovered for his clients and numerous accolades, Alan is also deeply committed to community service and supporting various charitable organizations. For expert legal representation from a trusted advocate, visit www.FloridaAsbestos.com or [schedule a free consultation](#).

THE PAIN POINTS OF LEADERSHIP

Hear from industry leaders who are navigating the common leadership hurdles and opportunities they face today.

CRAIG BOORTZ **MAC PAPERS + PACKAGING, LLC**

Driving organizational change during the transition from a family owned business to private equity.

JASON HAMBRECHT **CONSTRUCTION SOLUTIONS, INC.**

Effectively managing the diverse range of individuals involved in each project. This includes navigating interactions with sophisticated condo owners, some with extensive business backgrounds, all the way to guiding small-time contractors who often require unique support. Additionally, there's the task of overseeing CSI employees, collaborating with attorneys, liaising with insurance representatives, and dealing with building department officials. Successfully coordinating communication and aligning the goals of these varied groups is crucial for the smooth execution and completion of our projects. It's a complex juggling act, requiring a mix of leadership, patience, and strategic communication.

JANELLE MILLER **RISK AWARE CONSULTING, LLC**

Change management can be a pain point as a leader. It's important for leaders to assess the landscape that's in front of them and adjust and adapt in real time. In the security world, the bad guy only needs to get it right once, and we need to get it right every time. Encouraging collaboration, team work, and community allows your colleagues to become invested in the security program.

FITCH KING **MORGAR REALTY**

Prioritizing projects and issues for our company and employees.

FRED KENT **MARKS GRAY, P.A.**

People management is a challenge. Whether its conflict resolution or trying to communicate and get consensus on goals and ideas. This requires time and thoughtfulness.

PETE MCCAWLEY **CED TECHNOLOGIES**

Finding and then retaining quality engineers.

AMY PURCIARELE **PURCIARELE GROUP, LLC**

Figuring out what is needed and how to deliver the information based on that persons preference.

GEORGE J GARCIA III **FIRST BEACHES INSURANCE**

Employee selection.

DEVIN GRIMM **USI**

Keeping everyone on the same page, both in terms of staying on task, but also in regard to time. Everyone works on different speeds, with differences in urgency, so setting proper expectations and timelines are key in avoiding miscommunications and frustrations arising from differing outlooks and cadences.

THE PAIN POINTS OF LEADERSHIP

Hear from industry leaders who are navigating the common leadership hurdles and opportunities they face today.

JACK SEARS **JLS ADVISORS, LLC**

For me, it's knowing when to intervene or not to intervene in projects and assignments that others are working on.

PATRICK KRECHOWSKI **BALCH & BINGHAM LLP**

Delegating important work to other team members and trusting them to be thorough, responsive, client-focused and efficient.

JEFF BREDESON **SYSTEMAIR NORTH AMERICA**

Communication and alignment are the two most difficult challenges to overcome within organizational leadership. Communication and understanding are personal and unique to the individual, and alignment depends on the team understanding the strategy and goals. Therefore, a leader must communicate clearly, repeat often with differing communication methods and styles in an effort to reach all.

NANCY POWELL **SCENIC JACKSONVILLE**

Keeping focused on the important things that will deliver long term value, versus getting distracted with the urgent and immediate.

QUINCY ALLEN **ALLEN FINANCIAL GROUP**

One of the biggest pain points when it comes to being a leader is the responsibility for making difficult decisions that may have significant consequences for the team or organization.

GENELLE THOMAS **PACE CENTER FOR GIRLS**

Staying aware and responsive to the needs of various stakeholders.

SISSY MCQUAIG **INDUSTRY WEST**

The biggest pain point as a leader is adapting to change in the current business climate. Change is crucial to a company's growth & success. As a leader, I strive to stay nimble and proactive in the face of change. This includes the need to lead & inspire my team to change as well. Balancing these responsibilities can be a complex juggling act that requires a thoughtful leadership approach.

SUSAN MASUCCI **RUCKUS**

Finding time to work on the business instead of in it.

BILL BOUTWELL **HUEMAN PEOPLE SOLUTIONS**

Biggest challenge to me is effectively managing culture and engagement. Between the return to office issue, having 4 generations of workforce, and an increased number of remote employees due to the covid period, it is difficult to understand how to effectively engage our employees. Engaged employees are the foundation of our organization.

WILL MESSER **WATSON COMMERCIAL**

Reserving time for visioning and growth.

THE PAIN POINTS OF LEADERSHIP

Hear from industry leaders who are navigating the common leadership hurdles and opportunities they face today.

DALE MOE **GREENE COMMERCIAL REAL ESTATE** **GROUP**

Having my team understand and execute the clearly laid-out plan to achieve the goals and benchmarks set for each year.

JULIE MCNEIL **JACKSONVILLE PUBLIC LIBRARY**

Managing change--finding the correct balance of staff involvement during the process, successfully communicating the plan with staff, getting buy-in from staff and unions.

MARK COOMES **CONCENTRIX+WEBHELP CORPORATION**

Having the same expectations of a diverse team in terms of the quality and timeliness of their solution contributions. In my world, I work with a global, cross-matrix team and many contributions are requirements for subsequent contributions in a massive workflow. Leading a diverse team in terms of work skills, soft skills, geo-related time zones and more offers a unique opportunity to celebrate these diversities while simultaneously rallying everyone around a common, client-centric goal.

MEGAN KILIS **JACKSONVILLE MOM**

Establishing a positive company culture and navigating a lot of different personalities. This can be especially difficult as a leader when you yourself are going through a tough time and you're trying to manage people who may have complaints about working with others or just general complaints.

GLORIA LOVE **RETHREADED**

Helping staff understand the vision from a micro standpoint. I think everyone gets the vision from a macro standpoint but struggles to understand how each aspect of the organization's vision needs to impact and influence actions from the micro standpoint.

RUDY ALCANTARA **YUSEN LOGISTICS (AMERICAS), INC**

One of the biggest pain points in a leadership role is relinquishing responsibilities after delegating the workload to the team. I give my team as much autonomy as permitted and trust the individual to perform to their full potential. The pain point comes from within me as I, at times, tend to feel the need to hold on more than necessary and fully trust my team and their capabilities.

CHRISTOPHER ALLEN **HASKELL**

Communication. Keeping everyone informed and on the same page is a big challenge.

MATTHEW GARMAN **HASKELL**

Inexperience and lack of maturity of team members.

MIKE JONES **UNIVERSAL DESIGN SOLUTIONS**

Access to capital.



Anne Glubis

THOMPSON ENGINEERING

What is your biggest pain point when it comes to leadership?

Recruitment is the main pain point by far. Our clients love us, and they show it by bringing us more and more work. We don't have a lot of turnover, thankfully, but we need more talent. Because our staff is delivering projects in this lean environment, my "personal" professional pain point as Director of Quality is maintaining staff focus on quality and continual improvement. The benefits of quality and improvement are often realized as minimized cost, which might not be as immediately celebrated or as sexy as paid invoices and new contracts. A lot of my energy goes into influencing internal managers and resources to prioritize the needs of a function traditionally viewed as separate from operations.

Diane Foss

PAYCHEX

What is your biggest pain point when it comes to leadership?

When it comes to being a leader, I would say that one of the challenges for me is focusing on my well-being. Most leaders are very selfless individuals and tend to put themselves toward the bottom of the list. I did that for many years until I eventually burnt out.

I have since learned that the best way to be the most effective leader possible is to make yourself a priority. This means taking time away from being a leader at times to focus on yourself and the things that bring you joy. It is amazing what can happen within your business and your team when you take the time to slow down and smell the roses.



THE PAIN POINTS OF LEADERSHIP

Hear from industry leaders who are navigating the common leadership hurdles and opportunities they face today.

PAUL FIORAVANTI **QORVAL PARTNERS LLC**

Managing incomplete information and uncertainty.

CHERYLL HAWTHORNE **SUITLAND HIGH SCHOOL**

I tend to alienate people because of my no nonsense disposition. Holding superiors, and subordinates accountable without alienating and demotivating, is my biggest pain point as a leader.

CHARLES MALATESTA **FORZA EDUCATION MANAGEMENT**

One pain point for me is managing isolation. As a CEO, I've encountered feelings of isolation and at times loneliness due to the nature of the position. It's critical to try and mitigate these challenges and attempt to connect with counterparts, other leaders, and mentors from time to time. These individuals can help provide support by enhancing leaders well being. It's always easier said than done. I always say "It's lonely at the top."

DOMINIC M. CALABRO **FLORIDA TAXWATCH, INC.**

Making sure our institution remains highly relevant.

GARY SHARP **IRS OFFICE OF CHIEF COUNSEL**

The myriad responsibilities of leadership detract from devoting time mentoring and fostering individual development of subordinates. We spend so much time in meetings, dealing with administrivia, and working with our poor employees, that spending time with our best employees becomes a challenge.

JOSH BELL **CONSTRUCTLAW, LLC**

As a sole proprietor, my main concern is balancing building book of business vs. bandwidth.

MICHAEL CONLEY **MEDTRONIC**

Leadership is often a thankless role that presents many challenges and complexities regardless the professional sector or level within an organization. One of the primary pain points is the weight and burden of responsibility and accountability. Leaders are entrusted to make decisions that have far-reaching consequences for their teams and organization. Just effects of just one decision may enrich, diminish or destroy the morale, career, legacy and livelihood of employees, teams and families. Leadership is an immense responsibility that can be overwhelming at times and may potentially take a toll on a leader's mental health. It has often times lead to leaders compromising their personal values, ethics and integrity, especially when the stakes are high. The demands and pressures on leaders to perform and deliver results through the efforts of individuals and teams is perpetual and often times underacknowledged, undervalued and underappreciated. I find that the true essence of leadership is misunderstood and mistaken for managerial traits. The goal of leadership is to develop and inspire people, teams and organizations to achieve far more than anyone may have expected or anticipated; including individual contributors themselves.

DAN PIERSON **MODERN LIFE**

Managing people through organizational change.

THE PAIN POINTS OF LEADERSHIP

Hear from industry leaders who are navigating the common leadership hurdles and opportunities they face today.

MARLA BUCHANAN **GREENTECHNOLOGIES, LLC**

Saying No. I mean this in two respects. First, sometimes you have to say no to projects or great ideas that are brought to your organization because the timing may not be right or the numbers to justify the allocation of resources aren't clear. Secondly, as a leader with a servant's heart, I often times find myself over committing to things I should pass on.

JASON SWEET **RF-SMART**

Loaded question - biggest pain point is understanding what type of leader is needed in a given situation and at the same time allowing curiosity, courage, humility to guide you.

KATE BRADLEY CHERNIS **LATELY.AI**

You can't always be the example. I cry. I lash out. I freeze up. The stress of having all the weight on your shoulders and your shoulders alone (no matter what anyone tells you) builds up like geologic layers. I swear I'm shorter than I was when I founded Lately.AI. I certainly have larger eye bags.

DON DEPERRO **COLUMBUS (OHIO) CHAMBER OF COMMERCE**

Being a visionary—THE idea guy—and convincing the process people that THIS is the direction in which to go.

DAVID KING **ALEXANDER HAAS, INC**

Finding, hiring and onboarding talent in a field that has more openings than talent to fill them.

B.L. OCHMAN **WHATSNEXTONLINE.COM**

Always marketing my services, while staying ahead of trends and doing new business outreach are the biggest pain points I face.

REID BEAVER **CENTRAL PIEDMONT COMMUNITY COLLEGE**

Finding a balance between directing my direct reports and allowing them to make the decisions and own their decisions, all while moving the organization forward and also allowing space for my direct reports' work-life balance, engagement, and general joy in the workplace. There is a constant pull in different directions with competing objectives, but learning to listen to those objectives and figuring out where there are synergies is the primary responsibility of being a leader.

STEVE BROWN **ADVANCED AUTOMATION PRODUCTS, INC.**

My biggest pain is maintaining a balance between maintaining discipline in the company and having compassion and understanding.

GARY DECKER **WESTERN NEW YORK SCOUT COUNCIL, BSA**

Financial challenges following the pandemic and the impact it has on our ability to staff effectively and deliver program.

JAMIE LAMPRECHT **VARIETY THE CHILDREN'S CHARITY OF ST. LOUIS**

Ensuring that you are coaching and leading each person individually.



Dana Heisler

MR. APPLIANCE OF ORANGE PARK

What is your biggest pain point when it comes to leadership?

Decision-making – Many people feel like leaders easily make decisions regardless of whom it affects, but many people never see the hours, days, or even weeks of the agonizing we go through. It pains our hearts when we must make a difficult decision that adversely affects someone, but we also understand that if we don't make those decisions correctly it could adversely affect the whole team. As a leader, I must consider multiple factors and perspectives.

Time management – As a leader, I am often pulled in so many directions that it's easy to forget which way I'm heading. In order to achieve my goals and meet my deadlines, I must take time to effectively prioritize what needs to happen each day. Speaking of prioritizing, maintaining a work-life balance can't be left out of what I prioritize. Taking time for my God, my family, and even my health is essential.

Charles Garrison

CHARLES GARRISON FOR
JACKSONVILLE CITY COUNCIL,
AT-LARGE GROUP 5

What is your biggest pain point when it comes to leadership?

In my time working within city government as an appointee to different boards and commissions, I've seen firsthand the challenges that come with balancing competing interests and working with limited resources. These are two of the biggest pain points I have encountered, and I expect to face these issues when elected to City Council. However, in times of difficulty, it's essential to always remember your "why"– the core purpose that drives you to push through obstacles and make a positive difference. My "why" for running for City Council stems from my desire to see Jacksonville reach its full potential. For too long, I've witnessed our city focus on short-term gains and shiny objects, rather than investing in the hard work required for long-term growth. I'm running for City Council because I want to be a voice for all of our neighbors across Jacksonville.





BUZZ BRIEF

1611 San Marco Blvd,
Jacksonville, FL 32207
904-232-3001



DAILY NEWS
Network