

LeaderImpact Podcast Ep. 4 Arlene Jorgenson

Lisa Peters

Welcome to the LeaderImpact Podcast. We are a community of leaders dedicated to optimizing our personal, professional, and spiritual lives to have impact. This show is where we have a chance to listen and engage with leaders from around the world who are living this out. We love talking with leaders so if you have any questions, comments, or suggestions to make this show even better, please let us know. The best way to stay connected is through our newsletter at leaderimpact.ca or on social media @LeaderImpact. I'm your host Lisa Peters and our guest today is Arlene Jorgenson.

Arlene Jorgenson is a businesswoman with a background in nursing and occupational health, Arlene is the former President/CEO/Founder of Healthserv SK. Launched in 1992, Healthserv became Saskatchewan's largest occupational health services provider, specializing in independent medicals, immunizations, drug and alcohol testing, and Return To Work programs. Winner of the 2007 ABEX Award for Customer Service and the 2011 SABEX Award for Growth & Expansion, Arlene and her team had a reputation for expertise and excellence in the medical field.

In 2013 she sold her company and retired to take care of her husband, who was living with cancer. A change she was not ready for. The transition and struggle to remain relevant had begun, and as Arlene continues to overcome the difficulties and challenges of life, she continues to adjust her goals with every new day. She is a Healthcare Consultant, Board member, Motivational humorist, Quilter, 4H Sewing Club leader... and she now uses her influence & experience to give back to her community.

Join us now for a conversation with Arlene Jorgenson as we chat about overcoming adversities in your personal, professional, and spiritual life. Welcome to the show Arlene.

Arlene Jorgenson

Oh thank you, Lisa, I am so pleased to be here.

Lisa Peters

Well, it's kind of exciting for me because we reconnected about two years ago at a conference in Saskatoon, but I remember the day meeting you. I'm gonna say it was thirteen years ago. I don't know if you even remember this. I was working for a radio station, you were with Healthserv in Regina and I came in to sell you advertising.

Arlene Jorgenson

Oh! No, I don't remember that!

Lisa Peters

I remember coming in there and you completely schooled me on radio advertising. You knew. You were strong and you knew exactly what you wanted.

Arlene Jorgenson

Is that right? Did I give you any business?

Lisa Peters

Yes, you did!

Arlene Jorgenson

Isn't that something!

Lisa Peters

It was nice to run into you a couple of years ago and reconnect.

Arlene Jorgenson

Oh for heaven's sake. Thanks for sharing that story with me. That's neat.

Lisa Peters,

So I want to start with you telling our listeners a little bit about yourself.

Arlene Jorgenson

Your introduction was a very nice overview of everything that has happened in the last 20 years actually. Now, I am a grandma, a great-grandma. I'm a widow. I'm a retired nurse and a retired businessperson. So COVID has given me lots of space to think about how I want my life to be going forward and I will be just honest with you that has been a brutal process. Grieving. Losing my husband 2 years ago and then COVID these last 18 months overlapping one another has just been brutal. I suffered from depression and isolation. I'm living in a retirement village. It was a great place for my husband to be because there were no steps, no stairs, and no basement and I have no reason to move. It is wonderful

That pace has been different and COVID has given me lots of space to think about what I want my life to be. So here I am. I'm involved in lots of mentoring, some teaching opportunities but all of these are casual. I don't have to work anymore and so I can pick and choose and it is really fun.

Lisa Peters

Did you ever think that these adversities and these obstacles that come into your life, did you ever think this just isn't fair?

Arlene Jorgenson

Oh, yeah, you do think that. You think it isn't fair. My husband was 20 years older than me, and I thought I'm too young to be a widow. This isn't fair, I'm too young to be alone. I sold my business and so I was thinking I'm too young to retire, I need to keep on working. I want to keep on working. I think I have something to contribute. Yes, you think it wasn't fair.

Lisa Peters

All right was there ever a point in your life when you look up and go come on man.

Arlene Jorgenson

Oh absolutely. Lisa. I thought well it's this isn't fair. It's not fair. My husband was years older than me and so I was thinking I'm too young to be a Widow. I was getting ready to sell my business and I thought I'm too young to retire. I need to keep on working. I want to keep on working. I have something to contribute but the new company let it be known that there was no room for me. And so I was grieving that. I was grieving that my husband didn't have too much time left. Absolutely. But then after you get over that I guess it's the original initial anger and denial. Then finally you get to the place where you realize well I mean really, things happen to people all the time. Why shouldn't it be me and then you start thinking about, Oh I'm so glad that I have the resources I do. I'm so glad I don't have to work so that I can look after him. I'm so glad that we don't have kids or other responsibilities and so then eventually once you go through all those stages you just start being grateful for the circumstances that you do have and what you can learn from it.

Lisa Peters

Yeah, because we do learn from every step in front of us. We just have to keep moving forward. So we're gonna switch a little bit to going back to Healthserv. You started Healthserv in 1992 and I really think of you know when I met you and you were such a strong woman but in 1992, what was mentorship like for women almost 30 years ago versus today.

Arlene Jorgenson

Oh, Lisa, that's such a good question. How about let's just say nonexistent. Yeah, I felt very, very alone and I can tell you I had some really awful experiences with banks, with an accountant. But even before that with you know you go to the business center and you ask for help on writing a business plan. I'm a nurse. I don't have formal business training and so I asked for help to write a business plan and the guy looked at me and he said that that idea will never work. Well, I didn't think that. I wasn't asking you for business advice I was asking you to help give me some outlines for writing a really good business plan. And I went home, I licked my wounds. I thought about it and thought no, I had done my research. There were occupational health consulting companies in Alberta, in Manitoba, in BC. I was joining a group that was national. Healthserv was not my invention. I was going to buy the business for Saskatchewan and so I knew what the trajectory was going to be. And I knew that there was an opportunity in Saskatchewan for this.

So then I went back to that business guy again the next week and I said I need some help. Give me some outlines and stuff for a really good business plan and I told him what I thought and he still was very discouraging. Yeah and I've had accountants that have said Arlene, I think you need to think about filing bankruptcy. I've had bankers, now interestingly this was a woman banker that talked to my accountant sitting beside me about me in the third person and I just about was ready to blow my top. And my accountant, she left the room, and my accountant said Arlene, it's okay, let's just get through this? No, it's not right. But let's just get through this because we need her to sign off on this.

Or the experience I had the first time I went to a chamber of commerce meeting and happened to just randomly sit at a table that ended up full of men and how I was treated, not by all of them. But by the guy that was sitting beside me and I had to develop a skin that was tough as nails because I really felt like I was plowing this row all by myself. Also, the Saskatchewan registered nurses association didn't know how to help me. A nurse being in private practice. So I learned don't ask them anything that they aren't equipped to tell me about. So yeah, it was very lonely. Then it was as we got closer to 2000 then women entrepreneurs happened and then there they were. They knew the statistics showed that women in business stayed in business longer and were more successful. So then all of a sudden banks and other groups are clamoring to provide services for women and then things started changing.

Lisa Peters

Yeah, did you find yourself alone 30 years ago?

Arlene Jorgenson

Oh very alone and I wasn't married. I had just come out of an abusive relationship and so I used to jokingly say that I was young. I was divorced. I was blonde. I was a nurse. I had no formal business experience and in my culture, that's not a position of strength and so, every day I had to think hard about who I was before I could even get out of bed in the morning. Otherwise, I would have just stayed in bed.

Lisa Peters

Wow, I'm glad you didn't Arlene. So do you think women, or maybe the question is more what adversities do you think women face today when leading teams?

Arlene Jorgenson

Well, I think it's the same thing but perhaps not to the same degree because we all struggle with am I doing the right thing? Can I really do this? Am I equipped to do this? We all struggled with those same thoughts and those same insecurities. Do I have enough education? Do I have the background? Do I have what it takes to do this? But now there are more voices. There are more books written by women for women. There is more inclusion of women at the table even though it certainly isn't at 50%. There are more services for women. There are bankers that are women and that are very well equipped and very educated on how to deal with you know women in banking. In fact, my current bank person, account manager, specializes in working with women. You know, I think the issues are the insecurities are the same. The questions are the same. But, it's easier to find the answers and that's a wonderful thing.

Lisa Peters

I know you're in the healthcare industry and right now I mean COVID your friends are probably just working so hard right now and the women you know in nursing and but for other women. Do you think we kind of got sent, and I think that's bad, but we kind of got, we took a step back here. We got, you know we're taking care of our kids...

Arlene Jorgenson

Yeah, we really did. Yeah, we really did and of course, you and I both know that from the reading that we've done but you're right that in the health care industry no, women did fine because we were needed. I wasn't needed. I tried, you know, that's a different story. But, the people that are already working in that field. There were casual and part-time people that nurses that got full-time work and were able to look after their families. So that was one sector that really did well during COVID but a lot of the other women got sent home and yes I think it has set us back. Although, I'm an optimist and I believe that it's also caused us to evaluate what is it that we want from our lives? So some people have gone home and they've realized, you know what, I do like working from home. I do like being there when my kids come home from school. And so I think there's a lot of people, men, and women, who are going to reorder their lives or redirect things. I read yesterday there's four million people in the United States who went home and who have not come back. So they have redirected their life in a way that because they adjusted their values or had an opportunity to live to their values. So that's going to be interesting too.

Lisa Peters

Yeah, I mean were you on the Global Summit? We just talked about the great resignation.

Arlene Jorgenson

Yes, the great resignation. That's what they called it.

Lisa Peters

I think of even, we went home and I know we've had the conversation how long ago my self-worth was in my job. I have an event management firm that lost every contract and I just kept looking up and going. Okay, what are we doing now? I'll wait for it. But I feel like I was so important there and what am I now? And I feel that for women.

Arlene Jorgenson

Oh, exactly and it didn't take COVID for that to happen to me. It took selling my business and being sent home then that was 7 years ago and finding out that my husband wasn't doing as well as I thought he was. Instead of being grateful that I could be home with him, I went through this horrible crisis of you know I had been a business owner and a business founder and a businesswoman and I was influential and I was somebody. And now I didn't even have a business card that made sense. So as an aside I got some business cards. I had to think hard about what to put on it. But, I got some cards so that I started rebuilding my identity but I wasn't I was surprised by how. How much that had defined who I was yeah.

Lisa Peters

So would you say there's anything else that you haven't moved on from or haven't gotten over since leaving the corporate world?

Arlene Jorgenson

It's hard to get over knowing everyone you know. My card or Rolodex or whatever you want to call it. My contact list was deep and wide. And, I didn't have people filed alphabetically

because that's not the way my brain works. I had them filed under N for nurse and C for counselor and O for oil and gas and things like that and T for transportation. And you had this rich group of people that you could not only have conversations with about business and stuff but that became friends and colleagues. And then that doesn't happen and then you're retired and it seems like all your friends have gray hair, nothing wrong with that. But, we're not talking business anymore. We're talking grandchildren and yeah, so that was and my Cardex is not valuable anymore. It's completely irrelevant. Well, I shouldn't say that exactly that sounds because I do lots of fundraising for groups now, help with fundraising. So I still have influence and I still pull out have to pull out those contacts that's part of the deal when you're on the board of this or board of that. Who do you know that can leverage this and so yeah, but it's in a different kind of way.

Lisa Peters

Yeah, I saw you and I know that because I saw you doing an interview on TV for a charity that you were part of and yes you do have to whip out your Rolodex that is your job. So if you had to sum up your personal and professional life what are some of the successful ways you have pushed through adversity? What are those ways that you push through adversity in your life?

Arlene Jorgenson

You're not functioning at a high level when adversity happens. We go right down back to psychological and physical security, a sense of belonging. And so you know there are days when you're rolled up in a ball in the fetal position wondering why you should get out of bed or that's what was happening with me. Why should I get out of bed? And for some reason, I was thinking horrible, gloomy thoughts like all my nice stuff's going up in the landfill anyway. At my worst, that's how it was. So if I could look back and tell myself, give myself good counsel I would say Arlene get up wash your face comb your hair. Have a shower, not in that order brush your teeth come on put on it put on a nice outfit. Put some lipstick on and let's just eat some good food and get through the day. And then we can worry about those other things another day and another day.

Instead, being a high-performance person like I am and used to being in control instead I would just be more depressed because look at me I'm gaining weight. My kitchen is messy. My sewing room is a mess. I haven't finished unpacking those boxes. My to-do list is four pages long and here I am you know wondering whether today should be the day that I have a shower or not, you know? Yeah, you get into some really dark places. So, handling adversity I want to remind people because I need to be reminded of it that it's okay if you find yourself exhausted mentally and physically because that's what adversity does to us. It sucks the energy out of us. You have to say to yourself this too shall pass. Because it will. It will pass. And a year from now it either will be gone or it certainly won't be as overwhelming as it is right now. And then the next thing somewhere along the line after taking care of some good nutrition and getting outside for a walk and connecting with nature because it grounds you, I would have to say and this has been a real challenge during COVID, is that you have to make sure that you're surrounding yourself with really positive and powerful people. When you're going through adversity there's not a lot of energy to say, oh well I think I'm going to phone my friend Lisa because I'll get an encouraging word. No, you have no energy to do that. And

yet you have to. And so keeping in touch with my sister. Keeping in touch with my mom and dad. When a friend calls make sure that I pick up the phone and answer all those little bits. Then when it's somebody else's turn and somebody else is going through adversity then I have to remember that so that then I'm the one because I've got some energy now and I'm the one that needs to make a phone call, drop a note in the mail. Send a text with an encouraging word. And it's made me realize many, many things but one of the things is, adversity happens to all of us it goes through waves and peaks and valleys and if it's not my turn this time, it's your turn you know. And so we have got to be helping each other. We've got to be helping each other. We need a community a village.

Lisa Peters

We do and I find that sometimes when someone crosses your mind, like when you cross my mind I have I and I remember this, I reached out to you and I think you sense I was just thinking of you or something and but when you think of someone reach out to them and just give them a quick note, a quick text hey how are you doing because they crossed your mind for a reason in my mind. That's how I feel. They've been put on your heart.

Arlene Jorgenson

Yes I believe that too there were there. Yeah, there were people when my husband was sick there were people of course people that would send cards and that was really wonderful. There was one lady that sent a card. , just. Every week or two the whole time and not just Stu who was the one who was sick but to me. And I thought man oh man, those cards are pure gold. And so I said, Self, make sure that you remember that. And so I have become a person who writes a lot of cards.

Lisa Peters

I love that. I love cards. So we're gonna switch a little bit over to your spiritual life and I want you to tell us a little bit about your spiritual life and I just wonder you know did you grow up in a family with strong faith?

Arlene Jorgenson

I wish I did. I wish I did. I am envious of those people who did although I grew up in a great family. I was the oldest of four kids and we went to Lutheran church in town Christmas and Easter, but I had a neighbor that lived up the road. Ruth Webber was her name. I honor her by mentioning her name. She was, well we would call her a spinster back then and she was a farmer. And so I didn't know that it was odd to be a woman who was a farmer because well there was Ruth and she would pick up all the little kids in the countryside from May until October and stuff us all in the car that was before seatbelts. And drive us to the country school that was 2 miles up the road that my mom and where my mom and dad went to elementary school and sweep that place out clean it up. Light the fires and we had Sunday school there every Sunday. So I was going to that Sunday school from when I was 2 years old so I can't ever remember NOT knowing that God loved me and had a plan for my life. I think my mom was just glad to get rid of 1 kid for a little while. And then Ruth would pick me up and take me to Vacation Bible School and to the Sunday school picnic and to Bible camp and then later on she would pick all the girls up after school to Pioneer Girls. What an amazing legacy. So I was 8

years old when I made a commitment to follow Jesus. And then of course all the ups and downs of life and reconfirmed that commitment and so that has been the trajectory of my life is. And having great friends and being involved with Christian movements at university and so that has been a theme of my life that my faith is very, very important to me. It grounds me. And during adversity, that's the thing that keeps you going because it provides a framework for what is happening. It's not poor me. It's not well, it's bad luck. No, this is happening because we live in a broken world. But I have resources and I have a God who loves me and who is looking out for my best. So no matter how this turns out I have access to strength and resilience because of my faith in God.

Lisa Peters

Wow, so I want to go back to you said you committed to God at 8 years old. What does that look like at 8 years old?

Arlene Jorgenson

Well, what it looks like at 8 years old, I think is just an acknowledgment. I was a very mature girl. An acknowledgement that in order for me to really lean into being a Christian I had to ask Jesus into my heart. I had to ask him to forgive me of my sins to come into my heart and make me the kind of person he wanted to me be. And of course, that changed everything. It's kind of like, reading and writing about taking a bath but until you really get in the water. You're not really taking a bath. And so I can remember that it was at a series of children's programs. And I remember the teacher saying you know that you need to ask Jesus into your heart and one night I just realized that's exactly what I need to do. And it was a very real spiritual experience. I remember the feeling of absolutely overwhelmed with the fullness of God's love in my life.

Lisa Peters

Wow! Thank you for sharing that. So now you know years later you were in college and you got involved in ministries and stuff. But how did you did LeaderImpact ever come to you?

Arlene Jorgenson

Oh well, actually it came quite honestly. Most people within LeaderImpact eventually bump into Judy and Nathan Hildebrandt. They've been involved with LeaderImpact for over 30 years and they developed the LeaderImpact movement across Canada and then globally and then are helping to lead it through North America because of the influence of the programs and the systems and the resources that they put in place. Well, I grew up with them. Yeah, I grew up with Judy she was one of my best friends in high school. Our parents were friends, drinking buddies if you must know. And Nathan was my grad partner. So shhhh don't tell anybody. And so we go way back together. Then we ended up at university together and then I lived in the Northwest Territories and in Manitoba and they lived all over BC and places. And then 30 years ago we both moved back to Saskatoon and I ended up living in a house that was a block away from them. Yeah, so I can't ever remember I've always been involved in what Judy and Nathan are involved in. So they got me involved with, well back in Saskatoon we didn't call it LeaderImpact then. I forget what we called it. And then it developed into you know, so we were the place where they were practicing out small groups and forums and the

things that we now know are foundational to a LeaderImpact city movement and so we worked on those things here.

Lisa Peters

Amazing. That's a good story. That goes back a long ways.

Arlene Jorgenson

You didn't know that?

Lisa Peters

No. Number one, I didn't know you dated Nathan. You were his grad date. But no I yeah I didn't know it went all that up far back.

Arlene Jorgenson

Yeah, Judy and I and 2 other friends, we were hot stuff. We had a singing group in high school we had matching outfits and we sang at every senior citizens and birthday, anniversary celebration. Yeah, we were hot stuff.

Lisa Peters

Well so you were part of LeaderImpact during your career with Healthserv did you ever bring Christian influence into Healthserv. I just want to know how you did that or if you did it.

Arlene Jorgenson

I think I think at the very beginning I thought that Christian was something you did at the workplace. And I didn't know how because of the separation of church and state. Anyway I made it way too complicated. Being Christian is what I am and I'm the boss I bring all of myself into the workplace. And so yes through conversations people knew what my beliefs were. They knew that I went to church. They knew that I was involved in LeaderImpact. I invited them at different times to come to the Forums. But whether you want to admit it or not your values and the way you live out your life is loud and clear to everybody. And that became very clear to me one day when one of the consultants that we worked with a financial consultant that we worked with, she had cancer and she died. And it was very sad to all of us and so we made the announcement to the staff and my chief operating officer turned to me and said and now Arlene will lead us in a prayer. Well, it would have been nice if she would have warned me at that. But you see she thought you know this is a sacred moment and I think we need a prayer and Arlene's the one to do it. And everybody bowed their head and I said a prayer blessing for that woman's life and for her family. So things like that made me realize that so that it's how you do everything and so I stopped thinking now we need to do something Christian and now we need you know we're not doing something Christian.

Lisa Peters

It's just part of everything. It's everything about you now.

Arlene Jorgenson

It's part of everything. Yeah, so living that authentic life was something that I started embracing more and more I had a little prayer in the inside of my where I hung up my coat. And I would start the day with looking and reading that little prayer about helping me to be a good influence today and may I be a blessing to others and so things like that helped me.

Lisa Peters

Yeah, I find that even this podcast for me and the little reminders in the day, in the morning time I need all of that to continually feel you know close to God. And so I love that.

Arlene Jorgenson

Yes, to feel authentic to feel integrated, a fully integrated life. That's a word that I'm using a lot lately, that those parts of your life are fully integrated and completely authentic. That there isn't an off/on switch for any of those parts of your life. It's fully integrated and that's I think that's a good place to be. It feels like a very mature place to be for me.

Lisa Peters

Yeah, that's awesome. So obviously LeaderImpact is dedicated to leaders having a lasting impact and as you continue to move through your own journey Arlene, have you considered what you want your faith legacy to be when you leave this world?

Arlene Jorgenson

Oh wow, do you know what? I can develop the answer to this question into a thesis. And actually, you know funny you should put it that way because actually, I'm taking master's classes right now. This is my COVID project. I'm taking master's classes, a master's in leadership from Horizon College and Seminary. I remember when I was taking my nurse practitioners at the University of Alberta, the woman I lived with that I was staying with was 60 years old and she was taking a degree in theology. And I thought what's the point? Why are you doing that? And it took me a while to formulate a polite way to ask the question and I asked her the question and she said well she said I realized that in 4 years I'm going to be 64 whether I have a degree or not. And I thought wow and here I am doing the same thing. It's wonderful to be engaging in those conversations. So, all of that to say that right now my assignment for 3 weeks from now is to answer that same question that you just asked me, Lisa. Yeah, that's my assignment and I've been grappling with that because unlike some of the other people in the class I'm not taking it so that I can improve my resume and get a better job. I'm doing it for my own personal growth and benefit. So what is it that I want? I complained or I whined to God that I'm too young to be a widow. I'm not ready to retire. Well, I know that he has something more for me. I'm not ready for a rocking chair or playing Bridge every afternoon. So what is that that he has for me? So I think you might have to wait and read that paper! But I know that there's significant things I know that those are completely within my resource. What's in my hands I know that. So I'm just putting some words around that right now.

Lisa Peters

I love it. Well, I am coming back to you then. I'll be checking in with you on a regular basis. So my final question to you is so what brings you the greatest joy.

Arlene Jorgenson

Oh, that is a good question. Well COVID has shown me that I am an extrovert. This business of being at home and being alone has just about killed me. It was awful and of course, there was a period of time in there where about six months where I couldn't see my grandchildren or visit much with anybody and I just about shriveled up and died. So what brings me the most joy is being involved with people, especially positive people that are interesting and going somewhere. So who knew that my crafting group and my quilting group would become such a wonderful group of encouragement? And I've been able to mobilize them to make quilts for the new hospice and Saskatoon and to make handmade cards to put in Christmas baskets as a fundraiser for St. Paul's Hospital Foundation. I'm a chaplain for the Huskies women's hockey program and then do fundraising for their scholarship program. So being involved, mentoring I consider that all to be teaching and mentoring and you know building into these people's lives and using those relationships for good for something bigger than myself. And then, of course, I have to say that hanging out with my family. My bubble has gotten a little bit bigger but hanging out with family. My dad is going to be 90 years old this weekend and he's as healthy as a horse. Big, strong strapping Norwegian guy doesn't take any medication. Golfs every day and so he's amazing. I'm going to go down to Arizona to visit them at Christmas time. So spending time with my grandchildren. My great-grandchildren. Being very intentional about those relationships. Isn't it funny Lisa that during COVID when we're not supposed to be gathering with all those people we don't phone them either isn't it that funny?

Lisa Peters

Yes, it is.

Arlene Jorgenson

Which just shows you again. How much our mental health is our mental capacity and our physical capacity? We're not supposed to go visit them. So somehow 2 weeks go but goes by and we haven't phoned them well, there's nothing wrong with my phone.

Lisa Peters

Yeah, or social media or by texting or all the ways we can connect.

Arlene Jorgenson

Yeah, so. Yeah, all the ways we can connect. Let's be creative. We can get together golf in the summer we can get together and go for a walk. We can take the dogs out. Yeah, so that's what gives me joy these days.

Lisa Peters

Oh well, thank you Arlene for sharing your story with us today. You bring me joy. I just want to thank you. Oh, you are an inspiration and a rock for me at times, and this summer you knew I had a contract that was very hard and you called me so many times so I'm honored to have you as a friend in my life. So thank you.

Arlene Jorgenson

Oh, I'm so glad. That I've learned my lessons well because I had to learn those lessons about how important that was and that when I get that nudge I need to. Like how much does it cost me really to send a little note? And yet I know darn well how much those little notes mean to me. So thank you for saying that it's very kind. Yeah.

Lisa Peters

Thank you for your leadership through adversity is a story that we all need to hear because I think sometimes we feel like we are alone in this world and we are not. So thank you.

Arlene Jorgenson

This isn't the first time this has ever happened in the world. This happens to every person and every generation I'm realizing adversity does. And we are not meant to do this alone. We are meant to do this in a village. And I'm becoming very aware of in my role as a mature woman you know, I'm not in the workplace. But as an auntie, as a grandma as a friend, I have a responsibility to be delivered very intentionally supporting my tribe.

Lisa Peters

All right? Well thank you Arlene for sharing your day with us.

Arlene Jorgenson

Oh thank you Lisa Thank you have a great day.

Lisa Peters

Well LeaderImpact is a global movement dedicated to leaders having a lasting impact. We believe that true impact occurs when your personal, professional, and spiritual life is fully engaged. We have a network in over 350 cities around the globe. We host live and virtual events throughout the year and have a growing network of peer groups that meet weekly across these cities. Our podcast is just one of the ways to help you accelerate your growth as a leader. We hope you enjoyed meeting Arlene Jorgensen if you're part of LeaderImpact you can always discuss or share this wisdom with your group and if you are not yet in a LeaderImpact group. We would love to have you so check out groups available in your area at leaderimpact.ca or get in touch with us and we will connect you stay in touch with our newsletter at LeaderImpact dot ca or on social media and remember, impact starts with you.