

Mid-2000s to Early 2010s | Corporate Walls to Community Halls

How I Built Expertise by Sharing Tools Meant for the Few — with the Many

While I started my career inside the walls of Fortune 500 companies, soaking up every tool, framework, and leadership lesson I could find, I quickly realized those tools weren't meant to stay locked behind corporate doors. I had to pay it forward, bringing leadership lessons to those without access to the same resources.

That calling drew me into the heart of St. Louis, leading workshops, mentoring, and sharing what I'd learned about change management and leadership. One day at the salon, while telling my stylist, Susan, about my vision, a woman across the room said, "I couldn't help but overhear, I'm Adrian Bracy. I know someone at a local TV station you should meet." Susan whispered, "She's the CFO of the Rams. Call her." So I did, and the connection was made.

After meeting the station manager, I pitched a career and life transitions show. The interview was a disaster; I bombed every journalism question. Still, they saw something. "We need this," they said. That's how Metamorphosis was born, a talk show I created, hosted, and produced, featuring corporate leaders and community voices, focused on real-life growth, career reinvention, and transformation.

Meanwhile, at Walgreens, I hit a defining stride, leading a high-performing regional HR operations team that turned people strategy into profit. We drove engagement, improved service, and transformed performance across the region, earning national recognition, including being named an HR Game Changer by Workforce Magazine.

I also began teaching, keynoting, and serving on the board of HR People + Strategy, shaping the profession alongside national HR executives. This was when my focus deepened: helping people and organizations navigate career transitions, reinvention, and large-scale transformation. Not just behind corporate walls, but in community halls.