

MOMENTS MATTER!

FALL ISSUE 2025

MAGAZINE

THE UPSIDE OF
DISRUPTION BY
**TERENCE
MAURI**

**VALORIE
KONDOS
FIELD**
THE ART OF
LEADING
WITH GRACE

IS TIME
YOUR GREATEST
TOOL OR YOUR
BIGGEST TRAP?

DS

DAVE SANDERSON SPEAKS INTERNATIONAL

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Dave Sanderson

MOTIVATIONAL SPEAKER & LEADERSHIP EXPERT

Dave Sanderson, CEO and founder of Dave Sanderson International, survived the Miracle on the Hudson and now inspires audiences worldwide with his story of resilience. Hire Dave to speak and empower your team to overcome adversity and achieve success. His captivating message ignites hope and motivates individuals and organizations to reach their full potential. With Dave Sanderson International, he continues to make a positive impact, guiding others towards fulfillment and success. Dave also publishes Moments Matter Magazine.



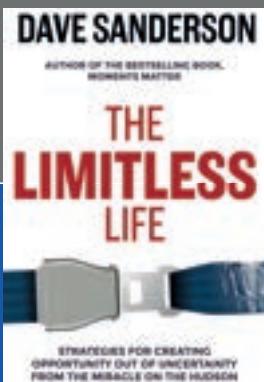
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- Inspiration/Overcoming Adversity
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- Growth Through Resilience



Please don't hesitate to reach out to Dave and his team for any speaking opportunities or media inquiries. We welcome your interest and look forward to connecting with you!

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Welcome

to the Fall Edition: “Leadership Through Time”

Leadership isn't about position. It's about perspective.

And this fall, we're exploring leadership from every angle — through the eyes of those who've led teams, families, missions, and movements — and through the moments that have shaped how they see time, purpose, and people.

Because leadership isn't just what you do when things are clear.

It's who you are when they're not.

I've learned that the most effective leaders don't just manage time.

They master it.

They use time as a tool, not a trap.

Time can either free you or frustrate you. It can work for you or against you.

It can be the reason you rise — or the excuse you fall back on.

The difference?

Perspective.

What Great Leaders Understand About Time

Great leaders don't ask for more time.

They create meaning with the time they have.

They see time as a currency — not to be spent on busyness, but invested in what matters most: people, purpose, and progress.

They know yesterday can teach them, but it can't define them.

They know tomorrow will challenge them, but it can't control them.

So they focus on the one thing they can truly influence — right now.

That's the moment where impact happens.

That's the moment that matters.

From the Cockpit to the Boardroom

I've seen time move fast — 208 seconds, to be exact.

That's how long it took to go from ordinary to unforgettable on the Hudson River.

In those moments, every second counted. Every decision mattered.

Time didn't slow down — but my clarity did.

And that clarity changed everything.

This edition captures that truth from every direction — the tactical and the timeless, the personal and the professional, the moments that test us and the ones that teach us.

It reminded me that leadership doesn't happen in some distant future when everything is perfectly aligned. It happens in the space between urgency and intention — when you decide to act with courage, not comfort.

That's where true leadership lives.

Inside This Edition

You'll meet people who lead differently — because they think differently about time.

Some lead through stillness — by slowing down to see what others miss.

Some lead through motion — by creating momentum when others freeze.

Some lead through service — by giving their time where it counts most.

Each story carries a truth: Leadership isn't measured by how fast you move, but by how deeply you use the moments you're given.

This edition captures that truth from every direction — the tactical and the timeless, the personal and the professional, the moments that test us and the ones that teach us.

Your Moment Is Now

As you turn these pages, I invite you to pause — not to look back, but to look forward.

Ask yourself:

How am I spending my time?

Who am I giving it to?

What's one moment I can reclaim today and turn into momentum tomorrow?

Because when you shift how you see time, everything shifts with it — your priorities, your leadership, your impact.

Time is the one resource we all share, yet it rewards those who treat it as sacred.

Not as something to chase, but something to choose.

So as you read this Fall Edition, remember this:

You can't lead others until you've learned to lead your moments.

And the leaders who make the greatest impact don't try to control time — they partner with it.

That's what makes them unstoppable.

Welcome to the Moments Matter Magazine Fall Edition.

Let these stories remind you that every second has purpose — and every leader has a choice:

Use time as your tool.

Not your trap.

Because when you master your moments, you master your mission.

Dave



Dave Sanderson





IS TIME YOUR GREATEST TOOL OR YOUR BIGGEST TRAP?

Every day, you and I wake up with the same gift: twenty-four hours.

How you use it — that's where everything changes.

For years, I thought I was managing time. Meetings, calls, deadlines, flights — all packed

neatly into a schedule that looked productive on paper. But somewhere along the way, I realized something deeper:

Time isn't something you manage. It's something you master.

Time isn't the enemy.

It's not the reason you're behind or

overwhelmed.

Time is a mirror — it reflects what you value, what you fear, and what you believe is possible.

The Illusion of “More Time”

When people say, “I just need more time,” what they really mean is, “I haven’t decided what matters most yet.”

Think about it.

You can't find time. You create it — by cutting what doesn't belong. By letting go of what once mattered but no longer moves you forward.

That's why I believe people who cling to the past get passed.

Because the past is heavy. It demands your attention, but it doesn't deserve your energy.

You can't drive forward while staring in the rearview mirror. You'll miss the turns that

matter. You'll miss the moment that could move you.

When you treat time as a **tool**, it sharpens your focus.

When you treat it as a **trap**, it steals your freedom.

Moments That Matter Most

I learned that lesson the hard way — on January 15, 2009.



When the plane hit the water that day, every second mattered. There was no negotiation with time. No rescheduling the next moment.

There was only now.

That moment rewired my understanding of time forever. I stopped asking, "How much time do I have?" and started asking, "What am I doing with the time I've been given?"

It forced me to live from a new question — one that still guides every decision I make today:

What is my next best move?

That single question saved lives that day. And it's the question that keeps saving mine — in business, in relationships, and in faith.

Because when time becomes your ally, clarity follows.

And when clarity leads, mission shows up.

Three Shifts to Use Time as a Tool

Over the years, I've learned that how we relate to time determines how far we can go.

These three shifts can help you turn time into an ally instead of an anchor.

1. Get Clear on Your Future, Not Your Past

You can't rewrite yesterday. But you can redesign tomorrow.

Ask yourself:

If nothing held me back, what would I create? Who would I serve?

When you get clear on your vision, time starts bending toward your purpose. It stops working against you and starts working for you.

Clarity creates velocity. When you know where you're going,

time stops being wasted on what doesn't matter.

2. Focus on What Only You Can Do

Most people fill their days with noise — answering every message, saying yes to every request, managing what others could easily handle.

But time rewards clarity. It expands when you focus on what only you can do — the work, the conversations, and the moments that require your fingerprint.

When I stopped trying to do everything, I started doing the things that mattered.

3. Stop Measuring Time by Quantity — Measure It by Quality

You can spend ten hours doing something that drains you, or ten minutes on something that changes you.

Time doesn't care how long it takes. It responds to how intentional you are.

When you make these shifts, time stops being a weight and starts being a weapon — one that cuts through distraction, indecision, and fear.

Breaking the Past's Grip

Here's the truth: the past will always call you back.

It whispers, "Remember when?"

It tempts you to replay, regret, and rationalize.

But if you're always looking behind,

you'll miss the invitation right in front of you — to grow, to serve, to lead.

I've met countless people who've built their identity on what they used to be. They talk about their glory days, their big wins, or even their big losses — as if time froze there.

But the world didn't stop. Life didn't stop.

They did.

When you cling to the past, you get passed by people who decided to move forward —

even when it hurts. People who didn't wait for perfect conditions. People who turned the clock into a compass.

Time will either remind you of what you've lost or reveal what's still possible. You get to choose.

Turning the Clock into a Compass

So how do you make time your tool?

Start by asking three questions every morning:

1. What matters most today?
2. Who needs my presence, not just my productivity?
3. If this day were my last, how would I spend it?

When you live with that kind of intention, time shifts. It stretches. It starts to serve you.

That's what I call **Real AI — Access to Influence.**



Because influence isn't about how long you've been doing something. It's about how deeply you show up in the moments that matter.

The Power of Now

Here's the bottom line:

Time doesn't heal all wounds. It reveals what you choose to hold onto.

If you hold onto the past, it keeps you trapped.

If you hold onto mission, it sets you free.

The people who rise, lead, and make a difference aren't the ones with more hours.

They're the ones who honor the hours they have.

So use your time like a craftsman uses a chisel.

Shape something that lasts.

Build something that matters.

Create a life that moves — forward.

Because when you use time as a tool, not a trap, you stop being a prisoner of your past and become a partner with your future.

And that's where the real work — and the real freedom — begins.

Your Invitation

If this message resonates with you, I want to invite you to go deeper.

If you would like to learn how to make significant progress towards having the freedom of time, please contact me at <https://davesandersonspeaks.com/contact/> and we will have a conversation on how to use time as a tool.

Because a new future always creates a new present.

And the time to build it — is now.



**JESSICA
KRIEGEL**



Culture

HOW DR. JESSICA KRIESEL

Is Redefining Culture,
Leadership, and
Possibility

I've said this for years.

Leadership isn't about
following a map.

It's about drawing one.

And every once in a while, someone steps forward with the courage to draw a new map—and then hands you the pen so you can chart your own course.

Jessica Kriegel is one of those people.

I've walked through high-stakes moments. I've carried the weight of decisions that could change everything. I know what it feels like to reach inside the emotional backpack you never planned to pick up and still find the strength to move.

Jessica's story mirrors that same truth.



Her journey from the corporate corridors of Oracle to shaping the culture-driven engine at Culture Partners is more than a career shift. It's a message. A reminder. A call.

When you reclaim culture, you reclaim possibility.

And when you reclaim possibility, you reclaim your life.

From Corporate Practitioner to Culture Architect

Jessica spent more than a decade inside Oracle, working in change management and organizational development. When you're inside a company of that size, you see the best and most challenging parts of leadership. You see the goals. The strategy decks. The numbers on the wall.

And you see the gap.

She watched leaders grind through massive targets while struggling to move their people.

She saw teams push hard without a clear sense of unity.

She saw how easily strategy could outpace belief.

And she asked a simple question that changed everything:

What if culture wasn't an abstract idea but a measurable force that drives real results?

That question became a spark.

The spark became a framework.

The framework became the Results Equation—what many now call the Culture Equation.

Purpose + Culture + Strategy + Action = Impact.

Clear. Simple. Repeatable.

Just the way a leader needs it in the real world.

Her decision to leave Oracle wasn't about turning away from a big brand.

It was about turning toward something that gave her clarity.

She saw leaders lost in noise—too many projects, too many silos, too much thrashing and not enough progress.

So, she stepped out.

Not to escape pressure, but to rise into purpose.

Today she serves as Chief Strategy Officer of Workforce and Labor at Culture Partners. And the work she leads is reshaping how leaders





Her Philosophy: Clarity • Courage • Conviction

Jessica's philosophy resonates deeply with me because it speaks to the heart of what I teach leaders every day.

Here are three ideas she champions that I believe every leader needs:

1. Culture is a choice.

You don't fall into a high-performance culture.

You build it.

One belief.

One action.

One moment at a time.

2. Beliefs drive behavior. Behavior drives results.

If your beliefs don't line up with your mission, your behavior never will.

If your behaviors don't line up with your mission, your results never will.

Leaders who ignore belief will always chase results they can't reach.

3. Strategy without culture is a hollow shell.

You can have the biggest plan in the world.

If no one believes in it, it dies on the table.

I saw this firsthand in the "Miracle on the Hudson."

think about culture, performance, and the human engine inside every organization.

Culture Partners: Where Culture Drives Results

At Culture Partners, Jessica doesn't talk about culture as a slogan.

She talks about it as the system that drives everything else.

What I appreciate about her approach is how grounded it is. Plain. Direct. Practical.

Here's how she frames culture:

- It's not an afterthought. It's the engine behind every result.
- It's not vague. You can measure it.
- It's not optional. When culture breaks, performance breaks.

She talks openly about the tension between belief and behavior.

Companies may paint their mission on a wall.

But if the daily actions don't match

it, the culture fractures.

She calls this the "internal chain."

The silent restraint that holds teams back.

I've felt chains like that in times when pressure was high, and decisions had to be made quickly. When you're in the cabin of a sinking plane or leading a team in turbulence, belief and behavior matter. They decide the outcome. They create alignment. They give people the courage to act.

Jessica brings that same clarity to corporate life.

In one of her recent studies, she highlighted how 85% of leaders experience "decision distress" and nearly 60% face decision dilemmas more than once a day.

That's not an HR problem.

That's a leadership problem.

A culture problem.

A results problem.

And she is giving leaders tools to solve it.



We didn't rely on better equipment.

We relied on clarity.

Shared understanding.

Aligned action.

Everyone knew the mission.
Everyone knew the stakes.

Culture is that same force in business.

The quieter force.

The one that decides whether people act with conviction—or freeze.

Why Her Journey Matters to You

Maybe you're leading a new division.

Maybe you're building a sales career that feels stuck.

Maybe you're trying to shift your team but can't find traction.

Jessica's work gives you a path forward.

Step 2: Flip the choice.

Culture doesn't happen to you.

You choose it.

Or you lose it.

Step 3: Translate culture into clear frames.

Use the Results Equation.

Tie belief to behavior.

Tie behavior to results.

Step 4: Own it.

Culture is not a department.

It's your responsibility.

Step 5: Monitor and course-correct.

Beliefs shift slowly.

Behaviors shift more quickly.

Results follow.

Pay attention to all three.



I've watched teams rise after trauma.

I've watched them rebuild trust.

I've watched them find unity in pressure.

That's what culture can do when it's strong.

And that's what Jessica is helping leaders create.

She is not asking people to follow an old script.

She is inviting them to write a new one.

One that breaks the status quo and opens the door to a Limitless Life.

The Takeaway for You

If you want to gain an edge today, don't chase more resources.

Build better culture.

Build better belief.

Build better clarity.

Because everything else—sales, retention, creativity—flows from that.

Here's what you'll hear when you sit with Jessica's work:

- Don't treat culture like a project. Treat it like the lifeblood of your organization.
- Don't wait for clarity. Create it.
- Don't push harder. Align deeper.
- Don't hope people will follow. Invite them into something they can own.
- Don't lead from the top only. Activate purpose from every level.

These aren't slogans.

They're cues.

Signals.

Reminders that leadership starts inside you before it ever reaches anyone else.

You're not just reading her story.

You're being asked to see your own.

To reach deeper.

To break the internal chains holding you back.

To build a culture that supports the leader you know you can be.

You've carried your emotional backpack.

You've walked through turbulence.

You've led in moments that shook you awake.

Now you can lead differently.

Let Jessica's map guide you.

Let it be your compass.

And live the Limitless Life that's waiting for you on the other side of clarity, courage, and conviction.

Because when culture and strategy move together—you become unstoppable.

ABOUT JESSICA KRIEGEL

Jessica Kriegel is a workplace culture expert, keynote speaker, and researcher. As Chief Strategy Officer at Culture Partners, she leads research that challenges outdated ideas about control, power, and performance—offering bold new frameworks that drive real business results. She's the host of

the CEO Daily Brief and Culture Leaders podcasts, and a frequent guest on CNN, Fox Business, CNBC, and Bloomberg. Jessica holds an MBA and a doctorate in leadership with a specialization in Human Resources Development. She is currently pursuing a Master of Divinity and is also a trained death doula, a role that deepens

her presence and perspective as a leader. Her first book, *Unfairly Labeled*, breaks down generational myths in the workplace. Her upcoming book, *Surrender to Lead*, launches in January 2026. When she's not doing all that, she's cruising around Sacramento, California in a motorcycle sidecar with her eight-year-old daughter.

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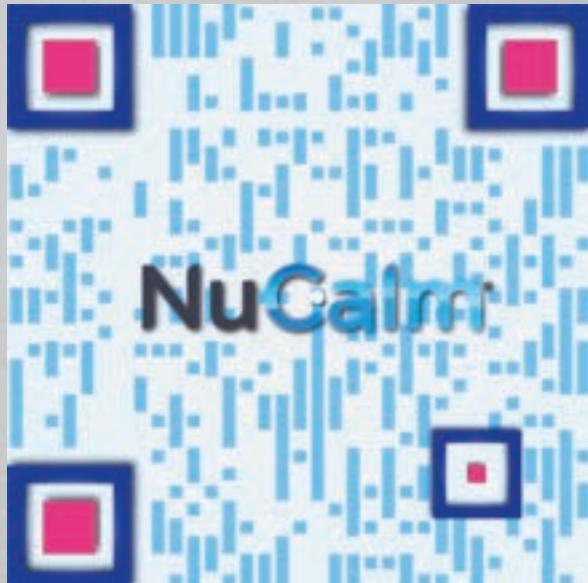
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A professional headshot of a man with short, dark hair and glasses, smiling. He is wearing a dark, patterned shirt. The background is a neutral, solid color.

Lee B.
Salz

The Power of Being Insatiably Inquisitive

In my twenties, I knew I wanted to publish a sales book. At the time, I was constantly creating tipsheets, guides, processes, and tools for my sales team. I believed what I had written could help salespeople everywhere.

This was in the mid-1990s. Email was in its infancy, and social media didn't exist. The idea of a first-time author with no audience landing a traditional publisher felt like searching for a needle in a haystack. Self-publishing was an option, but I knew it wasn't the path I wanted.

Fast forward to 2005. I was Vice President of Sales for a background screening company. The CEO invited me to join him at a Vistage (a CEO organization) meeting because they were having a sales program delivered by Jack Daly. At the front of the room sat Jack's book, proudly displayed. The moment I saw it, I knew I had to





learn how he got published.

After the program, I thanked Jack for delivering a great session and asked who his publisher was. To my surprise, he had self-published his book. I shared with Jack that I wanted to pursue traditional publishing. "I have a friend who just signed with a publisher in Los Angeles," Jack said. "Would you like me to introduce you?" Absolutely!

One conversation later, I was connected to that friend. A week later, I was talking to his publisher.

Shortly after, I signed my first book deal.

I got my first book published because I am insatiably inquisitive.

That's a part of who I am. It's the way I've always been, but I've come to realize that most people aren't like that, and it limits their success. Had I left Jack's session without having a conversation with him about book publishing, I wonder if I would be where I am today—having had my seventh book, *The First Meeting*

Differentiator, published by the largest book publisher in the world, HarperCollins.

Why Being Insatiably Inquisitive Matters

Over the years, I've coached my three adult children on the importance of being insatiably inquisitive. I continually share with



them, "Have conversations, lots of conversations, because you never know where they might take you." They each have stories about how being insatiably inquisitive has opened doors for them.

You're probably thinking I'm referring to curiosity. This is more than just being curious. You can be curious but lack the confidence to act on that curiosity. Being insatiably inquisitive means putting your fears aside, taking the leap, conquering fear, and asking questions with confidence.

Being insatiably inquisitive is one of the keys to success in sales, but unfortunately, many salespeople have lost that ability. We all come into the world insatiably inquisitive. As young children, we would bombard our parents with questions like, "Why is the sky blue?" "Why is this so big?" "Why

is this round?" At some point, our parents became annoyed and responded, "It just is. No more questions."

How did that impact us? At a very young age, we became conditioned to believe that asking questions is irritating, that people will get angry with us because we ask them questions. The problem with that belief is that every sales study ever conducted on sales effectiveness reveals the same takeaway message: The key to sales success is to ask comprehensive, thoughtful, and insightful questions.

The typical toddler asks about 300 questions every day. How many questions do salespeople ask during first meetings with prospects? According to Hire DNA, they ask, on average, six questions.

Salespeople have forgotten how to be insatiably inquisitive, but there's good news: This issue is totally fixable.

How to Toggle It Back On

The ability to be insatiably inquisitive is in all of us. Just like the functions in our phones, we need to toggle it back on.

Here's a little exercise that I've done with thousands of salespeople to help them rediscover their ability to be insatiably inquisitive.

Step out of your current sales world for a moment and enter the vacation travel industry. I'm going to share a question you would ask a prospective client and their response to it. After you read the response, give yourself one minute to come up with as many follow-up questions as you can.

Here's the question: "Where would you like to go on vacation?"

Their response: "I want to go to Florida."

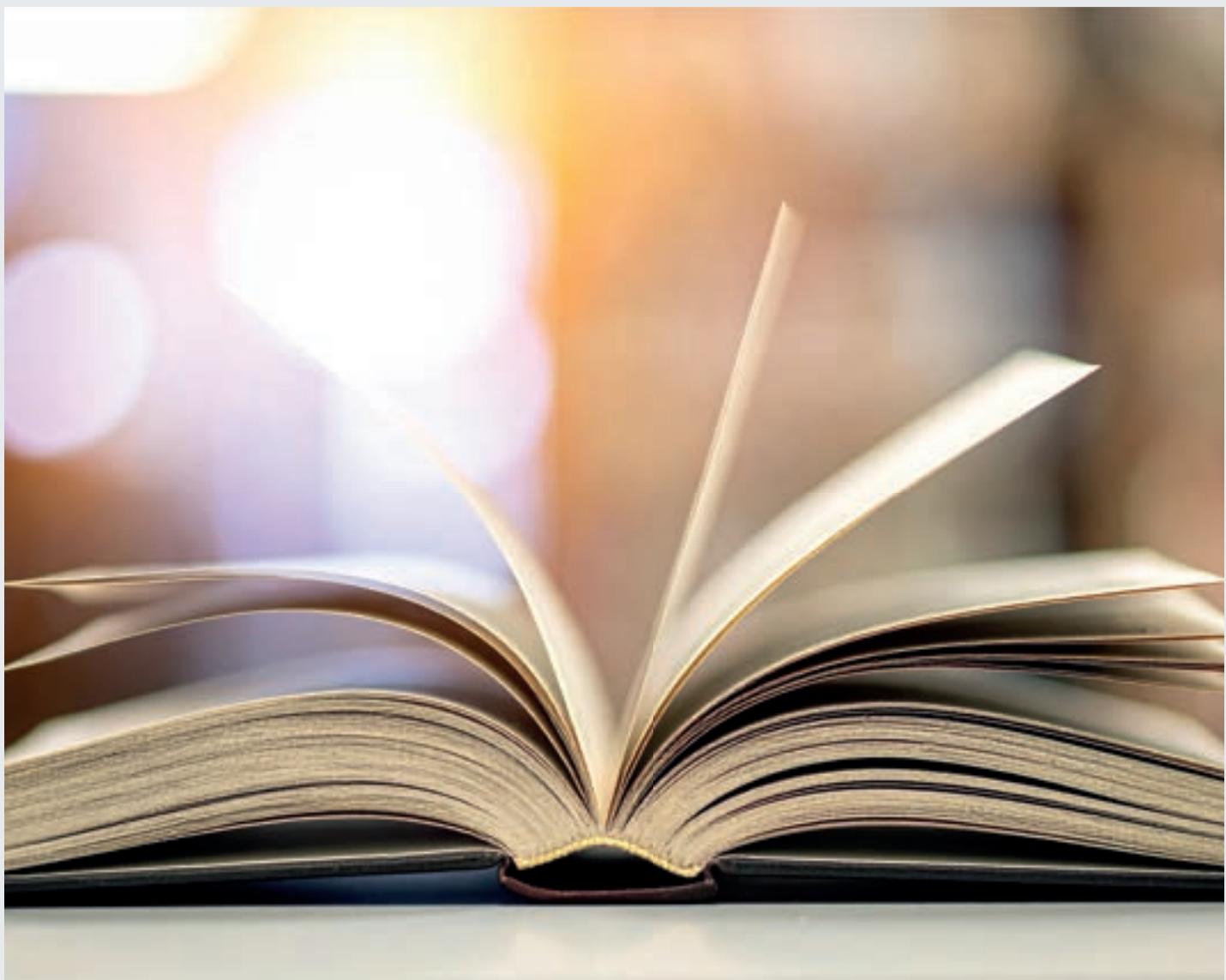
Again, take sixty seconds to come up with as many follow-up questions as you can.

"Have you been to Florida before?"

"Do you prefer the beach or a pool?"

"What activities do you like to do on vacation?"

Those are three examples of follow-up questions you could ask based on the statement, "I want to go to Florida."



How many follow-up questions did you come up with? Five? Eight? Ten?

Try the exercise again tomorrow. I bet you'll come up with six, nine, or eleven follow-up questions.

Do it again the next day. I'm sure the number of follow-up questions you develop will go up again.

Let's change it up and try it again, this time in the fitness industry. Your prospect says, "I want to get in shape."

Again, take one minute and come up with as many follow-up questions as you can based on that

statement. I bet your number will continue to go up.

Try the same exercise again tomorrow. Your number will go up again.

Now, create a scenario in your industry and follow the same steps as the prior exercises. Do it again tomorrow.

If you keep doing this for a few weeks, not only will your numbers improve in the exercises, but you'll notice you start asking deeper, more thought-provoking questions when you're in the field. In other words, your ability to be insatiably inquisitive will have been toggled

back on. It's just like any skill—the more you practice, the better you get.

If you want to have stronger, more meaningful conversations with prospects that lead you to win more deals at the prices you want, develop insatiably inquisitive mastery.

Learn more in Lee's new book: *The First Meeting Differentiator: Transforming Sales-Focused Discovery into Client-Centric Consultations* and download the first chapter free at FirstMeetingBook.com.

ABOUT LEE B. SALZ

Lee is an internationally renowned sales management strategist, bestselling author, and award-winning speaker specializing in building world-class salesforces. His new bestselling book, *The First Meeting Differentiator: Transforming Sales-Focused Discovery into Client-Centric Consultations*, is available on Amazon and at all major book retailers. Lee can be reached through his website, SalesArchitects.com, and at 763.416.4321 for coaching, consulting, custom sales playbook development, workshops, and keynotes.





**MIRJANA
Novković**



THE ART OF NOTICING

Moments that shape us

The hardest part about life's most meaningful moments is not when they arrive. It's when they slip past us, and we only recognize them in hindsight. If we're lucky, we catch them as they are unfolding, when the gravity, the beauty, and the power of the moment are still alive.

I've come to believe that living well isn't about chasing more, but noticing more. That doesn't mean I don't still find myself running breathlessly at times. But I've learned the power of pausing long enough to see when a moment truly matters and the clarity that comes when we act in alignment with what that moment is asking of us.

Two experiences, one deeply personal and one profoundly professional, shaped this belief for me. Both were moments that stopped me in my tracks. Both reminded me of who I was, but, more importantly, who I was becoming.



The Last Week I Carried Him

It was a quiet morning, just a week before I was due to give birth to my first child. I stepped into

the shower, letting the water run over me, when a realization landed with such force it took my breath away:

This would be the last week that I carried him with me in this way.

For months, he had been with me every single second. Every move I made, he made. Every breath I took, he took. His tiny heart beat under my heart, his little feet kicked inside my belly. I had been aware of him all throughout my pregnancy, but in that one instant, it struck me, this part of our story was ending. Soon, I would meet

him. Soon, I would hold him in my arms instead of under my heart.

And yet, that week before his arrival was sacred. It was the last week he would ever be with me in such a complete and uninterrupted way. That thought stopped me. I closed my eyes, placed my hands over my belly, and simply let myself feel the weight of that moment.

I cried, not from sadness, but from awe. The beauty, the magic, the gravity of carrying life, of being entrusted with it, even for a season, was overwhelming. And the awareness that it was

about to change forever made that last week feel like a gift.

That moment taught me something I carry still: the power

of pausing to notice, to fully inhabit what is fleeting. Because those are the moments that matter.

The Punching Bag

Years later, I found myself in a very different kind of moment.

I had been working for sixteen years at an extraordinary global speakers bureau, leading marketing for an organization that had become my family. I loved them. I gave my whole self to that work, living for the work and the beautiful community we created. And yet, in the months leading up to this particular day, something inside me began to stir.

I felt restless. Uneasy. There was a quiet voice I could no longer ignore: ***There is more you are meant to do. You are meant to go deeper.***

The bureau I worked for represented some of the biggest global leaders, media personalities, authors and celebrities. It was exciting and inspiring work. But I found myself wanting to go beyond the stage, beyond the marquee names, into the heart of the people themselves.

I wanted to know speakers not just by their résumés and brands but by their essence—their stories, their nuances, their humanity. I wanted to be part of helping them be seen and heard in ways that went deeper than a single keynote. And I wanted to help organizations not just book speakers, but truly transform through the wisdom those speakers carried.

It was as if I had been in a beautiful relationship with someone I loved deeply, respected fully, but I knew

in my gut that the timing was no longer right. Something was off, and it could not be ignored.

The weight of this decision pressed on me for weeks.

Then one morning, I was at my local gym, working with a trainer on the punching bag. Each strike was supposed to be a release of energy. But instead, it felt like I was striking against the heaviness inside me.

And then, without warning, I broke. Tears streamed down my face as I kept punching. My chest heaved. I couldn't finish the session. I left the gym, walked outside, and let the sobs come.

That was my moment. The breaking point that revealed the truth: I could not carry the weight of denying what I knew any longer. The decision was made, even if I hadn't said it out loud yet.

Sometimes the body knows before the mind is ready. That day, my body told me: it's time.

Recognizing the Thresholds

Looking back now, I see both of those experiences, the shower before my son's birth and the punching bag in the gym, as thresholds.

In one, I was invited to slow down and savor the fleeting sacredness of a chapter that would never come again with my son. In the other, I was pushed to step through fear and into the unknown, trusting that what was ending was also the beginning of something new.





Both moments mattered because I recognized them. I didn't push them aside. I didn't tell myself I'd reflect later. I let myself feel the gravity, even when it was uncomfortable.

And both moments mattered because I acted. In the shower, I didn't change the course of my life, but I changed the quality of my presence. I anchored myself in gratitude and awe. At the gym, I didn't have a full plan, but I honored what my soul was telling me and began the leap into building my own path.

Why Moments Matters to All of Us

We all have moments like these. Sometimes they're quiet, almost ordinary. Sometimes they are

overwhelming, undeniable. But in every case, the question is the same: Will we recognize them while they are happening?

If we do, then the next question is: What will we do with them?

Moments matter because they call us into alignment. They remind us who we are, what we value, and what we are here to create or contribute. They don't always come with clarity, and they don't always come with comfort. But they always come with the chance to choose presence, courage, or both.

The Truth My Moments Revealed

I know that moments will keep coming. Some I will miss. Some will slip by unnoticed. But when I do catch them, when I pause long

enough to feel the beauty, the weight, the invitation, I know I will be changed.

The shower that reminded me of the fleeting sacredness of motherhood.

The punching bag that broke me open to my own path.

Both were moments that mattered.

And in recognizing them, I have learned the most important truth of all: life doesn't ask us to have it all figured out. It only asks us to notice when we are standing at a threshold, and to step through with as much presence and courage as we can.



Mirjana Novkovic is the Founder of Speaker Story Bank, a boutique consultancy that helps high-impact speakers refine their positioning, deepen their storytelling, and connect with the right stages and audiences. Drawing on more than 25 years in the speaking industry, she blends strategy with soul, bridging the art of human connection with the stories that move us to think differently, and more importantly, to do differently.



RICK
Denley

RETHINKING SUCCESS AND PURPOSE

FROM CORNERED TO COURAGEOUS

My Moment That Mattered

A LIFE-ALTERING MOMENT

There are moments in life that hit harder than any punch ever could.

For me, I've taken many of these punches, and I bet you have as well. Allow me to share one of these gut punches and how I responded. The day I learned my mother had breast cancer. That punch didn't just wind me—it triggered a seismic shift in how I viewed my leadership, my purpose, and the legacy I wanted to leave behind. Emotions were high. I felt frustrated, angry, and helpless. Not a good feeling for an action-oriented individual. Can you relate to a moment in your life that left you feeling this way? Perhaps you're experiencing it right now.

I had spent decades climbing the corporate ladder, leading transformational growth at global organizations. I was successful by every traditional metric. But something was missing. I wasn't impacting individual lives the way I knew I could. So, I made the bold decision to leave the corporate world behind and step into a new arena—one where I could help develop tomorrow's leaders, today, and guide people to become the very best version of themselves.

Similarly, I needed to make a change to act against this terrible disease harming so many.





THE WAKE-UP CALL: WHEN CANCER HITS HOME

According to the American Cancer Society, nearly 40% of people in North America will be diagnosed with cancer in their lifetime, and about 1 in 5 will die from it. Those numbers are staggering—but statistics become personal when they have a name. For me, that name was “Mom.”

A strong, resilient, and full of life person with a positive attitude. Her diagnosis was a gut punch. But instead of retreating, I chose

to rise. I joined the Fight To End Cancer, a charity boxing gala supporting the Princess Margaret Cancer Foundation. I trained for months, raised funds and awareness, finally stepping into the ring—not just to fight cancer, but to fight for her and others.

GROWTH THROUGH CHANGE

Transforming a 53-year-old body into a boxer wasn’t easy—even for someone who had always been athletic. The physical demands were intense. The mental discipline, even more so. But I’ve always believed that growth

only comes from change. That’s the mindset I live by and coach others to adopt. I got this from my mother, who was fighter harder than anyone, quietly.

Real leadership isn’t about responding to change. It’s about initiating it.

“Courageous leadership means stepping forward when others hesitate. It’s about leading change, not waiting for it.” RD

LESSONS FROM THE RING

Boxing taught me more about leadership than any boardroom ever could. In the ring, you learn quickly that rigid plans don’t



survive contact. You have to adapt—on the fly, under pressure, and with limited visibility. That same adaptability is critical for leaders navigating today's volatile business landscape.

Visualization was another game-changer. Before every fight, I pictured the win—how I'd move, respond, and recover. Leaders must do the same: visualize success, anticipate setbacks, and

mentally rehearse resilience.

And perhaps most importantly, boxing reminded me of the importance of keeping things human focused. Behind every punch thrown was a cause, a story, a person. Leadership isn't just about strategy—it's about empathy. It's about knowing when to push and when to protect. That balance is what separates managers from true leaders.



FACING FEAR AND RISING ABOVE

What is it about fear that is so paralysing and debilitating? Fear is a natural response to change. But it doesn't have to be a permanent one. Statistics say 95% of the things we fear, never occur. We need to find a way harness the energy in fear and redirect it.

Too often, we "Fear Everything and Run." But the real power lies in choosing to "Face Everything and Rise."

In Creed II (yes, I watched every fight movie I could for inspiration), Coach Rocky tells his fighter Creed "Those three steps into the ring will be the scariest thing you'll face".

Here are 3 actions to harnessing fear energy that I share with leaders and teams:

1. **Acknowledge It** – Fear thrives in silence. Name it. Own it. That's the first punch you throw.

2. **Reframe It** – Shift your mindset. Fear isn't a stop sign—it's a signal that growth is near.
3. **Act Through It** – Courage isn't the absence of fear. It's taking action in spite of it.

"Courage overcomes fear. Every time. But only if you choose to act." — RD

LEADING BY EXAMPLE

Stepping into the ring wasn't just symbolic—it was transformational. I didn't just fight cancer. I fought complacency, fear, and the idea that age limits impact. I showed my sons, my clients, and my community what it means to lead by example.



That's what courageous leadership is all about. It's not just about titles or strategies. It's about showing up, even when it's hard. It's about being vulnerable, authentic, and willing to reinvent yourself in service of others.

THE RIPPLE EFFECT OF COURAGE

Today, my mom is 89 and cancer free. Through our efforts together, we've helped raise over \$1 million toward cancer research. That moment—the diagnosis—was the catalyst. But the ripple effect has been extraordinary.

I've shared this journey on stages around the world, coached leaders through transformation, and

helped organizations build cultures of courage and adaptability. I've seen firsthand how one moment can ignite a movement.

And here's the truth: You never know who's watching. Your courage might be the spark someone else needs. Your decision to rise might inspire someone to do the same. Share your leadership.

THE POWER OF REINVENTION AND CHANGE

Leaving the corporate world wasn't easy. Reinventing myself as a coach and fighter required grit (passion + persistence), humility, vulnerability, and a whole lot of sweat (and yes, admittedly a few tears I'm not ashamed to admit). But it was worth it. Because now, I get to help others rise. I get to develop leaders who don't just manage change—they drive it. I get to help others be the very best versions of themselves. And I am grateful for this.

Change will be the one constant. Whether you're 25 or 75, you can lead change. You can be the example. You can choose courage over comfort.

"Leadership isn't about age. It's about action. And the most powerful leaders are those who rise when it matters most." — RD

Moments matter.

What will you do as a leader when a critical moment presents itself? I believe you will choose to be courageous, not cower.



Rick Denley is a COURAGEOUS LEADER and best-selling author of *Reinvent Yourself*, known for helping organizations and individuals punch through their growth ceilings to reach Peak Performance.

With 30+ years leading transformational growth at global corporations and coaching leaders across all sectors, Rick equips people with the emotional strength, adaptability, and tools to thrive in today's accelerated change environment.

Rick develops tomorrow's leaders, today. Helping leaders embody the principles of balancing conviction with vulnerability to lead through uncertainty; building cultures of trust, inclusion, and belonging to combat isolation and address fatigue; aligning personal passion with purpose for organizational reinvention to drive sustainable growth, including its most important resource, its people.

His keynotes and workshops are immersive, actionable, and deeply human—anchored by his signature quote: "It's people that grow companies, and courageous leaders that grow people."

Outside the boardroom, Rick is an undefeated amateur boxer and triathlete, raising funds to fight cancer—his mission: "End cancer in our lifetime."

Further information at
www.RickDenley.com

A black and white portrait of a man with light-colored hair and a beard, looking directly at the camera with a slight smile. He is wearing a dark t-shirt. The background is a solid, light gray.

**TERENCE
Mauri**

The Upside of Disruption

by Terence Mauri



The boxer Mike Tyson said, "Everyone has a plan until they get punched in the mouth." This happened in my own life. I used to work in the safe and predictable world of consulting. I had my life mapped out to retirement. For many years, I was grateful for the progression of my career and found the work challenging and meaningful. I came from a family of hard workers who stayed in the same firm for many decades because that's what you did and what the world expected. My Dad worked in the same

company for over 45 years. Now, everything has changed. We have gig work, hybrid work, and remote work. Even job titles are changing. I met someone recently whose job title was Head of Uncertainty. Think about that for a moment. Imagine the expectation, the pressure as a Head of Uncertainty.

What hasn't changed is that folks still want jobs that offer meaning, choice, and opportunity over a lifetime. When I look back, I realize that in my former career in consulting, the moment arrived when I was no longer growing, and my work had become too rigid and

predictable. I was on autopilot, but I had normalized that feeling to the point of feeling numb about what I needed to change, but I couldn't because of the fear of the unknown. Remaining in a place of stagnation felt safer than making a courage leap into the future. While I was responsible for my life choices, the world I had grown up in had also inadvertently limited my capacity to seize the future boldly and understand that risk and reward travel in the same elevator. One day, it would take a life-changing accident to reawaken my relationship with the unknown and find the upside in disruption.



On a cold winter's day, I decided to visit a store in the UK market town of Stratford-upon-Avon, the birthplace of Shakespeare. Suddenly, there was a massive bang, and I woke up to the sound of desperate screams and panic all around me. Was it a bomb attack? I couldn't move and could smell a burning tire on my leg, my flesh slowly melting underneath it. A car driver had lost control, mounted the sidewalk, and crashed into the store, running over any person who happened to be in its way. It's a miracle nobody died that day, and I was lucky enough to survive a life-changing accident. It took the ultimate disruption – a life-threatening accident and a full-circle moment to wake me up about who I was and who I wanted to become as a leader, a member of my community, and a human being. My brush with mortality set

me on a path to feeling more alive and grateful for every moment. My heart was beating, my lungs were breathing, and my eyes were seeing again. This matters more than ever because we focus too much on what we know and not enough on what we feel.

Research shows that towards the end of our lives, the regret of inaction outnumbers the regret of action, and the number one regret among leaders is a lack of boldness. Today's challenges can't be solved with traditional thinking or conventional strategies. It will require boldness of heart and courage of ideas. Humans' brains are hardwired to spot the risk and are lousy at missing the upside. Not long ago, I was honored to meet a hundred-year-old lady whose mantra is 'No Regrets.' She was born in 1924, after the First World War and the Spanish Flu, which killed over fifty million people. Her dream was to study mathematics at University, but the odds were stacked against her. The societal pressures to conform, coupled with the onset of the Great Depression, meant many women were discouraged from attending college because society instilled in them the belief that pursuing careers would take away employment opportunities from men who needed to provide for their families. The Great Depression created a new lost generation as more people,





especially women, gave up their hopes of attending university.

When I met with her for a coffee, she shared her story of discovering the upside of disruption and how changes always come wrapped up as risk and opportunity. She waited until the age of 83 to announce a family meeting and declare that she would apply to the university to study for a Bachelor of Arts in Mathematics. The family's initial reaction was one of shock. How could their 83-year-old grandmother contemplate attending university at such an age? When she applied, her biggest fear was not getting a place. About two months passed, and then, one morning, a letter arrived. The University accepted her application. Three years later, when she graduated, she was twice as old as the Professor. This could have been the end of the story, but once we discover the upside of disruption, it's unstoppable. At age 89, she had another family meeting. The family was anxious and didn't know what to expect. She announced that it was time to do a master's and that there

"was no time to lose." Fast forward 100 years, and she called another family meeting. This time, she declared that one of her goals was to do a parachute jump, and a 100-year milestone was the right moment. She showed me photos of her jumping from a plane for a tandem dive at over 8,000 ft. She did it twice. Before I said goodbye to her, I asked her about her plans for her next birthday, when she would reach 101. She smiled and looked at me, "If I'm lucky to be still alive, I want to swim with great white sharks in South Africa – but don't tell my family."

For the 100-year-old lady, despite the 1920s being known for a severe global economic downturn and incalculable human suffering, it was also a decade of

significant inventions and medical breakthroughs, such as Insulin, Vitamins, and Penicillin. New technologies and the ingenuity and resilience of humans led to the discovery of life-changing vaccines for diseases such as scarlet fever, polio, and tuberculosis – a disease more lethal than COVID-19. As the story of the 100-year-old lady showed, the regret of inaction is a powerful calling for finding the upside in disruption, and the opposite of knowing isn't always ignorance. It can be a discovery. The novelist Haruki Murakami wrote, "Once the storm is over, you won't remember how you made it through or managed to survive. You won't even be sure whether the storm is over. But one thing is certain. You won't be the same person who walked in when you come out of the storm." When I reflect on my life, I've learned that disruption isn't just a threat to be avoided but an opportunity to be seized. Why? Learning is never finished. Civic duty is never finished. The job of a parent is never finished. Leadership is never finished. Remember that in the end, what you do is who you are.

Terence Mauri is a global authority on Leadership, founder of Hack Future Lab, and author of the worldwide bestseller, *The Upside of Disruption: The Path to Leading and Thriving in the Unknown*.



A professional portrait of Valorie Kondos. She is a woman with dark, wavy hair, smiling warmly at the camera. She is wearing a bright blue, long-sleeved, V-neck top. Her right hand is resting under her chin, and her left hand is tucked under her right elbow, supporting her arm. The background is a soft, neutral grey.

**Valorie
Kondos**



Valorie Kondos Field

The Art of Leading with Grace

When I think about what it means to live a Limitless Life, I think of Valorie Kondos Field—known to many as Miss Val. Her story isn't just about championships. It's about purpose. It's about the power of showing up with intention, no matter where you start.

A beginning no one expected

Valorie Kondos Field didn't grow up flipping on a balance beam or dreaming of Olympic medals. She was a ballerina. Her world was music, movement, and grace—not the chalk dust of a gym. She learned rhythm, not routine. Expression, not execution.

And yet, when she stepped into the world of gymnastics, that difference became her greatest strength.

She joined UCLA in 1983 as a choreographer—someone who could add artistry to athleticism. That role wasn't just creative support; it was the start of



something much bigger. By 1991, she became the head coach of UCLA Women's Gymnastics, and under her guidance, the Bruins captured seven NCAA championships and produced countless All-Americans.

That didn't happen because she followed a manual. It happened because she built a culture.

"You don't need the perfect start. You need the courage to begin anyway."

Miss Val wasn't trained to coach gymnastics. She was trained to move with grace—and to teach others to do the same, on and off the mat.

How many of us hold back because our background doesn't fit the

mold? How often do we say, "I'm not qualified" before we even start? Miss Val proves that when you lead with authenticity, your difference becomes your advantage.

Meeting the Mentor: John Wooden

Every great leader learns from someone who came before them. For Miss Val, that person was John



Wooden, the legendary UCLA basketball coach whose “Pyramid of Success” became a blueprint for life, not just sport.

Wooden taught her that success isn’t defined by the scoreboard—it’s defined by character. He taught her that leadership begins with how you treat people, not how loudly you shout.

“Don’t focus on winning. Focus on becoming the best version of yourself.” — John Wooden

Miss Val often referred to Wooden as a mentor and friend—someone who coached her spirit as much as her strategy. Their conversations about faith, service, and integrity shaped the foundation of her philosophy: that the heart of coaching is care.

As she once told UCLA Magazine, “He reminded me that my job wasn’t to produce champions. It was to develop champions for life.”

I can relate to that. On the Hudson, I learned that leadership isn’t about control—it’s about connection. In the moments that matter most, people don’t follow your words; they follow your calm, your conviction, your courage.



Wooden taught Miss Val that same truth.

Building a culture of connection

When you walked into Miss Val's gym, you didn't just see athletes—you saw a family. The culture she built was rooted in joy. Her gymnasts danced, laughed, and performed with a freedom rarely seen in elite sports.

That didn't mean she was soft. It meant she led from love.

"I don't coach gymnastics. I coach people." — Valorie Kondos Field

And that love produced results. Seven national titles. Four NCAA Coach of the Year awards. Over 800 career victories. But those numbers tell only part of the story.

The real victories were personal. The athlete who found her voice.

The young woman who learned to lead. The team that learned how to win by serving each other first.

Her approach turned performance into expression and pressure into play. Every meet became an act of gratitude. Every routine became a message: *You belong here. You are enough.*



When life interrupts the plan

In 2014, Valorie Kondos Field was diagnosed with breast cancer. It was the kind of moment that stops you cold. She could have stepped away. She could have retreated.

Instead, she reframed it. She said that year became one of the best of her life.

Why? Because it forced her to live, what she taught—to find beauty in uncertainty, peace in adversity, and joy in the middle of fear.

“Cancer didn’t happen to me. It happened for me.” — Valorie Kondos Field

That kind of perspective doesn’t come from optimism; it comes from alignment.

When the external world spins

out of control, the internal world must anchor. She anchored in gratitude. She turned her recovery into reflection, her challenge into choice.

That’s what scaling your life really looks like. It’s not about climbing faster. It’s about deepening your roots so you can rise stronger.

Five lessons from Miss Val's journey

When I look at Valorie Kondos Field's path, I see five lessons we can all apply—whether we're leading a company, a family, or a dream still on the runway.

1. Start where you are.

You don't need credentials to contribute. You need courage to begin.

2. Let purpose lead the process.

She didn't coach for medals. She coached for meaning. Purpose gives every action weight.

3. Build people, not just programs.

Her gym wasn't a system; it was a sanctuary. When you invest in people, performance follows.

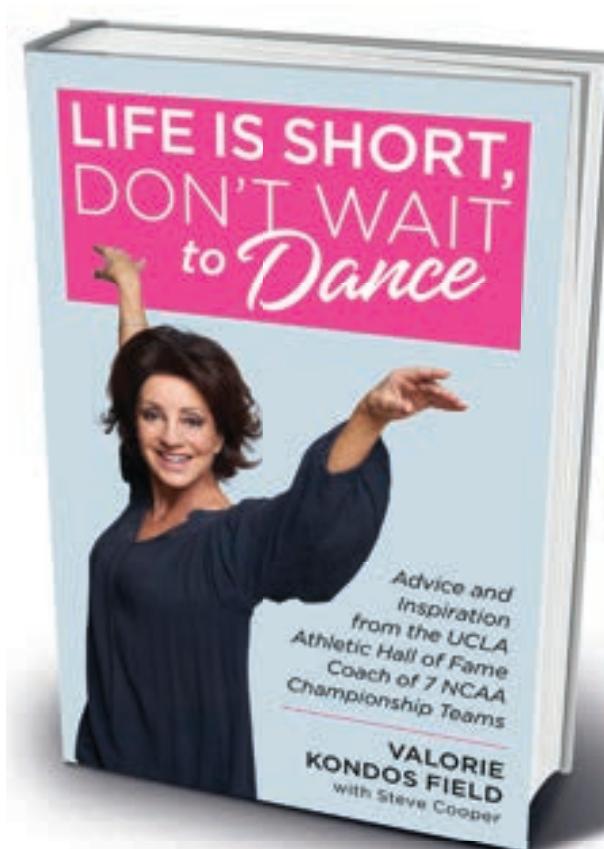
4. Turn adversity into alignment.

Cancer didn't define her. It refined her. Challenges don't stop your story; they strengthen your message.

5. Pass the wisdom forward.

Wooden mentored her. She mentored hundreds. Leadership is never owned—it's borrowed and shared.

"Success is peace of mind in knowing you did your best." — John Wooden



The art of scaling with grace

Scaling isn't just for businesses—it's for people. Miss Val scaled her gift from one choreography routine to a legacy that changed college athletics.

She scaled grace. She scaled gratitude. She scaled growth.

How? By aligning who she was with what she did—by refusing to separate her heart from her work.

You can do the same.

- **Look at your story.** What skill, habit, or lesson have you overlooked because it seemed unrelated?
- **Look at your circle.** Who's mentoring you toward more clarity, courage, and conviction?

- **Look at your calling.** Are you chasing success or significance?

You don't get going by pushing harder. You get going by aligning deeper.

When those five parts of your life—vision, capability, reach, resilience, and heart—begin to move together, something powerful happens: you become unstoppable.

Valorie Kondos Field didn't just teach gymnastics. She taught the art of being fully alive.

She showed us that when grace meets grit, miracles happen—not the kind that make headlines, but the kind that change lives.

So here's the question: what are you ready to scale?

Unlock your potential with the Rhino App

The **Rhino App** empowers you to take control of your personal life by providing a comprehensive system for organizing your energy. You'll be able to **align your goals, priorities, and actions** all in one place:



Plan & Execute

Manage Tasks, Projects, and Meetings all in one place.



Capture & Reflect

Use Notes, Journals, and Feedback to jot ideas as you go.



Weekly Pulse

Set Weekly Outcomes and log Wins to see progress in real time.



Goal Alignment

Define and track Annual Goals and broader Life Outcomes.



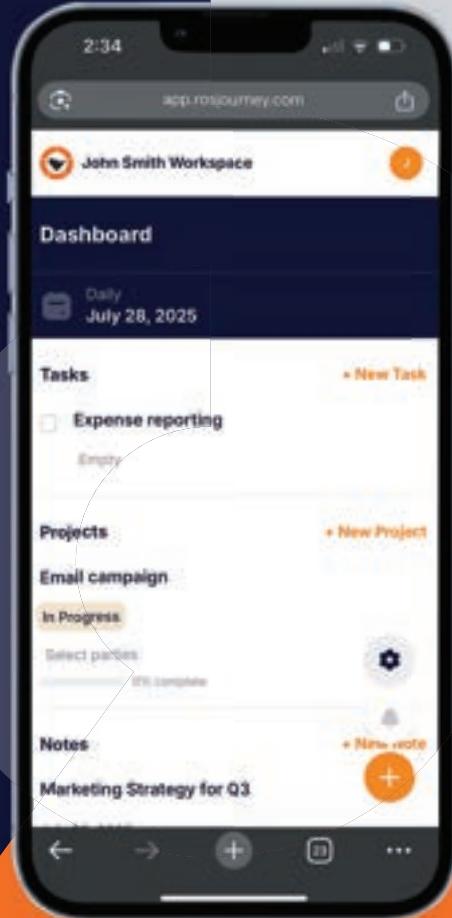
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Track daily, weekly, and monthly habits.



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