



Short Communication

How My Life Changed Radically in 3 Days: The Power of Inviting Change as a Leader

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To Whom It May Concern (and, I sincerely hope that it's most of you!), I am writing you this letter to let you know that I have changed. I have changed my job, I have changed my approach, and most importantly I have allowed myself to change my mind about the ways in which I observe both. Getting up each day and choosing to be a recruiter for the past 16 years was incredibly fulfilling. It wasn't just the fact that I was a high potential employee, thriving within high profile industries and helping my clients solve their problems on a daily basis. It wasn't even that I was able to earn a healthy income and provide a happy childhood for my son (although, this was a pretty great perk too!).

What were even more significant than the notoriety or financial rewards was the spontaneous encounters with former recruits. Whether I was running into them in the grocery store, on the GO Train or getting handwritten thank you cards in the mail; to reconnect and hear the impact I had on their career path and current lives filled me to the brim with joy. As a recruiter I always felt beholden to people that I placed, and I still do.

This feeling, this inner mandate cultivated by human connection, was the reason that I was motivated to jump out of bed, eager for a new day in what is largely known as a demanding industry for 16 years.

In my last role as Talent Advisor for TD Bank, my employer selected me to participate in an offsite in Chicago with DX Learning, which I was told was an experiential learning seminar that would help me to unlock my leadership potential and build professional EQ.

At first I thought, but I am a great leader? I have always prided myself on my workplace compassion and the first-hand feedback was a testament to that! That said I'm also a big believer of self-awareness and personal growth so I knew, that it could only get better from here. I was ready to step out of my comfort zone with an open mind. I wish there was a way to describe to you how revolutionary this 3-day session with DX Learning was without sounding cliché. I was simply stirred. I returned to Toronto and it was like a switch had flipped and not just at work. I no longer let out a stream of expletives every time I tripped over my husband's trousers left willy-nilly on the bedroom floor or slammed down the toilet seat begrudgingly with an eye-roll upon discovering that it's been left up again (oh the joys of sharing a home with all men!).

My son 'diplomatically' noted that I am "less controlling" and a lot more smiley at home. This awareness challenged a self-image that I took for granted in the past as true all of the time but was able to challenge more honestly after my training in Chicago.

I have witnessed myself as able to calmly assess more empathically, ways for a dialogue versus what can too often be perceived as attacks. This has made for better communication and allowed each member of the household to get clear on the

Expectations we have of each other. Nagging need not apply (anymore).

I noticed this shift trickle into the way I approached my work too. My strengths as a mentor, coach and ultimately, as a leader radiated through me in new ways, which allowed for me to take on more responsibility without feeling overwhelmed. Instead, I felt empowered. It's hard to imagine that 3 days radically changed my life but they did. I contacted Alex Draper, the founder at DX Learning and asked how I could get involved in bringing this program to Canada so that I could help others experience what I felt was this truly progressive and effective way of working. Now for the first time in my high-profile career, I am hanging up my recruiter hat and trying on another, more tailored hat for size. It doesn't look all that different from my recruiter hat, it has all the same accoutrements and is just as essential to the professional 'outfit'— it's just a different style. Admittedly, it was a bit scary to take a leap of faith that I felt totally and utterly compelled to take but knowing that I can bring you all along with me on this journey makes it less so. Anyone who knows me knows that I dedicate myself wholeheartedly to my work and by extension, the people with whom I share it.