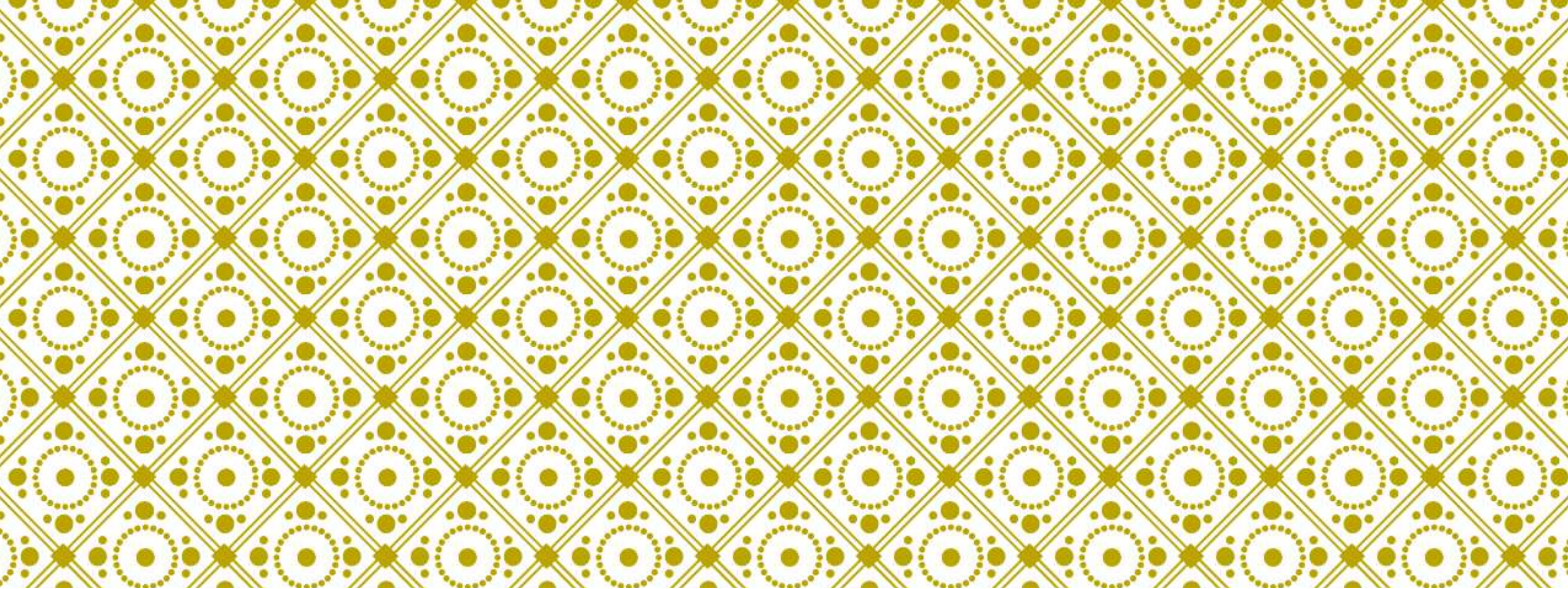


# EZ SUMMARIES BY SREE VEERAPANENI

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# PIVOT

THE ONLY MOVE THAT MATTERS IS YOUR NEXT ONE

By Jenny Blake

*What to expect  
in this session*

**Failure can become a steppingstone**

**Average time for job changes in the US**

**Whole Foods and Cheese certifications**

A neon sign is mounted on a brick wall. The sign consists of three horizontal rows of text. The first two rows are in yellow neon, and the third row is in red neon. The text reads: "BE AFRAID OF", "THE ENORMITY OF", and "THE POSSIBLE". The sign is set against a background of brown bricks. The image is framed by a decorative border on the left and right sides, featuring a repeating pattern of green circles and lines on a white background.

BE AFRAID OF  
THE ENORMITY OF  
THE POSSIBLE

**DON'T BE  
AFRAID OF CHANGE**

Change is inevitable

*Feeling Stuck  
in a rut?*

*But scared to  
change things?*

**Very Normal to feel that way**

**Average American job hops every 4-5 years**

**90% employees feel disengaged at work**

**Either Quit and Retool yourself (Extreme)**

**Pivot where you are now**



# WHAT ARE YOUR VALUES?

## #1 The Plant Phase

# **What are your Values?**

**Define a short-term vision  
based on those values**

**When you are clear on your values  
you will be ready**

---

**Ready, for The Big Changes you need to make**

**Get  
The Big Picture  
of  
Where you are!**



**WHAT ARE YOUR STRENGTHS?**

**#1 The PLANT Phase**

**Not just Now, what about from before?**

**What Really Energizes you?**

**Attracts you? Something fulfilling...**

---

**Evaluate what you can, cannot  
or will not do!**

**What are  
your  
Strengths?**



# HOW ARE YOUR FINANCES? | #1 The Plant Phase

**Do you have an emergency fund?**

**How long can you sustain yourselves?**

**Does your spouse or partner have income?**

---

**Evaluate what you can, cannot  
or will not do - financially!**

**How are  
your  
Finance\$?**



# BUILD A NETWORK OF ADVISORS | #2 The SCAN Phase

**Ask mentors/experts, peers & friends**

**Build a group of those with similar interests**

**There is always the internet & BOOKS!**

**Start making connections**

---

**They will guide you through your Pivot**

**START  
WITH  
ASKING  
FOR  
ONE TIME  
SESSIONS**



**MAKE YOUR OWN OPPORTUNITIES**

**#2 The SCAN Phase**

**Be Proactive**

**Use your Strengths**

**Seek New Opportunities to show them off**

**Build a platform with those skills**

**LET  
PEOPLE  
KNOW  
WHAT  
YOU SEEK**



# TAKE SMALL RISKS | #3 The PILOT Phase

**Adjust to match your Strengths & Goals**

**Increase the risk levels - Experiment**

**Sometimes, these don't work...It's OK!**

---

**New & different paths will show up**

**DO SMALL  
SCALE  
TESTS FOR  
YOUR  
IDEAS**



# QUELL YOUR FEARS & PLAN THE LAUNCH

#4 The Launch Phase

**Set small, reasonable and clear Goals**

**A date, milestone, a \$ figure...anything**

**Need to change course?**

**Adapt! It's not Failure...**

---

**Feel Stuck? Plant, Scan & Pilot again!**

**MAKE  
STEP BY  
STEP  
PLANS**



# LEAD YOUR EMPLOYEES

#5 LEAD

**Employees who do not feel valued, QUIT!**

**Offer & Provide REAL opportunities**

**So employees can gain skills & PIVOT**

---

**Win, Win for ALL!**

**The  
Challenge:  
ATTRACT &  
RETAIN  
SKILLED  
EMPLOYEES**

# Summary

**Change is inevitable - Do not Fear Change**

**PLANT Know your Values & strengths**

**SCAN - Build a network, look for & make your own opportunities**

**PILOT Take Small Risks, then bigger risks & change if you need to**

**LAUNCH - Plan it, set clear goals - ADAPT if you must - Plant, Scan and Pilot as needed**

**LEAD - for Managers - Provide opportunities to grow and thrive - Better for All**



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