

# 42 The truth about transforming - An open & honest

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## SUMMARY KEYWORDS

realised, important, react, people, body, easy, training, nice, change, thinking, sharing, reminded, life, nestle, calm, culture, mindset, understand, behaviour, programme

## SPEAKERS

Murielle Machiels, Elizabet

### **Murielle Machiels** 00:00

Today, we're going to look inside the transformation journey of Elizabeth. Elizabeth works in finance at Nestle. And maybe you've heard it in a previous episode. But at Nestle, they have decided to go through my course all together because they want the people at Nestle to find more balance, more resilience while still having an impact, of course, and increasing their motivation. And so at Nestle, we started a culture programme altogether, we started first with one person catrine, who got who went through the course and transformed and really motivated her CEO and HR director to then get the course within Nestle, then 20 litres went through the course as a test. And after that with Nestle, we decided that everyone within Nestle would go to the first tree module, with a goal also of changing the culture because they realised that it's not possible for the people to work even harder than they are today. So we need to work differently. And so today, I have a nice conversation with a Lisa Betts, who shares her transformational journey, things to the programme, it's really interesting. And she's very open about things about how she has been trying to get from the old her to the new her for a couple of years. But sometimes her body was resisting, or she didn't find the key to really transform. And now Elizabeth talks about how managing her mindset really had a huge impact on her transformation. So tune in for this very nice and open conversation. I'm Murielle, CEO mom and educator, I used to work really hard and sacrifice the important things to me until I lost my motivation. Fast forwards passed many failed attempts and lessons learned. And I found a way to reach great results while working less. Today, I'm obsessed with helping other leaders build meaningful lives. So each week, I'll be sharing inspiration to change your life and organisation. This is rebel leader with a heart. So nice to meet you. How are you?

### **Elizabet** 02:41

I am fine, thank you, I'm really fine. And I'm really glad to have this opportunity to discuss with you about this training. And I did this training in. So I'm working for Nestle. So you know the story, we had the opportunity at every level to do this training. And it was really, really an interesting training. So I'm really glad to be able to give you the feedback about it. Nice. That's, that's something that I'm really

glad to. And thank you for this opportunity. Thank you. So maybe first what what are the challenges that you were facing? And that you thought like, when I'm going through this, this training or after the opportunity to go through this training? What were you thinking to solve as challenges that you were facing? I by doing this training, of course, you find some links with your own reality and what you're living in your daily life? Yes. And indeed, Daniel, like, she is just right there, she finds something. So it's really through what she's doing and why she's presenting in this. And it's really logical in what you are living in, in your private life on your work life. And what was important for me, I think the thing that I keep for myself, and it was really an eye opening for me, it was really the mindset, yeah, change of the mindset, because the habits we all know. I mean, it's something that you already know, it's quite something that we hear and of course, change got habit. It's not easy. It's good to be reminded of some things but really the mindset that was something that I really learned a lot by doing this module, and also for myself, because I realised that a lot of time I was really seeing everything through my own eyes and wondering why everybody was so wrong. Yes. They don't see it. Why, but actually, no, it's important to but of course you don't you don't you can only see it when you step back. When you pause, you step back, and then you have this inner calm to be able to also ask yourself the right question. Let your ego come down a little bit, okay. It's, it's maybe it's you, it's not always them, and just wonder, okay, what were they seeing and why they were acting like that or thinking Like that, and we are all different, and we all see differently, and we all have, we have all our own way of learning and, and evolving and changing. So everything could be normal, and we all perceive everything differently. Yeah, so this change of mindset and the way to, to pay attention to Okay, the other can see things differently, but also how to communicate with them when we want something that's also important, okay to realise that maybe the other person is in a different state of mind, new, different objective, different personality, different life, movement, etc. But then, how can you make sure that in the way you communicate, you also communicate through the emotions to the words that you use through the body language that you use that you make sure that you are aligned on the objective and everything that you want to achieve at the end? So that's really something that was quite an eye opener for me. Yeah. What are you seeing, it's something different, but at least it's there in my mind. And now, for example, I always think about it after soon, maybe that was an opportunity to, to practice this or to do that. But it's just a moment of just a way of reminding this, that it's there. And then using those tools, being aware that it's there and then be able to use it. It's Yeah, it's take a little bit of time, but that's all the practice it is. But it was important to keep that in mind and to be make sure that next time, okay, what's the objective? What do you want to achieve? And what do I want to give us a message? And that's, that's quite important. Yeah, nice, was the most important. I mean, what I, what I felt more more interested in, in the, in the, in the training, I heard a lot of people who said, and, and for me, too, for me, it changed my life. And that's why I wanted to share this because it changed my my professional life. But it also changed my personal life, because you can use it at home as well, or with your partner or with your children. So I don't know if you saw an effect there. Yes. Yes. Because again, this, this step back to, to try to have a look at this. I realised as well, okay, for my family, some behaviours, for example of other members of my family trying to understand what, what's the root cause of that. And then when you try to understand why they're reacting like that, already has been like that we were, I think at one point, we were talking about the family, the mother, for example, the it's the mother always, why is she acting like that? What Why is she doing this for us? Or to us? And why is she talking to us like this or like that? And then you start to understand this, she was raised like that. She was living in an environment like that. She's doing the best, or she's expressing that in this way. When we were

expecting, for example, because I'm coming from quite a traditional culture and some kind of threatened by tribal culture. Yes, image of the man is quite important. And the woman is, is responsible for the household, for example, that's, that's unwaged culture. When you say, I'm a Syrian, I'm coming from the turkey rate from Turkey, basically. Syrian Yeah. So it's quite traditional as and it's really strong. And, and you realise, okay, my mother is not capable of saying some things. Because it's not the way she was raised. And some things are coming from cultural right? Things are not said, Hmm. So it's like that, but then she's expressing it in a different way. Like taking care of the food, taking care of the house, taking care of those calling. Do you need anything for this? COVID? Do you need some food? I mean, do you have everything you need? Are you missing these always giving us stuff? That's the way of expressing a few things. So it's really understanding Wait, you keep on focusing on she's not saying this. She's not doing that. But actually, it's there, but it's different than what we what we expect. So yeah, you know, what I found wonderful in in what you're sharing here is that it seems that you managed to not react to certain behaviours that were probably annoying you, but that you managed to see the need behind it, and to then answer to that need instead of react to the behaviour. Yeah, it's, it's, it's a long work to be honest, your training, I was really eager to do it. And I hope I can do it. Again, because I'm really planning on doing it again, because I had quite a difficult year behind me. But that's another subject. So I really want to do this, this training again, in a more calm way to really be able to be using all the tools and all the reflection that's behind it, because there was a lot it's really rich, rich trading. It's every model. There's something you can spend days thinking about it. It's really go deeper into everything. So that's really interesting. But it's a long process. Because coming from that type of culture, being who I am being someone that was actually introverted or reserved person, I've been working on that a lot, thanks to Nestle. And it's really a long journey that I took a few years ago, thanks to Nestle as well, because they showed me a way of being and it was making sense to me. So I tried to work on it. So me changing is something that have been started a long time ago, already a few years ago. So it's a journey that I have been taking, and everything that I can grab from everywhere. It's something that helps me to move on. So going from the old me to the new me, of course, you you end up in this uncomfortable zone, because it's the transition zone. Yes, he's the source of a lot of frustration, because you think of who you want to be. And then you see that your body or your mind is still thinking or acting in the old way. So there's part of you is thinking, okay, but Why can I not just be like that it makes sense, I want to be like that. But the hockomock still react like that. So it's really still a transition for me to, to move towards this person that I want to become. But the frustration is still there. Yes. Completely there. And it's thinking about, okay, but you see everything that I have been through, I actually wanted to change to that. But I was acting the old way. Because my body is so used to it, that it's like, automatic, it's a trigger, but is used as a trigger.

**Murielle Machiels 11:41**

Yeah. But that's what we call also this muscle memory and muscle memory, not only from your body, but also all these connection that you have used all these years. And then now you want to transform, and you have started practising these new connections and these new this new body also, but it's not yet the new normal. And just to maybe we assure you, for me, I'm teaching all these things. I've been practising now for a couple of years. And I still fall back in the old me at times, especially when I'm under pressure. But I often say, you know, even the Dalai Lama, or, or other very Zen people, they also have negative emotions, or fall back in into bad behaviours. At times. That's normal, the only secrets is

to notice it. And then to come back to what you want to be, or who you want to be. And and I hope you're not feeling guilty when you see still all behaviours, because it's completely normal.

**Elizabet 12:59**

I am working on that as well. I'm working on that as well. So like I say, it's really a journey that I started, I'm just at the beginning of all of these, because it's a lot of things that I want to learn and to change it to become. But it's it's the beginning. And yes, sometimes I do feel guilty, say, Come on, why, why did you reacted like that? And you start to think, okay, maybe my attitude could have been different than the results could have been different as well. But then at one point, and that's how your support group is there to remind you, yeah, but maybe, okay, you have to be honest, as well with yourself, and be tolerant. Because when you have someone in front of you, what would you say to them? If they were leaving what you were leaving? Say? Yeah, I would be because I'm someone with a lot of empathy. So I would begin telling them this or that to be what we say that to them, to be gentle with them to be more kind with them, because it's a learning process. So I have to learn to do that with myself as well. Yes. Yeah, I'm not.

**Murielle Machiels 14:01**

I heard somewhere that you should talk to yourself like you would talk to your best friend. You wouldn't say to your best friend. Oh, my God, you sucked there. You should have done this and I don't understand you're not good enough. Go home. You will never get there. You would never say that to a friend to a friend. You would say you know, you made a mistake. It's okay. We are not perfect. And just accept it and move on. You are great. And I know you will get there. No, it's true. And it's that little voice in our head that we we nourish everyday and consciously it's there and it's it's really hard to to work with it and it's really talking and starting to talk to that little voice. Okay, wait, but no. Yes, I made a mistake. But then Okay, let's learn for next time. It's really trying to enter this dialogue with yourself.

**Elizabet 15:00**

Starting to hear other things that what you used to hear, it's it's a long time, it's a long journey to be there it's a lot of work daily work to, to change. And it starts with the soul actually. And it's a lot of the emotion because the body keeps on reacting the way it has it has learned to to react. But yeah, it's the like you said the neocortex is there to reason it, it becomes the reality becomes who we are, it becomes our action. And our action, it's sometimes or behaviour is sometimes also can be mixed up. It's not that can be confused with who we are. So it's really about learning to do the difference between Okay, that's your action, because you have this reaction or your body has been reacting to this and that, that who you are, it is this and try to, to merge the two to actually make sure that your behaviour is aligned with them. Because it was not the case. So it's a whole process of thinking, but it takes time.

**Murielle Machiels 15:58**

Yeah. And also, you know, sometimes I'm also in this situation where I have this little voice, I often say, I became a CEO, because I had this little voice that said, I'm not good enough. And that's partly it served me Of course, but sometimes it's really heavy and hard and you don't feel well enough. And no, sometimes I still have these negative thoughts. And I don't manage to change them into positive thoughts. Although I think, Okay, I have to talk to myself like a friend. And that's when I know I have to put them aside and do something with my body, you know, go for a walk or outside outside, go with a

friend or call a friend or saying I like to sing also, or to dance or do some yoga or hug my children. And then when you feel great again, then you can change that little voice or changes itself. In fact, that's why the module about energy is in fact there. Because the, if you manage to implement fiddle to change your mindset, that's the key. That's the whole key. And the energy is there to help you do that, in fact, because when you have high energy, that's when you have great thoughts also.

**Elizabet 17:24**

No, I agree. And I really noticed that. I have been through a period that was really complicated. And I was only reacting, which is, of course not sustainable in the long run. Not for me, not for my environment. So this type of mindset is really not easy to go through for everybody. So being able to take this time with everything that happens with the confinement and everything you have been able I've been able to step back a little bit. And to be honest, I, which is great, because I doing things, I realised things that could have been realising before, about seeing the job that I have done in a more positive way. Okay, but what have have I reached, I thought I was not doing anything, not doing well enough. But actually, I have reached quite a few things that are quite important for me. The same for for my private life. Okay, wait, because this problem you've been keeping for months or years and uncertainly because your head is more calm, or your body's more calm. Now you have seen a way to move forward with that with that issue with that problem. And then your brain is starting to think about solution, rather than just focusing on the problem and how hard it is to have this problem. And that's really important. And I have been doing as well, a lot of yoga or meditation, trying to calm myself as well. It's not easy to meditate, just sometimes my eyes are open, not being able to close them because you're like, Yes, I understand completely here is your but you cannot control your body sometimes because he's likely handling the energy that you don't have sometimes control on. But then I realised that okay, when my body and my mind is calming a little bit, suddenly I have an idea on a wait, let's call this person and ask this question, or let's do this. And then you wonder But wait, I mean, it's not magic or rocket science. I could have done that a month ago. But no, you have to be calm enough and to think about the solution, right? And then just thinking about the problem, but it takes so much work to step back, which you cannot do all the time. So that's complicated as well. When you say pause. That's something that I couldn't have done. Two years ago, I should have done that pause. I didn't do it. And I realise now Wait, you were in that situation. You were not even realising how bad it was. That was the moment which you should have caused instead of making things worse after it. But then again, it's easier to analyse what happened when you're outside. See, it's always easier to say to people, wait, you should do this or that, but it's harder to say to yourself. But yeah, but it's a learning. Everybody tells me Yeah, but it's a learning for the next time and at least you realise. And that's, that's the volume. That's the growing part of it. And if you don't realise, and if you don't take it as an experience, then it's really a loss. It's really wasted of time. It's really just not making sense, then it's easy to to grow. And that's the most important.

**Murielle Machiels 20:30**

Yeah, and can I share something with you? Because, well, I see a lot of, of leaders, a lot of people and, and first of all, I'm really grateful for you to share that with me, because I can really see that you have made a lot of progress. It's not a little bit the the things that you are sharing about your life, and even the doubts that you are sharing are for me, a huge progress. And you're probably much further than what you think, than where you think you are today.

**Elizabeth 21:07**

Probably, yes. Yeah, I can see around me that people are also noticing that I feel better, that I'm, my way of thinking is more positive. I'm starting to see in front of me rather than behind me. And that's something that people are starting to see and really a change in me saying, okay, but the last time that I have seen you, I really see the change what happened? What was the Yeah, well, that it means that slowly, it's, it's, it's there, but then it's also about continuing and Okay, you fall back, sometimes it's to step it has to be to step in front and then one step back. Exactly. It's It's normal to have some down period as well. But I know that some people around me has noticed as well that, that I'm changing, and I noticed as well. What a waste of time to be mad all the time, what a waste of time or energy. To be mad all the time to think about things you cannot control. It's okay. Again, it's easy to, to know it and to say it now. But then when you have something frustrating in front of you just go straight to it sometimes. Yeah, that's that's learning as well. And that's the difference between knowing, knowing stuff in your head, and knowing them in your heart and your body and experiencing them and being able to behave differently. Because knowing we know so many things today and effect we know too much. I think we know too much. Yes. But with our heart and with our body. We don't know enough. In fact, we're always in our heads. Exactly. No, it's true what you're saying, because I discussed with someone this week, and I was telling him, you know what, yesterday, I couldn't sleep, my body was restless. I was like that my eyes were open, I had to put some loud music in my ears to be able to calm down and nothing going on in my head. Just my body was restless. And it just it just said to me because normally it's the opposite. My head is going and going and going and my body's out. And then he said, You know what? Maybe that's just excitement that you are going through. See? Okay, well, that's actually something it has been a while since I have felt maybe excitement or something. And that and this person was really there to say, you know what, maybe that's what your body was trying to tell you that for the first time. He's excited for something and you think I couldn't even recognise what my body was sending me as a message. And why are you excited about something now that I think that I only realised after that what it was, I was feeling that I was nervous about something because I just had an interview that day, that went really well. But it's, it's, I didn't feel the stress during the interview, I was really calm. I did my yoga, I did my dance class. And then at night around midnight, it hit me my body started to to be like that. And I couldn't understand what happened. And then the next day, try to discuss that with someone say, you know what, maybe that's just excitement because you were excited about it, that it went well. And you had a good contact with the person and maybe you feel that it's your next step and your body is feeling it but your brain is still doubting yourself. Yeah, exactly. Like it was really crazy when he said sometimes or body suddenly reacts and our head is not ready when it's sometimes the opposite or head is leading and our bodies just following and stops when it's too much. But in that moment, it was the opposite my body was leading. And do you have examples of situations where you know you've had impact now because of these new habits? Yes, I am more concerned with my family because I realised a few things that the way they were expressing something were different that I was expecting. So I am more calm with some people more understanding. And I took some decision, for example, that was really hard before. And, and I see the difference because it's making things moving forward towards something. Yeah, well, I see the difference, something that I was not able to do before. But right now I took a decision, which can be complicated. And it's going to make things change, because for the first time, I feel that I'm taking the ownership of the ownership or the situation or control of the situation or what I can do. And it's going to be much easier than everybody in saying, It's not me, it's

you. It's the subject, okay. I decide this for myself. And then let's wait for your answer to this. And I really noticed, okay, let's make the first step, I decide. And then we'll see step by step, how it's going to change. And I think it's really that, let's make the first step. And then we will see the next step not instead of being institution where I, I see 100 wrong scenarios of everything. And yet, he will react like that, he will react like that, he will say this, and he said that, and he's going to say this, I said my word, let's wait for what is going to come back.

**Murielle Machiels 26:10**

And that's also huge, because in, in today's complex world, we cannot foresee everything in advance. And so we have to set this first step, and trust that it's going to be okay. And also that it's okay to disappoint people.

**Elizabet 26:29**

Yeah, it's true. And at the work as well, being in the situation where you have all this frustration about things that are changing, but then again, you just think, okay, they're also going through a lot of things. The way you're going to react on some situation is going to make a difference for them on a few things, but it's hard as well. But then you realise that it's really not that easy to take into consideration the other person, minds mindset as well, or energy as well, because you are so sometimes stuck in your own energy, trying handling things. And of course, some situation can be different. That's why I'm saying, um, maybe have less example related to work. And that's why I want to redo this training in a different period of time in a different situation, because I know it's going to help me because it's learning what I believe in, I know what I wanted to do. But yeah, it's looking back. I just realised all the opportunities I had that had could have done things differently, and trying to make sure that I realised that because you say, awareness is a choice. And this awareness, I hope, will help me to make better choices after that. The role match, that's even better. Yeah. In that moment, and change in the moment. Yeah. And what he's done is done what he said, he said, What happened happened, you can only try to hold to what you what you have noticed, and hoping or working to make sure that next time you react differently. So I think that's the the best way to, to use this, this training is really to make sure that you are aware of it. And that you have that for the next time something happened. Most important, because you can only change the future.

**Murielle Machiels 28:19**

Or the present but not the past.

**Elizabet 28:22**

Indeed, yeah, indeed. Yeah.

**Murielle Machiels 28:25**

And compared to other trainings, how would you say that this one is different than other trainings?

**Elizabet 28:33**

What I find interesting is that really the platform that you are using, is really easy to use. So I really like the fact that you mixed up some videos, external by external people and your own videos, and everything linked to the notebook, it's really interesting because you really see the flow, you have first

the videos or the reading to do by your own reflections. Are you really authentic when when you present your own video and other videos to be inspiring and to make us start thinking about the subject that you are seeing, and then go into the notebook, it's really the opportunity to start reflecting on everything we have seen or heard for ourselves. So that's really interesting, the combination of those three elements, I find it's really working. And the fact that we can work by model and the fact that we can use it in a flexible way. So wherever we want and when we want to do it or how we want to do it. It's really a finance hurry to do a need right now to be flexible because like, like you said, what moment if you ask somebody to be on a training a day or two, it's for them like losing two days. It's crazy, but right now, the way that it's the flexibility that it offers and the way it's built, it's really, really easy to use, and it's really giving time to everybody to reflect that's really something I have seen it's that I had both had inspiration and then the time to reflect for myself. Yeah. Nice.

**Murielle Machiels 30:05**

And also, that's what we discussed with Paul is because of course, you have already a lot of leadership courses within your organisation. But this one is more about learning to understand how we function as human beings, like on a deeper level. And once you know that, then it's easy to do a course about feedback or communication and implement these techniques. But if you don't have like this foundation of understanding how you function, how other function, what's happening inside of you, that prevents you from implementing these communication or, or feedback techniques. Well, those are an example. But that that's what we tried to or that's what I tried to do also with this course.

**Elizabet 30:56**

No, I agree. And you really see that, because, indeed, when you think about all the classes that you added three interesting, but it was all about interaction with the others. And, yeah, that's why I was thinking about thinking about this own reflection, the time for own reflection, indeed, it starts with us, instead of you thinking, I'm not communicating well, with that person working with that person is not easy. What can I do? Okay, but what do you what do you do to make to to, to also create a situation where it's complicated to work with the others, and indeed, understanding each other? I mean, ourselves can make the difference. And it's the journey, internal internal journey that you are doing? And that's actually Yeah, it's a good, good way of doing it. It's really stepping back and starting with ourselves before we can start with the others. And I think it will make the difference indeed, yeah.

**Murielle Machiels 31:49**

No, that's Yeah, exactly. Well, thank you for your feedback. And other things I could help you with specifically.

**Elizabet 31:59**

I'm not not specifically for this training. Like I say, I have been using this training for my own professional and private life to try to see things differently to try to work on and I really think that it's important to have this training to be able to use it as well like that in the future. So that's really important, because it's something that you want to fall back on, when you need a refreshment and we need to go back to something to just take the distance that can be the distance sometimes that we need to remind ourselves of the few things. So really, that's, that's really nice. And I appreciate them, that sometimes the email that you do and the podcast that you do, because it's really, it's about being



reminded, in the chaos that you are going through in everything that you are going through being reminded sometimes. And this can be the breathing time that we need, just to hear, to be reminded of a few things. That's really important. So I would say, it's really nice to receive some emails with them with some links to just take a moment to breathe and to be reminded, okay, that's that's was the the goal. That's what we're where you are doing it. Oh, okay. Now remember, so let's move on. But yeah, I'm really curious about going through the emails that you're sending and going through the experience that you're sharing with us. And yeah, that's, that's something I'm looking forward, actually. Thank you. Thank you. And do you have maybe some feedback for me on how I could improve the course further improve it? Or maybe things you've heard from your colleagues as well? To be honest, no, I would say that it's really, it's the first time I'm doing this type of training. And like I said, the combination of different tools is really, really interesting for me. And plus the combination of the personal experience of the training and then the, I think the group didn't have the opportunity to do the group training in the in the company, but I think it's really important as well, because if you only have the personal journey, it's fine. Everybody's changing with their own time. But I think it's really when you exchange with the other and that it's really. I don't know how to say that English that it's really makes sense. And then you hear it for someone else. Not only you see that, okay, the other is also struggling, but it has more power, and it's still longer when you really exchange with the other. Yeah, when you learn collectively, that's when you get the new habits together and the new culture also within your team and your organisation. Exactly. It's it's also necessary to be really authentic and showing his vulnerability because then you, you say to the other, I'm struggling with that. Maybe you can help me by noticing it and telling me nicely, okay, Oh, you know what, you're falling back in the old habits there. Just pay attention. But yeah, I think that collectively Believing that the quality collectivity can really help to, to move forward exchange with people outside the my colleagues. Yeah. And they really, really, I mean, I was telling how great it is. And I was telling her interesting 80s. And I was telling, it's really, you should do it as well, you should do it as well. Yeah, keep on talking to people, you should do it as well. So it's interesting, because when I see something with them, I just, it reminds me of something that I've seen in the training, and I'm thinking, Okay, maybe it will be interesting for them as well.

**Murielle Machiels 35:33**

Nice, nice. Maybe I will hire you then to do my sales.

**Elizabet 35:41**

No, but it's true when it's well done. And it has an impact on your life, it has to be said as well. And that's where you make the difference. When you have a real impact on the people. You give the material you give everything. And then it's the person who who is open or not. But when you do that change to people, I think that's the best gift you can give to someone is really to, to give them this change that they needed. Yeah, that's the impact that you have on people. That's the best gift you can give them.

**Murielle Machiels 36:10**

Well, thank you for for your feedback, because that's Yeah, I often say that's why I do it. And when I see that somebody managed to change things to do my programme or my course or my videos, it's Yeah, for me, it's really great. Because that's the thing with online, you don't get immediate feedback. So you know, you don't always know did it work? Did people like it? Yeah. So thank you very much,

Elizabeth. Well, I hope this podcast episode inspired you that you got something out of it, how the journey of transformation is not always an easy one. And the key is always to continue to get up. Again, be nice with yourself and continue practising because nobody's perfect, and we will never be perfect. It's just okay to see when you're not maybe on the track you wish you take noticing it and then coming back. Now, if you think it's the right time for you to transform or for your team, you really want to transform your team. We will start a new cohort of leading authentically in digital times it will start on March 22. And so you can join us you can first of course, look at our webinars, subscribe to our webinar, then you will find the link in the show notes of this episode. Or you can go to [www.qileader.com/empowerment-masterclass](http://www.qileader.com/empowerment-masterclass) and in this masterclass, we will talk about how you can empower and engage your team members. But we will also talk about transformation and about the course that you can get through because in the next cohort of leading authentically in digital times, we will have a bonus course edits to that one about how to engage, empower and motivate remote or hybrid teams in these fast changing digital times. So if you would like to transform yourself, and you are ready, you think, Okay, it's time now for me to invest in my own transformation. Or it's time now to invest in the transformation of my team, then be sure to join our next cohort, because it's always nicer to transform together than to do it alone. Well, thank you for listening to this podcast I really enjoyed and I really want to thank Elizabeth once more for being so open about her transformation because of course this is a journey and not simply a destination. Thank you very much and we'll see each other in our next podcast or maybe inside the course. Yeah, you finished another episode of rebel leader with a heart if you want more, go to [rebelleaderwithaheart.com](http://rebelleaderwithaheart.com) for show notes and past episodes. If you love the show, subscribe, leave a review and share it with a friend The more the merrier. Thanks for tuning in and have a great week you rebel leader with a heart.