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How did you find work/life balance or integration

It wasn't an easy thing for many years. When I was a Director I had just had my second son 17 months after my first son. I found myself feeling guilty for leaving my children to go to work and then I would find myself feeling guilty for leaving work to be with my family. At the end of the day, it's a work life blend for me, not balance. Somedays I give 130%, somedays I can only give 70%. I have learned to control what I can control and let go of what I can't. You can't be all things to everyone so you have to pick your wins. One win at a time. That can mean staying late to complete a project at work (a win) or showing up to your sons hockey game at 4:00pm (a win). It's all a blend.

What have you had to do differently to succeed in a male dominated industry?

I was one of the 4% of female C-Suites in the state of Utah back in 2016. I had to ask my partner and CEO to bring me into the conversations. Include me in the meetings. I had to ask him to not report on my business in the room of 12 male investors but to let me report on my business. I had very open conversations with my boss about giving me the floor when it was my expertise. It's easy for the room of investors to ask the male CEO all the questions and for the Male CEO to easily respond. What my CEO did was turn it over to me to respond. It gave me credibility, I earned their respect and then I became the person they came to first. It's a partnership. We need our male colleagues to be our advocates. I wasn't afraid to ask for what I needed to be apart of the conversation.

Why do you believe it is important for more women to be in leadership roles?

Men and women have very different brains. We problem solve differently, we typically manage stress differently and our experiences are different. When you surround yourself with the same type of leader you fall into groupthink. Diversity is so important because it prevents us from groupthink and that is what allows to serve our employees better, our clients better and our investors better.

What do you enjoy doing on the weekends or when you have time off?

We have lived in mountain towns for 10 years. We love to ski, mountain bike, camp, hike, and paddleboard. We love exploring the outdoors.

What is your favorite food?

Can we TACO bout it? I love Mexican food. Fajitas, enchiladas, chips and queso, guacamole, salsa, carnitas, corona with a lime. YUM!



What is the best piece of advice you've ever received?

Sometimes its better to choose connection over being right. This has applied to my marriage, my parenting, my friendships and in my profession. There is no benefit from a "I told you so" conversation. Don't use your power or control to make someone else feel less than what they are. It's not always easy when you are frustrated and I'm not perfect in following the advice but I do try to choose connection often.

Where are you from? I was born and raised in Baltimore, Maryland. Went to college in southern Virginia, moved to Colorado for 11 years before landing in Park City Utah in 2016.