

Intro ([00:01](#)):

Welcome to the Workplace Forward Podcast with your host executive coach, Tegan Trovato, founder and CEO of Bright Arrow Coaching. Are you a perpetually busy, always overstretched leader or executive who feels there's never time to keep up with leadership trends in an always changing landscape, much less self care? Workplace Forward will help you overcome both challenges and gain peace of mind. Through Tegan's conversations with executives, experts, authors, and innovators about their leadership journeys, you'll get quick hits of two things you need the most; essential insights to help navigate the future workplace and best practices on the more human side of leadership. So you're empowered to take care of yourself while leading others. Enjoy some well deserved time for yourself to learn and recharge. Let's get started with today's guest. Tegan, take it away.

Tegan Trovato ([00:56](#)):

Today we have Sue Bevan Baggott on the podcast. Sue has served as a global innovation leader for Procter & Gamble, creating business building initiatives for brands, such as Canteen, Head and Shoulder, Cover Girl and Pampers. In her second chapter, she worked for a boutique consulting firm specializing in in-depth market research and innovation. And in 2014, she began her third chapter where she founded her own business, Power within Consulting to help her clients connect with the deep human insights required to create successful businesses and innovation strategies. In 2016, Sue's career took an unexpected and interesting twist when she accidentally became an angel investor, startup advisor and board member. Her journey has helped her discover the power deep human connection to drive impactful leadership and innovation success. Today, Sue is a highly involved in driving positive change through the entrepreneurial ecosystem, as well as strategic philanthropic movements, consistent with her mission to empower positive impact through connection and innovation. And we're going to learn all about that mission today. Sue, welcome to the podcast.

Sue Bevan Baggott ([02:06](#)):

Thanks so much for having me. Delighted be here.

Tegan Trovato ([02:09](#)):

Yeah, listen, I want to go right in on this. How did you accidentally become an angel investor? This podcast is for leaders and often leaders will step into consulting, angel investing, advising board work. So of course I'm sure a lot of ears perked up on the, how did you accidentally become an angel investor? Give us the journey.

Sue Bevan Baggott ([02:31](#)):

Yes. If you had asked me about seven years ago if I would be an angel investor, I probably would've laughed at you. It was the furthest thing from my mind. And I call myself an accidental angel because I was doing some work at the University of Cincinnati, some strategy work with one of their boards. Not the main board of trustees, but an alternate board that had members from academia and industry in the community. And during that work, I met a guy by the name of Tony Shipley, who was the head of Queen City Angels, which was our regional angel group that had been around for about 18 years or so at that point. And he liked what I did and said, "Hey, our angel group could use a strategy refresh. Would you help us?" So Queen City Angels started out as a client of mine.

Sue Bevan Baggott ([03:12](#)):

And before doing that work, I had a little inkling about angel investing, but I thought it was all about the investing part, all about the money. I thought the people that did angel investing it's all about the returns and you had to have this incredible financial background, et cetera. But as I delved into doing the insight work for the strategy project with them, I learned that angel investing is about a lot more than just the returns. If all you want to do is make money, there are a lot easier ways to do that than become an angel investor. The people involved in it, it was really a strong community. Yes, they wanted returns, but that helps it be an evergreen process. What they really wanted was to help their community, help startups grow and thrive in their community, create jobs, create change. Support economic development.

Sue Bevan Baggott ([03:59](#)):

They also saw it as a way of giving back using their experience and skills. A lot of angels are formally successful folks in corporations, but also formally entrepreneurs themselves and they have a lot of advice and coaching and things to offer in addition to the capital that they provide. And then it's just a really great way of keeping up to date with the latest innovations, stimulating everything because you meet all these entrepreneurs that are doing phenomenal things. So that was one thing that interests me in terms of, "Oh, it's a lot more than what I thought." And when you do it in a group, it's a situation where you don't have to know everything yourself. Right? You can use the power of the group. So there was a lot more to angel investing than I thought.

Sue Bevan Baggott ([04:47](#)):

Also, I imagined angel investors as individuals, like the people you see on shark tank and they know it all and they do it all, but this was an angel investing in the context of the group. And so you were able to leverage the experience of the group to make decisions about which companies to invest in and things like that. But the thing that really put me over the edge is when I understood how little funding goes to female founded companies. When I did this work, I discovered that only about 2% of all venture capital goes to female founders. It's crazy. Who could believe that 50% of the population has only 2% of the ideas worth backing and growing as companies? And Tony believed, the head of Queens City Angels, Tony believed that they weren't making the best decisions because they didn't have enough diversity on the investor side and that it was probably meaning they weren't attracting these diverse founders that had some really great ideas.

Sue Bevan Baggott ([05:47](#)):

And so they picked, diversity equity inclusion is one of the key strategy pillars coming out of that work. And Tony invited me to get involved and help them build that out through that.

Tegan Trovato ([05:58](#)):

I love this.

Sue Bevan Baggott ([05:59](#)):

Yeah. And then he connected me with a woman by the name of Alicia Rob. She's a senior Kaufman fellow. Had done a lot of work researching challenges for women's access to capital. And she was doing a pilot fund to try to train more women to get involved in angel investing. And that pilot fund was called Rising Tide. So at the end of 2015, I was not at all involved and by 2016, I had joined both Queen City Angels locally and Alicia's pilot run nationally. And then by the end of 2016, Alicia invited me to be a part of her follow-on fund called the Next Wave Impact fund. And that is a fund that invests in high growth

companies, but that have a positive social environmental impact at the core. So an impact investing fund.

Sue Bevan Baggott ([06:49](#)):

I laughed at Alicia when she invited me to be a part of that, but she... I said, "Why would you want somebody with only one year of experience on your investment committee?" But she said, "I've seen you this last year. You're really into growing and learning." And she said, "You have a different background. You don't have a finance background, you have an innovation background." And she said, "I think that's a good compliment to the other women I'm asking to be a part of this team. That we're nine of us in total." And she said, "That's good." And then the other thing she said is, "You live in the Midwest." And she said, "And I don't believe that all the great ideas come from the coasts, which is where a lot of where the angel come from."

Tegan Trovato ([07:27](#)):

Nice. So it is not surprising to me that not only did you enter angel investing, but that you then became an innovator in it and helped to innovate the space. And shout out to Tony for his awareness and reflection. That's refreshing. And I have a feeling that just you sharing his journey a little bit with us is going to inspire some listeners too, to really get more broadly across all of our spaces.

Sue Bevan Baggott ([07:51](#)):

Yeah. So Tony himself was an exited tech entrepreneur. And by the time I met him, he was probably early 70s, older white guy. And he had been building his angel investing group mostly by going out to people he knew. And it's not that he hadn't tried to recruit a more diverse group of investors. He just was not going about it the right way. So what I was able to do was help him gain some insights around the barriers to angel investing for women, for people of color. And there were four main things, one awareness of the asset class, just wasn't something that everyone's aware of. And then even when you become aware of it, like me, you might have a lot of misconceptions or myths or lack of understanding. So education is the second barrier.

Sue Bevan Baggott ([08:39](#)):

Risk talk tolerance is the third one. So angel investing is high risk, high return. And if you're still new in overall investing, it's not something you want to jump into. It's a compliment to a balanced portfolio of other types of investing. And women tend to be a little less risk tolerant than men in investing overall. So that was a barrier. And then the final one was respect. There were women who said, "Will my voice be respected? If I come into a group, will it be respected?" Especially women who may have battled that during their careers around having their voice heard and understood. Yeah. So those were the four barriers. And then we were able to take those and come up with some innovative ways to help people step into it. we created a starter tier for Queen City Angels to invite more people. We did more educational outreach and awareness building. We created a starter tier to make a way to get to step into it, that was a little less risky and help build comfort and things like that.

Tegan Trovato ([09:42](#)):

Great. Love it. What a journey. And totally aligns to your mission to empower positive impact through connection and innovation. So in line with that too, when you and I were talking prior to this podcast recording, one of the things you shared that you loved about the angel investing face was the opportunity to shift the entrepreneurial ecosystem and to really influence leadership more broadly by

getting to these leaders and these organizations in an earlier stage. So tell us a little bit about that. And what's behind that thinking for you?

Sue Bevan Baggott ([10:18](#)):

In my consulting work, I had worked predominantly with larger organizations. And I had done work in the area of helping them with their diversity equity inclusion as well as their innovation, because a lot of them recognize the connection between those two. Really the strongest innovation teams that I ever had the opportunity to work for were the most diverse teams, right? And so I had done work with corporations about that, but taking a large corporation and shifting their culture is sometimes challenging. It takes a lot of time. And what I saw with startups is that an opportunity to start earlier, right, to look for the leaders that you'd like to see being successful in the future and getting behind them and helping them grow an inclusive culture, a mission-driven culture, and a successful culture, right from the beginning. So I looked at it as a really high leverage way to drive change that I would like to see in the world.

Tegan Trovato ([11:14](#)):

I love it. I love it. It's so right. And what I most love about what you're saying is that with investment, you can correct me if I'm wrong, this is my outsider view. It seems like we are often driving for the profit. And the way you're describing the work you all are doing is that you are attending to the humanness, the leadership development, the DEI, the value of the diversity and inclusion in their work. And we don't always hear that part about startups. We hear like the grindy techy turn and bannie side of things and not necessarily the human side. I really love that you're calling that out here.

Sue Bevan Baggott ([11:54](#)):

Yeah. And actually investors look really hard at the team, at the people who are leading the startups and their capabilities as leaders, not only how they present initially, but also their willingness to grow and evolve as leaders. Because the needs of the leadership change as the startup goes through different stages. So we really look for people who have that growth mindset, who have that grit or persistence as demonstrated by some of their historical experiences, but also who are coachable, right? Who know how to take you in coaching from their investors, from their customers, from their employees and grow with that coaching.

Tegan Trovato ([12:40](#)):

Yes. Wonderful. Wonderful. As you and I discussed previously, we are really in such a time of ambiguity, volatility. The last couple of years have brought a series of full stops and accelerations in our markets and in our businesses. And given what you do and not just in your consulting, but also in the angel investing, what are you seeing as emerging for leaders that's more important now than ever as a result of that ambiguity and volatility?

Sue Bevan Baggott ([13:11](#)):

Yeah. So one of the things that was very interesting is, right at the start of the pandemic, when we didn't know what was going to happen with the world, both of the angel investing groups that I was a part of, we took a little bit of a brief pause in terms of investing in new companies. Because we wanted to support the companies that we had and make sure that they were going to be successful. And the dynamics that happened, they slowed some companies down, they accelerated others. It was really interesting to see, you really could see the strong leaders in their ability to be agile in their response to

the pandemic. So I saw like the whole spectrum, folks who immediately had to streamline their force because they recognized they needed to do that and focus on the most important things to keep their business alive during that, and then repair themselves for the other side.

Sue Bevan Baggott ([14:03](#)):

We saw others who they recognized the pandemic as an opportunity to actually drive forward and drive further. And they doubled down on what they had to offer because they knew that they had value that would help others get through the pandemic. And then we even saw some that pivoted and created new products to support the needs of their customers at that time. So it was a very interesting time to watch the dynamics of these leaders. A lot of them improved to be very, very resilient. And that was very impressive.

Tegan Trovato ([14:34](#)):

What have you seen leaders do when it comes to tending to the humanness. You talked with me privately about the need to empathize with employees as much as we do our customers. So tell our listeners more about that thinking.

Sue Bevan Baggott ([14:49](#)):

So I think that's something that I learned even before I got into the angel investing and now I see it as even stronger need with some of these small organizations. For the most part in my corporate experience, I had some really strong leaders that I could look up to and learn from. But I had one leader in particular that maybe we didn't see either and had some different values as far as people are concerned. And I had recently been promoted and was working for this new leader and I wanted to get 360 feedback from my people about how I was doing as a leader. Because in my mind, getting that deep connection with your people as a leader, you're serving the people under you, they're serving you, you can't succeed without helping them succeed, if that makes sense.

Sue Bevan Baggott ([15:33](#)):

And he's like, "You care too much about your people." I'm like, "What? You can't care too much about your people. When you're in any leadership position, your success depends on your people's success." And so he didn't want me to get the 360 feedback. I said, "I'm getting it anyhow, something like that." And I think empathizing with your people is important. You need to understand what's important to them, right? What are their aspirations and goals and how does their role in your organization fit with that? How does it enable them to achieve those aspirations and goals? And if you don't have those conversations, you're not going to understand that. And then they're going to face challenges, right? They're going to face challenges inside work, outside work, and you need to be able to empathize with what they're facing.

Sue Bevan Baggott ([16:22](#)):

And then as a leader, how do you help them overcome those challenges, fulfill the role that you need them to fulfill and ultimately be successful? And I see this now within the startups. And the startups are often initially smaller organizations and they rely very heavily on each individual that's a part of their team. So that need for that human connection and that empathy is really important to keep the team moving in the right direction to not burn out. You say you hear stories about startups, that's not the way to have a successful startup. The way to have a-

Tegan Trovato ([17:00](#)):

Right. Yeah. Getting everybody out while you're trying to launch your product, bad idea. Right? But it happens all the time.

Sue Bevan Baggott ([17:04](#)):

Yeah. It happens all the time, but the best leaders I've seen in the startup ecosystem recognize that, "Yes, there's times where you have to double down and sprint forward, but then you also have to build in time to rebuild energy to recover." Right? So the ones that I admire are the ones that recognize it's a marathon, not a sprint and that you need to train and you need to refresh and you need to re-energize. So those things are all very important in the starting. And then as the company grows, again, you really need to be connected with people to understand which people in your organization are growing with you, are they growing as leaders? Can you elevate their responsibility, give them more rich people in the organization, like the role they have and want to stay in that? And you need to build around them. And if you don't have that human connection, that empathy, it's very hard to see how the pieces will fit together especially as you start going into this accelerated growth.

Tegan Trovato ([17:59](#)):

Yeah. I know one of the things you do in your consulting practice is to help companies create strategies and innovation based on customer insight. And what was notable to me is that you also value employee insights in your work. And I don't think that's always the case in the insights world. Right? So what are you seeing right now that helps organizations do a better job of gaining employee insights?

Sue Bevan Baggott ([18:28](#)):

I think it's really important, again, I'm going to go back to the human connection, right? People are surveyed out. So just doing a bunch of employees' surveys alone is not going to get that depth of connection that you need. Right? So I'm not saying don't do surveys. I'm saying, in addition to surveys, you need to have real, authentic conversations with people in the organization, and conversations that cut through the hierarchy. Right? You need to be in touch with your employees at all levels to really understand what's going on. And it's important to understand your employees as people, as humans themselves, some of the things we were talking about before their goals or aspiration. But they also get tremendous insight on your customers that you, as a leader may not see, right?

Sue Bevan Baggott ([19:17](#)):

Especially like employees that are on the front lines with sales on customer, or on the front lines with marketing, or depending upon your industry. They're just out there picking up on things that you may not be. So employee insights, I think are very, very important holistically to the strength of an organization, to provide insight to the leaders as well as how well that organization's current business strategy or innovation strategy is playing out for them.

Tegan Trovato ([19:49](#)):

When it comes to particular technology that's helping us have deeper relationships, I read something about Cloverleaf, which is, I think you are... Are you an angel investor on their board?

Sue Bevan Baggott ([20:00](#)):

Yes. Yes.

Tegan Trovato ([20:01](#)):

Can you tell us about what they're doing? Their work sounded super fascinating. And I know you're very passionate about them based on everything I read and it's really unique what they've done. So to me, it sounds like that's one of those tools we could be using to gain employee insights, but also to build relationships. So tell our listeners about that.

Sue Bevan Baggott ([20:22](#)):

So Darrin and Kirsten are the co-founders of Cloverleaf. And I met them actually, way before investing them, I met them at one of our local accelerator pitch practices. And one of the ways that angels give back is by volunteering time to coach and mentor entrepreneurs, even if we don't ultimately invest in them because that's a way of growing the whole ecosystem. So I met Darrin and Kirsten and they were very passionate about the importance of building strong human connection and relationships and building thriving teams. And of course, with my innovation background, I'm like, "Yes, this is important." So I really liked the fundamental focus of what they were doing with Cloverleaf thought. They had some unique insight around having a technology platform that would compliment the interpersonal discussions and relationships, that would help people understand themselves better, understand each other better and then create those connections.

Sue Bevan Baggott ([21:13](#)):

And the way that they do that is they use a lot of established assessments, things people are familiar with, your Myers Briggs and your strengths funders and your disc, and Enneagram and things like that. But oftentimes those have been used as single assess assessments and people do like a big offsite, "Oh, let's learn about each other's Enneagram." And then the information goes in a file drawer and it doesn't allow us to really benefit on a day to day basis. So what they did is they built a technology platform that brings all of those assessments into the forefront of the things that we're doing every day. So you can get insights about yourself and about your teammates in the flow of your work and those bite size insights help build relationships and build teams over time in the flow work without having to do a big offsite or whatever. So they're all about unleashing people. That's their mission, unleashing people to do their best work with the insights you get about yourself and others and building thriving teams, because our brains are all wired a little differently, right? People are-

Tegan Trovato ([22:17](#)):

[crosstalk 00:22:17]. Yeah. Exactly. Yeah, yeah, yeah. I agree.

Sue Bevan Baggott ([22:17](#)):

So I think of Cloverleaf as being able to reveal a little bit of that brain wiring. Right? And doing it, not just through one assessment, but through multiple assessments, think of it as the difference between a single mirror and a 360 mirror. So you learn more about how you're wired. And then if you're on my team, Tegan, I learn more about how your brain's wired and that lets us appreciate each other's differences and communicate and build relationships that make that difference synergistic rather than something that is a barrier between us.

Tegan Trovato ([22:54](#)):

I love it. And what comes up for me as you describe that is on the leadership side, we aren't constantly or regularly thinking about how our people are wired. We only will stop and pause to think about that if we don't get what we want from an employee, right? Or we have a problem or we hit a road where the

team is malfunctioning or whatever. It's usually problem related and we react by going, "Okay, why is he or she having an emotional response to this directive or this suggestion?" What you are suggesting Cloverleaf does instead is keeps it in the front of our mind so that we can proactively engage based on those insights rather than reflecting to try to figure out why we didn't get what we wanted. Right?

Sue Bevan Baggott ([23:35](#)):

Right. Right. Yeah. And it integrates into the tools that people use every day, it can integrate into your email or your slack channel or whatever it is. So like if I had a meeting coming up with you today and we were both on Cloverleaf, I'd get an insight about you right before I meet with you to help me understand a little bit better how you think. Teams use a lot of human coaching to help them through some of these. And that's great. And it's wonderful. Human coaching is wonderful, but it's not something companies can afford to bring in a coach-

Tegan Trovato ([24:05](#)):

On scale, right.

Sue Bevan Baggott ([24:06](#)):

On scale. It's just difficult. So Cloverleaf tries to be a compliment to human coaching by providing automated coaching for everyone that compliments human coaching. In fact, we partner with coaches to provide a tool for them to stay connected with their clients in between some of those larger interventions that they might do. And there's a compliment to, for example, if they're executive coaching the leader, this is a way to bring the team together. And I've even used it in my consulting practice when I have to get a diverse group of people getting to know each other very quickly and tackling a task. And it's helped me from that standpoint.

Tegan Trovato ([24:44](#)):

Oh, I bet it has. Okay. I'm nerding out on this. We'll be here to include Cloverleaf, a link to their products because I think it's really fascinating. I think our listeners will enjoy it. So pivoting a little bit here, Sue, when you reflect across your client list and what are you seeing employees ask of their employers or want from their employers that seems different or new or amplified maybe as a result of the changes over the last few years?

Sue Bevan Baggott ([25:17](#)):

So I think one of the things that employees are asking for is more freedom and flexibility to deliver the results their businesses need, but to do it in a more flexible way that fits in around their lives and how they live their lives. And I think this is something that what people were desiring before the pandemic, but the pandemic just heightened how powerful it is when you're able to have some of that flexibility and why it can be so important. So I think employers really need to take that to heart. I think initially everybody was forced to have people working from home and I think there's pros and cons to that. But I think now that employees have gotten a taste of some more freedom and flexibility and autonomy for doing their job, some of them are not going to want to give that up because those that believe that they can still deliver what's needed with that flexibility, they're not going to want to give that up.

Tegan Trovato ([26:14](#)):

And what are you saying the leaders struggle with on the other side of that? Maybe not that specifically, but just even more generally, where are the struggles in the leadership space at the moment?

Sue Bevan Baggott (26:25):

So I think some leaders got used to managing by walking around, right? They had these sort of informal touch points that they could do with people. And that helped them feel like a little more in control. So flipping the switch to more remote or hybrid teams takes that away from leaders. So they have to grow. They have to learn other ways of being effective in their roles. And I think there are some leaders who have been able to adapt to that. Those who had really strong relationships already with their employees, I think they've been in able to adapt. And those who maybe had more of the transactional relationships with their people versus the deep empathetic connections with their people, they're the ones who are struggling with that because they suddenly have to change the way they've been managing and leading people.

Tegan Trovato (27:20):

Yeah. That makes a lot of sense. What do you think these leaders need to be doing in their personal lives to positively impact how they lead at work?

Sue Bevan Baggott (27:29):

Oh, that's a great question. Well, first of all, I think they need to be cognizant of the stress of the things that have happened, affect them first. Right? So they need to take care of themselves first, make sure that they're showing up and is the best version of themselves as a leader. And they need to recognize that some of that stress has affected their employees. So I think just acknowledging that challenge and that's part of empathy, right, is acknowledging the experience of others and really appreciating that experience. So to me, that's a first step. So for themselves and for the people that they're working with. I think that's a first step in what they need to do differently.

Tegan Trovato (28:11):

The second part that you mentioned is really hard. And I want listeners to know that which is acknowledging and appreciating the effect it's had on other people. When you say it is like, "Yes, of course." But what I also see, and I don't know if you see this too, but when we watch leaders try to put that into practice, it's awkward sometimes, right? That's where that empathy comes back in and we have to grow that skill. That I've seen leaders who want to do that, in their hearts, they intuitively know that's what they need to do with their people, but it's not a practice we've always done. It's merged the personal and work together quite a bit. And it's a fine line too, where we want to step as leaders and how involved we want to be in knowing some of the details and story. But I think I'm just taken aback by, I love number one, "Yes, leaders, please take care of yourselves first." And they often don't. Right? But then number two, like how do you reflect that back to your own people? It's sometimes harder than we think, right?

Sue Bevan Baggott (29:10):

Yeah. No, I agree. I think that leaders can admit, if they're going through a change and if they're not sure how best to support people, I think they can admit that and say, "Hey, I recognize we're all going through things, but how can I support you as a leader?" Right? Admit they don't know all the answers and get coaching from their people. It might be different for different people in their organization in terms of what that support looks like, but they shouldn't be afraid to ask. I think far too often we set leaders up on this pedestal the leaders feel like asking for help themselves is a weakness. And I see it as completely opposite. I see asking for help as a strength. Who can possibly do it all? We can't. We can't possibly do it all.

Tegan Trovato ([30:03](#)):

No way.

Sue Bevan Baggott ([30:03](#)):

So I think leaders should feel very comfortable asking for help from their employees, "Help. Tell me what support looks like to you." And I think they should be asking for help from other leaders. They may know other leaders who have this as an outstanding strength or skill. They can learn from them.

Tegan Trovato ([30:20](#)):

Right. I love that. Well, Sue, where do the listeners find you online? Where should we go poking around to learn more about you?

Sue Bevan Baggott ([30:28](#)):

So I would say most strongly on LinkedIn. So looking up my LinkedIn profile and I'm happy to connect with folks if they mentioned that they've heard us talk, I'd be happy to have them reach out to me and connect on LinkedIn. I also do have a website, powerwithinconsulting.com. I'll admit it probably doesn't cover all the things that I do, but it's there and it's a way to get connected.

Tegan Trovato ([30:53](#)):

Okay. Great. We'll be sure to include the links for both of those places in the show notes for [inaudible 00:30:58]. All right, Sue, here's my big question I like to ask all of our guests. So this podcast was created to discover the behaviors, practices, beliefs, and skills the future leader must possess so that they can successfully lead the system that have changed and continue to change at warp speed. And to get your read on what's required of future leaders, just finish the sentence. Leaders of the future will-

Sue Bevan Baggott ([31:24](#)):

Be more successful if they recognize the power of human connection in all aspects of their leadership.

Tegan Trovato ([31:32](#)):

Wonderful. I love it. Question, where do you think leaders miss the cues a lot of times?

Sue Bevan Baggott ([31:41](#)):

Well, we've talked about it a little bit. I think first of all, connecting with the people that they're leading, making sure that they're developing strong connections there, the skills of emotional intelligence, your EQ, empathy, even vulnerability. We were talking a little bit about that will be part of connecting with them. And then some of those same skills with regard to connecting with their customers, the people that they're trying to serve with whatever their business does, whatever product or service connecting really authentically with their customers will help them understand how to serve them better, which is important in innovating and growing. And then I would also say to their network. We talked a little bit about it already. I don't know, I learn so much from the people that I interface with. Talked about the growth I got within the context of angel investing. I learned from all the other folks who were more experienced than I was, and that accelerated my growth. And I think that people underestimate the power of that human connection with your network can really help you grow.

Tegan Trovato ([32:48](#)):

Yes. Sue, thank you so much for sharing all of your insights. It's just been really a joy to hear your journey through Corporate America, through angel investing, hearing about some of the companies you've worked with and it's a gift to our listeners to have someone of your experience and capacity who's sitting across so many organizations with such a view to share what you think is important for leaders now and in the future. So thank you so much for sharing with us today.

Sue Bevan Baggott ([33:16](#)):

Oh, well, thank you so much for giving me an opportunity and and really enjoyed our conversation. Thank you.

Outro ([33:22](#)):

Thanks for listening to this episode of the Workplace Forward Podcast, where leaders and executives can stay ahead of the curve on emerging leadership ideas and self care, best practices. Guided by executive coach, Tegan Trovato and her expert guests. Please take 60 seconds to help others discover the Workplace Forward Podcast by going to iTunes to subscribe. Give five stars and leave a comment. Want to learn more about Bright Arrow Coaching and leadership development? Visit the website at www.brightarrowcoaching.com. See you next time. And while you're filling your teams cups, remember to take care of yourself too.