

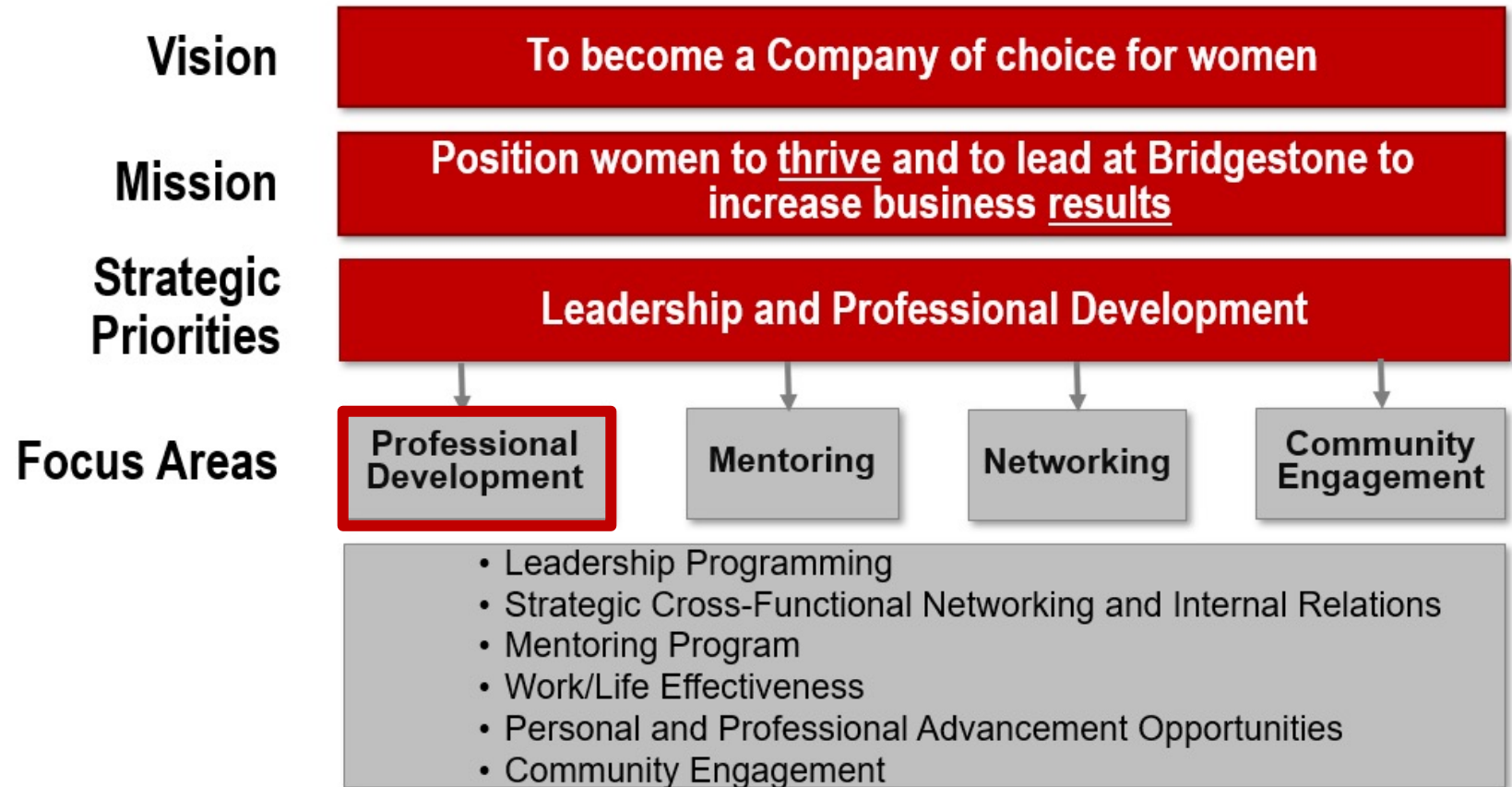
# Welcome!

Please mute your line and familiarize yourself with chat for use in today's session.

# BWIN – Vision & Mission



**Laine Hiera**  
BWIN President



# BBOLD – Vision & Mission



**Mikea James**  
BBOLD Talent Development  
Chair

**BBOLD** is on a mission to shape Bridgestone’s efforts to attract and retain the best talent, promote leadership and development, and to encourage diversity and inclusion among employees at all levels.

We are an employee resource group focused three strategic pillars:

- Talent Acquisition and Development: Building Internal Partnerships
- Community Service and Education: Each One Teach One
- Cross Industry Networking: Partnering Beyond the Walls of Bridgestone

**OUR VISION** To cultivate an empowered and inclusive community of Black/African American Teammates and Allies



Community Outreach	Talent Development	Teammate Engagement
<ul style="list-style-type: none"><li>• Develop and activate community partnerships</li></ul>	<ul style="list-style-type: none"><li>• Support company's diversity and inclusion strategic plan</li></ul>	<ul style="list-style-type: none"><li>• Integrate BBOLD vision, mission and pillars nationally</li></ul>

# BWIN & BBOLD MasterClass Professional Development 2022 Schedule

**March**

**BWIN & BBOLD Event:**

Asking the Powerful Questions:  
How to be your own coach during  
times of change

**May**

**BWIN & BBOLD Event:**

Burnout Factor:  
Learn how to build a tactical plan  
to manage your life and avoid  
burnout

**September**

**BWIN & BBOLD Event:**

Negotiation Tips:  
Learn proven tips for successful  
negotiation and the pitfalls that  
many women fall into



## **Use Chat to Ask Questions throughout the Presentation**

We'll address those questions received and any others at the end of the session.



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How to be your own coach during  
times of change

**May**

**BWIN & BBOLD Event:**

Burnout Factor:  
Learn how to build a tactical plan  
to manage your life and avoid  
burnout

**August**

**BWIN Event:**

Navigating Your Career –  
Personal Brand & Networking

**September**

**BWIN & BBOLD Event:**

Negotiation Tips:  
Learn proven tips for successful  
negotiation and the pitfalls that  
many women fall into

**November**

**BWIN Event:**

Navigating Your Career –  
Communication

**CHANGE**

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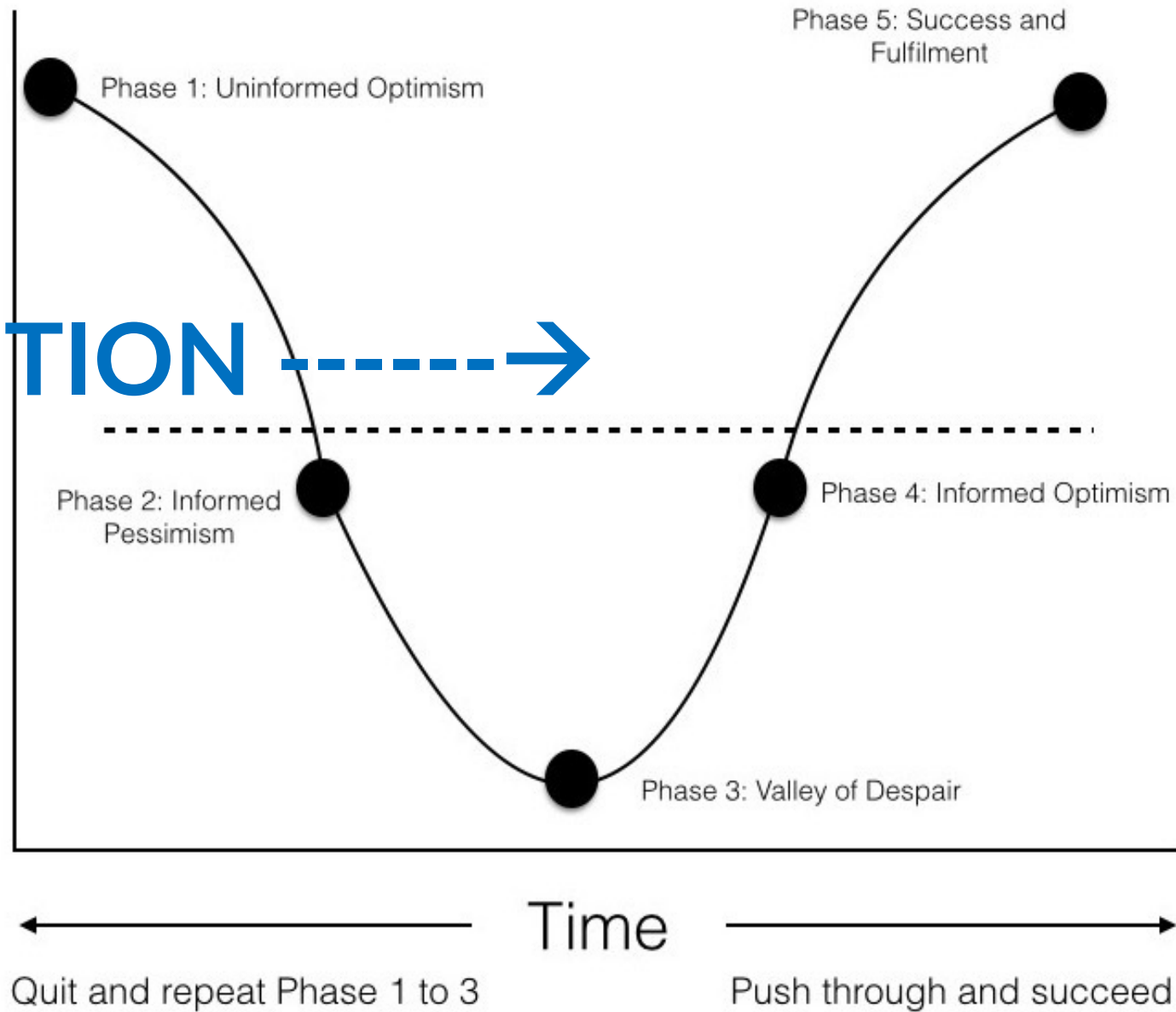
**TRANSITION**



# CHANGE

Situations and occurrences that  
impact organizations  
and individuals

# TRANSITION



<https://thriveglobal.com/stories/how-to-avoid-the-valley-of-despair/>



# TRANSITION

Internal  
psychological process  
of adapting to a new situation

Source: Center for Creative Leadership

Often  
**OUT**  
of our  
Control

# CHANGE

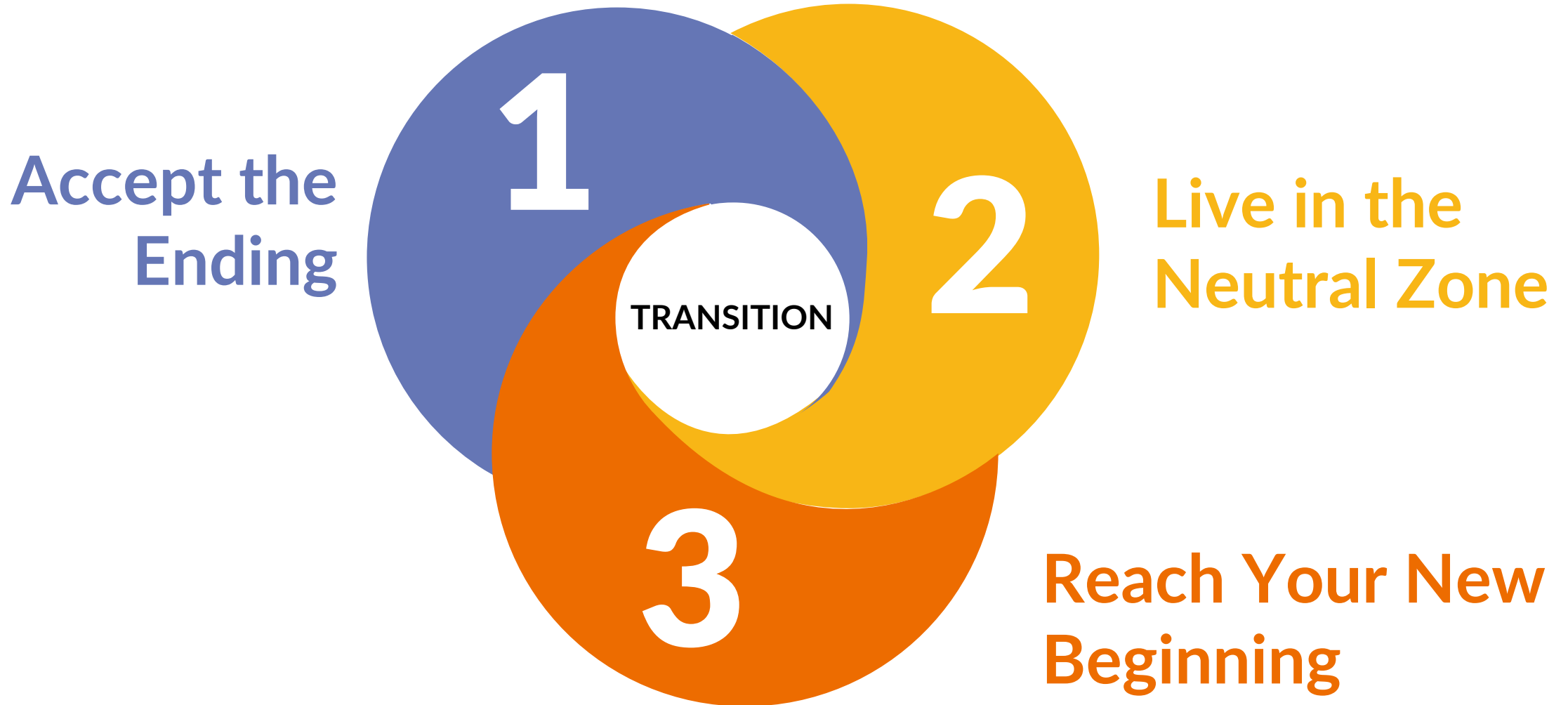
*Visioning, restructuring, creating processes, rewarding*

**IN**  
our  
Control

# TRANSITION

*Grieving, letting go, building hope, learning*

# More Complex Change = More Complex Transition





*How To*  
**Be Your**  
**Own Coach**  
*During Times of*  
*Change*

*We often know the answers to our questions.*

*We just don't sit with each question long enough.*

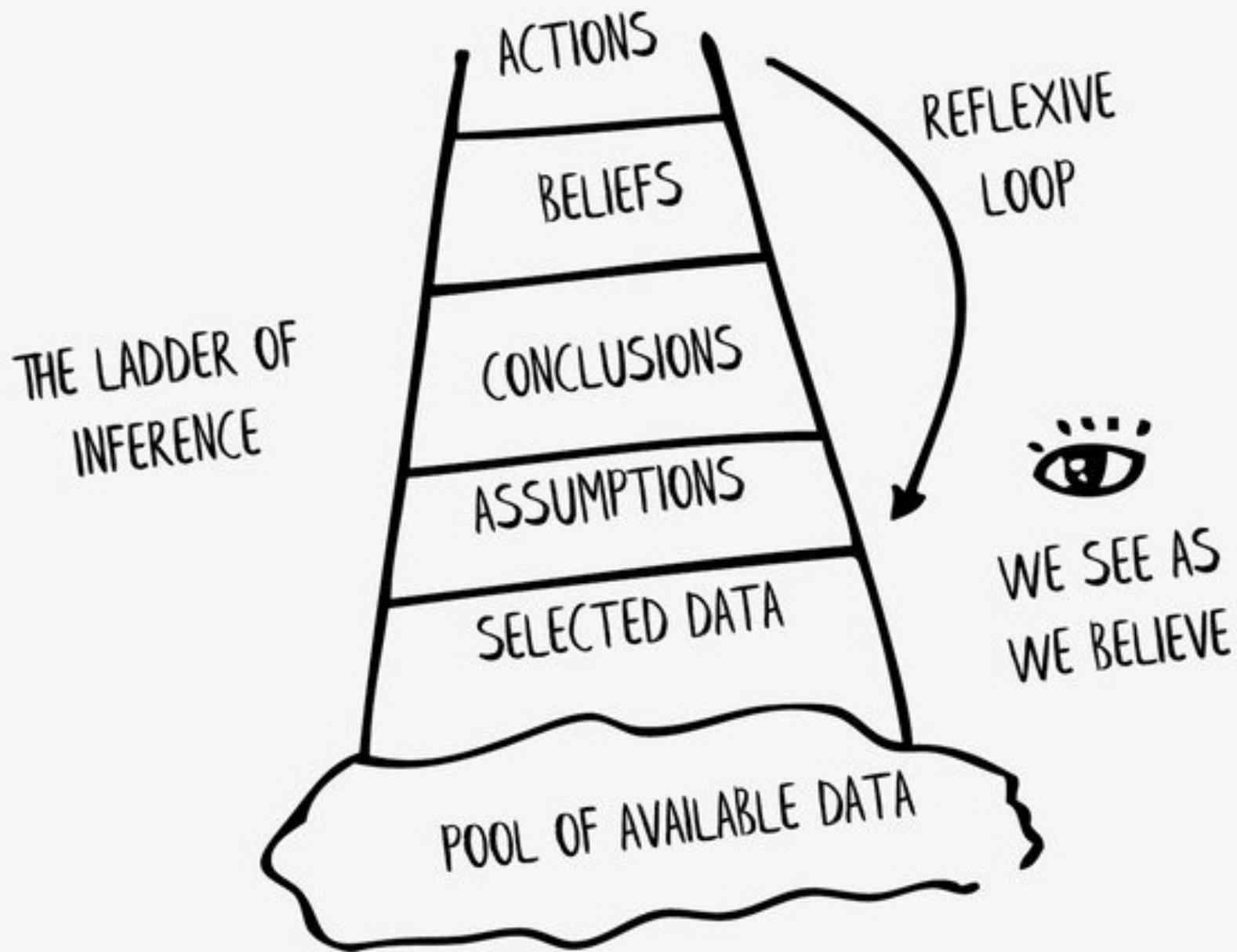
3

Powerful  
Questions





What is the story  
I am telling myself  
about this challenge  
right now?



*“the story  
I am telling  
myself”*



What would success  
look like?



What will  
I commit to doing  
to drive  
a different outcome?

3

Brave  
Volunteers

Emily Oleson  
Stephanie Nesbitt  
Josh Holland