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The expression sea change is derived from the play *The Tempest*, produced by William Shakespeare in 1610: "Full fathom five thy father lies; Of his bones are coral made; Those are pearls that were his eyes: Nothing of him that doth fade/ But doth suffer a sea change / Into something rich and strange."

Always work towards a profound or notable change.

Mentoring 101

Warning: Long Read.

Great Mentors are for Life:

A very long time ago I found myself virtually homeless, with a high school education, three small boys to support, and no family to come to the rescue. And then I found Myrna Young the Executive Director of EveryWoman Opportunity Center in Buffalo, New York. She's retired now but she's still my mentor, although these days she coaches me on the finer points on how to make the perfect margarita and how to win more often at Hold'em.

Context:

When I first showed up at her center, I was heavily into a feel sorry or me mode and woe is me, until I saw the other women. I was 37 but most were much older and women of color, had never worked and their husbands had just left them. Many couldn't drive and half had families in dire need of medical attention. They were all flat broke. I could drive, I had been raised in an affluent family so I knew how to speak, dress, and communicate. That's the first lesson she taught me. Be grateful for what you have and stop your damn whining.

What's Really Going On:

Great mentors listen for the problem and then reassure with a solution. I applied to the CIA (not the government-the Culinary Institute of America), for one class (because I didn't think I had the brains to go to school, I'll talk about that in a minute.) With zero self confidence, I came to Myrna saying, "See they turned me down." She took one look at the document and said, "The class is full, apply for another."

Before I applied and when Myrna said I should go to college, I said I was illiterate and she instantly said, "You are not. I'm sending you to Children's Hospital to be tested." Turns out I got a smart badge and learned I was Dyslexic. Myrna stuck with me all the way through University of Buffalo--long after I *graduated* from her class and had become a successful entrepreneur.

Incredible Teachers:

So many lessons, so little time. I was having a bad day. The electric was being turned off, I couldn't hoist the 100 pound ladder up to clean the gutters, and the house was being foreclosed. I called Myrna in a panic. That's when I learned how to delegate, when to hire someone to do a task, and when to ask for help. All after she laughed at 98 pound me trying to clean gutters on a three story victorian house. My dear friend Connie lent me her empty house and the electric got transferred into my name, and the gutters I left for the next owners.

Push Beyond Imagined Limits:

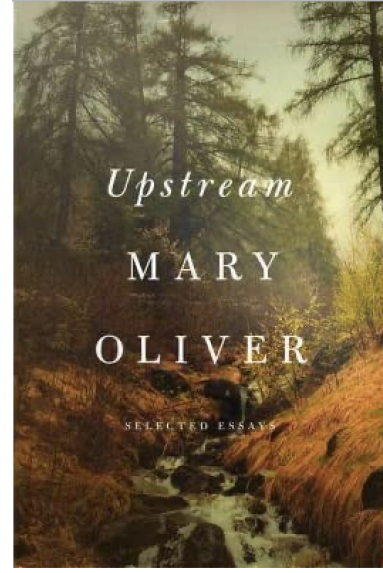
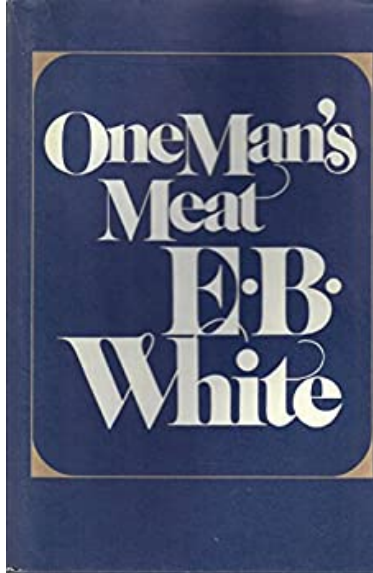
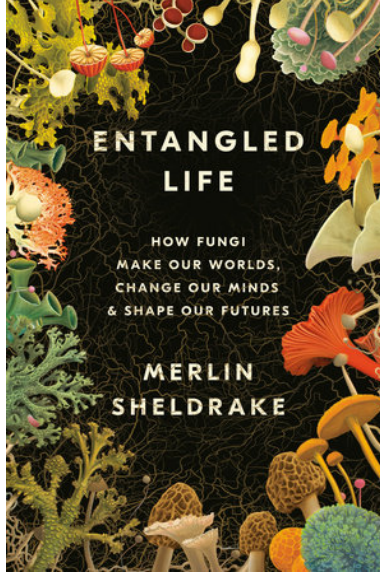
Understand that I trusted/trust Myrna. But she came up with some doozie challenges for me to tackle. She got me to give a talk in front of 400 people on my success after going through her program. (Now I speak nationally to many hundreds every year.) She encouraged me to start my own business with zip experience or funding. (I've started two and one nonprofit.) She convinced me to take credit for my achievements and stop giving her all of the credit.(Now I carry on her kindness by mentoring others in my consulting business. Always using her stories and my experiences with her.) #payitforward



Turn Black Swan Scenarios into White Swan Results

Bad things will continue to happen. Those who plan for the out-of-the-box worst case scenario will inevitably be the first to return to normal. Those who write out specific tactics, will fare a bit better. Those who specify the logistics, will come out above average. Those who consider new inventions or pathways beyond simply surviving and retaining the status quo will become the clear winners. Practice Black Swan scenarios often, find numerous ways to prevent wearing blinders, give reasons for building in-house safety nets of How-Tos, and provide your team with examples that will save your business and increase your bottom line. Futurists predict uncertain times ahead, you can be your own futurist--start now and be prepared. The section below has a link to my recommended books on my website. There are many business books and futurist books there.

[Read More](#)



We can always keep learning more and communication is key to everything we want to accomplish. Remember the average person may only read one book a year.

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