

The Blueprint Jan. 17th 2023

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Hope you are enjoying it. Don't forget to subscribe and hit the bell icon so you won't miss out! Thank you so much for watching! I hope you have a wonderful day! you Thanks for watching! Thanks for watching! Thanks for watching, see you next time. good morning everybody good morning everyone happy Tuesday to you all I hope you had an amazing MLK Monday and for those that I didn't see yesterday I hope you had a great weekend for sure Welcome to The Blueprint. We are rolling through 2023. I am delighted to be here with all of you. Thank you for finding your way into this space. Quick introductions, and then we are going to get off and running because I'm excited about today's conversation, and I hope you are too.

If you've not been here before, my name is Kim Blue. This is The Blueprint. This is the podcast where we spend time holding conversation around how to help you be the boss of your own blueprint. I believe everybody should own whatever their journey is, professional or personal, and ensuring that you've got access to the knowledge, capabilities, skills, and resources so that you can do three key things all the time. You can operate at your highest potential. You can show up as your Authentic. and you can add value to the work that you own or add value to the teams that you lead or are responsible for. And in doing that sometimes that means curating community so that you're learning from others.

And what I'm doing is bringing my 15 plus years of HR leadership, career development, coaching, business development, you name it. I've done it over the course of my career and I'm sharing what I know here and that is what my gifts are and that's what my passion is and thank you for allowing me space to be able to do that and to impart some wisdom on you whether you use it today, tomorrow, or a year from now. My goal is to make sure that you can tap into your toolbox and pull from whatever blueprint you need to see the success that you're seeking. So thank you again for being here. Shout out to everybody who is working and lurking today after the long weekend.

For those who are commuting and listening, thank you for being here. I really, really appreciate everyone who joins. If you have the chance to jump into the chat and say hello, please do so so I can shout out and acknowledge you and make sure that other you can connect with others who are here in the blueprint community. Netabetta, happy Tuesday to you. Nice to see you. Welcome to the blueprint today. So we've been having some great conversations the last few weeks as we have transitioned out of 2022 and into 2023. We have talked about transitions.

We have talked about patients presence and purpose last week and we did an AMA which is an ask me anything which is what's what was amazing and it gave me a chance to hear directly from you and so we're gonna do those from time to time and yesterday I introduced this notion of a Monday check -in and what we're gonna do as we come off of the weekend because the blueprint is Monday Tuesdays and Thursdays and so that means we go from Friday to Monday without having the opportunity to connect.

Intentionally in this space though we may cross paths in these twitch streets right and so on Monday we're going to do a check -in and it's going to be a question that helps us set the tone for not only the day but the week ahead sometimes it's just about grounding the weekends can be so full of engagement or distraction or being able to be agile and pivot right and getting away from the things that you thought you were going to do and so you don't even get a chance to breathe and so we're going to take time here on Monday mornings to do a check -in and yesterday's check -in question was really around what is it that you're leaving in the weekend and what from the weekend are you taking with you to go into your week and it's a reflection question I encourage you to have your notebook and be able to write things down but it's also an opportunity for you to engage in some exchange with the chat you never know who you might meet in the same space that you are through some of these reflection questions.

And so my answer yesterday for those who were interested was I'm leaving limiting beliefs and limiting thoughts in the weekend. And I am taking forward with me my new mantra, which is new year, more me. And I think I did a pretty decent job of explaining what that is, but it's really more of the things I need to ensure that I am showing up as my authentic self and making sure that I'm adding value to this space or any space that I'm in. And so we will start the check -in questions every Monday. They will be the first thing that we do after we do pleasantries and greetings. And as I'm acknowledging you, as you're coming into the chat and into the stream, and then we will roll into the rest of our conversation.

So I know a fair amount of us were not here yesterday, wanted to reintroduce that and let you know that that's something that's gonna be additive to the blueprint and it's just gonna enhance the already amazing things that are happening in this community. So my life journey, good morning, sis. Always a pleasure to see you. Happy Tuesday, Tawana, happy Tuesday, Wigs, what up? Happy Tuesday, my friend, all right. Shout out to all the blueprint bosses who are here, present, lurking and working. Shout out to my Mod Boss, Misty Christie. Always, always a pleasure to have you alongside me in the driver's seat of this journey, sis. For those who are behind the scenes again, make sure you are staying safe if you're working and lurking or commuting.

Happy to see you, happy to have you alongside of us on the journey today. So we're talking today about alignment and alignment is something that often finds us either in the best of places, meaning yes, everything that we think we need or we believe should be in place is in place. And sometimes we're not in alignment and things couldn't

be more out of sorts or disconnected or far off from what it is that they need to be doing in your mind. or in the mind of the way that we have mapped things out. And so in true Kim Blue fashion, in true blueprint fashion, we're gonna talk about alignment and we're gonna get on the same page with it, right? And yes, Mr. Christie, Mod Boss, okay, right? Blueprint Bosses and you're the Mod Boss of this Blueprint Boss community, right?

So we're gonna talk about alignment. And you know me, right? We have to make meaning, we have to be coming from the same source of truth, right? So let's talk about, right, I got my little notes here. Let's talk about what alignment is and what it means so that we're all coming back to the same place as we're reflecting on alignment and how it shows up or the absence of it in our daily lives. So when we think about alignment, there's a bunch of definitions, but the one that's most appropriate for where we are and the purposes of the blueprint and what we're doing is a position of agreement or alliance right one more time when we talk about alignment we're talking about a position of agreement or alliance. Bitter baritone good morning king. How are you? Welcome to the blueprint.

So when we talk about alignment we're talking about the positioning where things are and how they are in that position because they could be where they need to be but if they are not all the way grounded if they are not directionally you know going where they should the positioning is not going to matter the alignment will still be off does everybody understand that right as we're talking about all of the things around alignment and the definition that agreement means that all that should be in order is in order right and when that's not the case the alignment is off right dr donna done this good morning make you walker good morning folks coming into the chat thank you for saying hello all the blueprint bosses good morning to you happy tuesday happy to have you here thank you for greeting each other and making time for yourselves by showing up in the blueprint we are talking about alignment and we're just getting grounded for those who are coming in in real time and just defining it and making sure we understand what it means so we can start to apply it to what we do every day right so when we talk about alignment the definition is a position of agreement or alliance right and so sometimes that positioning has to agree with everything else if the positioning of something is not in a line is not aligned with all of the other factors that it needs to be then then we're out of alignment right those of us who drive cars right we have to take our tires we take a car in we have four tires on our car right and so every year we have to get what's called a wheel alignment If the wheels on our car don't have proper alignment, that means our positioning on the road is going to be compromised, right?

If we don't have complete alignment, right, that if the agreement, if our wheels are not positioned where they need to be inside of the systems that hold them into the car, right? That's that agreement. Yes, this tire, these lug nuts, whatever it is, but they all agree. This is where they're supposed to be. Agreement is that cohesion of everything is

where it needs to be. If that's not the case, then we're not going to be aligned. We're actually going to be misaligned. And that is going to lead to a series of other things that could go wrong with the car, right? So if we're driving down the road at a high speed and we need to brake, right, quickly, that could compromise our ability or the car's ability to do other functions the way that it needs to.

So when we talk about alignment, that there are all these things and I'm going to use some other words that help us really kind of put this into practice before we go into some grounding statements and we talk about what it means to get aligned and a little bit of a blueprint on how we find ourselves in alignment, right? But other words that I want to put out there to you that help you think about alignment as it relates to how I'm showing up every day in my daily work, in my daily practices with things, right? Your positioning, right? So where you are, meaning where I am physically, where I am mentally, where I'm emotionally. So at any point in time our positions are going to be competing because mentally you may be present but emotionally you could be somewhere else, right?

Thinking about somewhere else or wishing that you were somewhere else and physically, right? I might be here but you might see me mentally not connected or not plugged in or not present, right? Because that's one of our words that we talked about last week. There's also this notion of sequence that comes with alignment, right? The order in which things need to flow or operate, right? So step one, step two, right? If we want to use it in that terms but what is the actual sequence? What is the order of events that needs to occur or the order of behaviors, right? Or the order of actions that needs to take place for the alignment to actually be. And then the third word I want to put out there is calibration.

What's the process of assessing how we determine that alignment is actually in front of us? What are those factors? What are those key indicators, right? When we think about how we know, how do we know that the order or the sequence took place that got us into the right positioning that helps ensure that our alignment is in place, right? So I want to put those words out there to you because they will show up and they will be things that all play into. Are we in alignment with our professional journey? Are we in alignment with the goals or intentions we set for ourselves? Are our actions in alignment to ensure that we can get where we need to be? Actions are the things that really kind of live out through those sequence, right? The calibration is did I do the right thing or was this in the right order or should I've gone back, right?

Calibration is essential, essentially it's an extension of reflection, right? And reflection is that intentional thought or consideration. So I'm pulling it all together folks, right? Because everything that we're talking about is building one on top of the other, right? I'm very intentional about how I put my blueprint conversations together because it

should all tie back to things that we are talking about but things that you can also think through and go back and look in your notes and say, oh yes, because when we talked about alignment, right?

If something's out of alignment then I need to go back and do some reflection. We're Good morning, Redbone Queen 87. Nice to see you, happy Tuesday. Thank you for being here and for blessing the chat with your energy and with your presence, as always. We are talking about alignment this morning, Queen, and how that shows up. And so we are making meaning of it first and ensuring that we all come from the same page, right? Now, I want to share a statement with you this morning as we think about alignment and as we think about some of the things we spoke to last week. In particular, I want to talk about presence. Lushana, good morning, Queen, happy Tuesday. Thank you for being here. I want to read a statement to you that takes us back to presence, because being present is what helps us get that grounding and have the awareness that we need in order to think about what's my positioning, what's the sequence, or what are the behaviors that I need to take, right?

How am I ensuring that I've got what I need? So this is our grounding statement around alignment, right? And hopefully you're able to write this down. If not, and you're going back to catch the recording, we will put it in the chat, and our ModBoss extraordinaire will also drop this in the chat for us, but I'm going to repeat it twice so we can hear it. Things are happening around me that I cannot control, but that is not my job. My job is not to miss this present moment. Let me say that again. Things are happening around me that I cannot control, but that is not my job.

My job is not to miss this present moment. I think that that's such a powerful statement and a powerful sentiment when we talk about alignment, because oftentimes... where we mess up or where we disrupt natural alignment is when we try to control the narrative. How many of us want to make sure that we can dot every I and cross every T right and then go back and underline all of the right subject and verb agreements whatever it is that we need to do right pick your favorite metaphor right but all of that is in a part of the alignment.

We try our best to get our arms around and right commentate every single step and in doing so we throw off the natural positioning sequence and calibration that is taking place that's out of our control right when in fact all we need to do is be present in the moment that we are in.

Good morning Queen. Happy to see you. you. Big stove. Good morning, King. Happy to see you. Welcome to the blueprint. So many folks making their way in and saying hello. Shout out to all the workers, workers and commuters always happy to have you no matter what positioning you are in, right? Let's use our words. No matter what positioning you are here, you're present in the blueprint. And I appreciate you for number

one, supporting this space and number two, doing something for yourself because that is what we are here for.

You are adding value to you, which allows you to then add value to everything that you do outside of here, right? Right. Our my boss put it, put the quote in the chat, but things are happening that I cannot control, but that is not my job. My job is not to miss the present moment. If we spend so much time trying to control the present, we miss the opportunity to let things just fall into place. What in fact will be is going to be. And here's the thing. Even when we start going in and tinkering with certain things, it's all going to still be what it's supposed to be. It might take longer. It might get there faster. You might escalate things, right? Falling apart.

But sometimes if you just leave things for them to find their positioning naturally, for the sequence to flow the way that it needs to, for the calibration, the natural calibration to occur right in in in this world, things find their way that if you've ever watched a nature show, right, you watch naturally how a flower blossoms, how bees pollinate flowers, right? Everything happens the way that it is supposed to. It's only when we start going in to tinker with and disrupt and try to control that there's a disturbance in the force, so to speak. And now we have to go back and account for that new positioning that we didn't plan for.

We've got to modify the natural sequence, especially if those modifications are things that we don't even know about, right? we don't even understand so now we're trying to now we're trying to do things that we don't even know that's right what did I tell you yesterday right it's not in your lane so now you're trying to swim in a lane that's not yours and it makes the calibration process because now you're trying to say well what do I need to do or how do I figure that out or how do I work backwards from this place and I mean because you've gone in and mess with the sequencing and because you've messed with that sequencing the positioning is not going to be there and now everything is out of alignment when all you had to do was just be still hey Daisy B how are you Queen nice to see you welcome to the blueprint sometimes our job is to just be present knowing believing and having faith that the things around us will find their way to where they're supposed to be right what did I tell you the first week of the blue blueprint you can two -step or you can tap dance right that tap dancing is us getting in here and messing with the sequence messing with all the things behind the scenes making stuff that is naturally going to come together, not to fall away or to delay the process even further.

Hey, Crystal Method, good morning. Happy Tuesday to you, right? All of those things, right? You have one job, which is to be present in this moment and to allow the positioning, the sequencing and the calibration to take place without your contributions. And in being present, what do we have to do? We have to be patient. And in that

presence, right? You all know what I'm going to say. Hopefully you do. Right now we get back to the three steps that it takes to be patient. We have to let go. We have to surrender and we have to submit. Sound familiar, right? Make sense? It's okay, Crystal Method. Listen, you know why it's okay? Because we're human. And we find ourselves coming back to these same places out of fear, out of lack of clarity, out of saying, if I can control it, I've got peace in my mind about how the outcome is going to take place.

I can get us there because I know where we're going. You may know where we're going, but you may not have everything in you you need for the positioning, the sequencing, right? The order to actually flow the way that it needs to. And that's where that surrender comes in. That's where that submission comes in. That's where you get to a place where you're like, you know what, I've just got to let go and try to take my hands off of things and really just allow what will be to be. Because when you do that, you gain more knowledge as you're watching and observing. It makes the calibration slash reflection process so much more beneficial to you when you step out of that, right? Part of being present so that alignment can take place is to check your positioning.

And this is the first thing that we're... going to talk about oh crystal method we're gonna talk about rebelling in just a minute right this whole notion of like I gotta get in there and I gotta push away all these things right and I just need to be in the midst right and I just need to own some stuff you don't right you can sit down right you can let go you can pick up something else but there's this whole notion of like stepping way back and not being in that position right you were in a position that didn't support the sequencing right that's why it crashed and burned and that happens to me I just had a revelation about that about this for myself last night right what I learned is that when things about alignment when things are out of alignment for me I immediately go to grief in some form or fashion right it's like grieving this whole notion of man I didn't do something right or I missed a step and then I find myself stuck stuck in a mindset stuck in a mood stuck in energy that I can't shake off and I need to shake it off because I got a kid a dog a house right I don't want to come to this space putting that stuck energy on you all D man good morning King so nice to see you if you are not following DJ D man please do so he is an incredible DJ and he just celebrated a birthday recently so happy birthday to you D man not only a birthday a milestone right so thank you for being here appreciate you right and and one of the things that we can't do is bring this stuck energy this mindset this space that we are in to everything else that we're doing because if we stay stuck guess what that's how people are going to experience us and that's what people are good and if that's a person's only experience with you right that's what they're gonna say when people say hey what is it that you know about Kim or tell me about her how does she handle stress how does she come how does she embrace challenge whatever it is my positioning my posture in this moment right as I'm waiting for the alignment dictates the experience that I have with others so the first step in really and truly understanding how to get realigned or how to embrace alignment is to check your positioning what is my positioning how am I feeling about what I know and what I don't

know do I need to maybe change a behavior change of thought right prepare in a different way to be available or to step aside for whatever is coming because you can be available for things right you can absolutely show up you can lean in and you can be present but sometimes that self-awareness and here we go back to self-awareness right self-awareness is the space between a fixed mindset and a growth mindset right sometimes that self-awareness says you know what I don't need to be on all the sets I don't need to know everything I don't actually need to be a part of that at all.

Let me check my positioning before I step into some space and disrupt the sequencing that is naturally going to occur. Okay, in checking your positioning you need to check your mental, you need to also be very aware, yes, crystal method, right, all of that attitude adjustment right, there is all of this space, listen my life journey you know how to put, how to put your line out there right, I do not need to be on all the sets, I don't need to see it all, I don't need to touch it all, I don't even need to potentially know that that's happening. Sometimes self-awareness is knowing where you don't need to be so that you can be present in where you are. Let me say that again for the for those who are lurking and working right, sometimes self-awareness is knowing you where you don't need to be so you can be present where you are.

Okay folks, because if you are so focused on Where you think you need to be how can you be where you are right you you're my right and I just right and now Your positioning is all off And you can't check yourself. You can't even see that because you are so focused on man. I need to get over there No, you don't need to be right here Checking your positioning and the minute you can check your positioning your posture changes Right and posture is not just let me sit up straight boss man five one five.

Good morning, Queen. How are you, right? But here's the thing posture is not just let me sit up straight posture is let me Man I was about to go in and say all the wrong things or be all in this energy or be a right Posture is that check? It's actually that reflection of I was about to go in here, right? Boots strapped up blazing right attitude energy all that and let me check myself and rain myself back in or calm myself Back down all of that miss soul power. Good morning, Queen. Thank you so much for being here. Happy Tuesday, right? But listen folks and go with me on this. Okay, because then we're gonna put some of our critical state We're gonna put our grounding statements about a line alignment out there.

Good morning. He's smiling How are you Queen and then we're gonna prep for this redesign process that we're gonna talk about on Thursday. Okay, so Thinking about that right the initial statement that I made my job is not to miss this present moment Be here in the present so that you are not Where you think you should be disrupting the sequencing?

So step one check your position right because your positioning will determine your posture And if you can see that you're about to go in here and wreck shop and

disturb everybody's piece including your own You need to get that together so that you absolutely step into whatever space you're going to posture check position ready and open into embracing whatever it is that's coming for you, right?

And when I say coming for you, I mean coming to be present, gifts, energy, space, whatever that is, right? Step one is to check your position. Because if your positioning is off, you are going to disrupt all of the other pieces that help ensure that natural alignment takes place, right? That's the first step. The second step after we check our positioning, right? Is to be aware, right? Here we go back to this awareness, right? To be aware of where you need to be. I just said, we don't have to be on all the sets.

You do not have to be everywhere you think you need to be. Right, anybody in here feel like when something happens, right, and you don't know about it. And you, you know, you take a little bit of offense in your soul and you're like, well, why didn't you tell me or how come I didn't know or how come somebody didn't invite me to this party or, you know, why wasn't I told about this? Or how did I miss this, right? You start to you get, you start to get a little bit of disturbance in your soul, you feel some kind of way, right? Because you think you need to be there. Not only do you think you need to be there, you get all riled up in your spirit about your people, right?

This is my group. Why why didn't you tell me? Right? Okay, because you don't need to be there, right? You get all right. And so now our posture and our positioning gets disturbed because we think that someone owed us and then we get into this mindset of this spirit of entitlement, right? Well, of course, I should have been there. Why? Help me understand. I say that to people all the time when I'm coaching in HR, help me understand your reasoning. For why? Do you all know that sometimes part of the sequencing in alignment is for you to not be there so that you don't get exposed to things that are going to disturb your peace. Come on, Miss O power, you can write and write you can shout in that shop, to put your two step in there, right? Because that's what we're doing, right? Tap dancing, or two stepping, right?

But this is it, folks. This is what I'm talking about. Sometimes the sequencing that takes place is to put you in a position to not be in spaces you don't need to be in because we so talk about protecting our piece. But we over here running to get to spaces we don't need to be in tap dancing our way into these spaces and then wondering why we can't sleep at night wondering why we don't have the piece we need to show up the way we need to wonder why we can't get this next promotion wondering why we can advance at work that people don't see us is because our positioning and our postures off because we are not checking ourselves and understanding what the sequence what the actual order is right when you understand the order, then you can be so aware to say I don't need to be here.

I don't need to be part of that, or you know what, I'm not getting involved. You can choose to not get involved, right? One of the best things you can say is, no thank you, I decline, right? Not for me, whatever that is. Sometimes the alignment, folks, is put in place to protect you, to give you the peace that you are seeking, right? Don't disrupt the sequencing so that your peace can be disturbed. Check your posture. Do I really need to be here? What is it that I'm going to get out of this? And once I know what I don't know, then what? If I know that thing, am I going to be better for it, or am I now going to feel obligated to do something about it?

When I don't have time, money, energy, all these currencies, ladies and gentlemen, time, money, energy, emotion, those are all currencies that you have to spend in this space. Just because you want to control the alignment. Yes, Mr. Chrissy, sometimes we are missing out part of our protection, right? I see lots of things happen in the chat, but I was like in the zone for a moment. So if I said if you if you put a comment or put a question in there, right? I might have missed it because I was I'm not right. I'm not I'm not dope like the DJs in the zone. But sometimes I get going to my my little notes and I and I'm missing the chat. So you all keep me honest if there's something I need to go back in there.

But I need to go back in there and say, right. But those are all the things that we think about when we talk about alignments. You got to check your positioning because your positioning influences your posture. Thank you. Hey, Daisy B, I appreciate you. Right. And then you have to have awareness of saying, right. What is this sequence? What is the space that I am trying to get in that I probably don't need to be in? Right. Because your positioning gives you the clarity to go, oh, but these are the next three things that are going to happen. Oh, I see and can understand now that this is what's going to take place.

I don't need to be a part of that. Right. It's OK that I didn't know. Sometimes the best thing that you can do is ask somebody how it went here, how it went down and then be like, oh, I am so thankful that I was over here doing this other thing. Right. Sometimes alignment will redirect you in the hardest of ways. It is so hard to be trying to go to a place and then just get this right. You ever get stopped at a red light when you were right, when you were trying to go through it, you were trying your hardest to make it through a yellow light, right? Thinking that you needed to get somewhere and then you get to a red light. And what happens? Stuck, stopped, patience, waiting. What do you have to do when you have that red light? Let go, surrender, submit, because whatever set you were trying to be on.

You can't and then while you're sitting at that red light, you got to check your posture, right? You got to realign to your patience. What are the things that I need to let go because the minute that light turns green now You are moving in alignment with

whatever it is That is happening right that flow of traffic that direction that you were going in it's still going You just are now a part of a different sequence.

You now have a different posture. You now have a different positioning, right? Alignment is always by design ladies and gentlemen Let me say that again. Alignment is always by design no matter how much you go in And try to control it You cannot mess with the design you can put a delay in the design right you are You may be in a space to think about how you want to End up at a certain place, right? You hear the statement, start with the end in mind, right? If you're starting with the end in mind, sometimes that's all that you need to know. I want to get here. I want to be promoted to this level.

I want to be out of this job. I want to work with a different team. I want to have more leadership, whatever it is. But if you start with the end in mind, right? The alignment is always by design. Sometimes all you need to do is say where it is that you want to be. The alignment, the journey, the sequencing is going to be exactly what it needs to be. Even if you don't understand how, why, or what. This is where that fixed mindset and that growth mindset comes in.

Because now we're right in the middle. There's a sweet spot between fixed and growth. And that is self -awareness and ownership. And here's where we can now take the right set of steps in the sequencing so that our positioning is not compromised. Does everybody understand that? The alignment is by design. So go with me on this. And then we're going to read our grounding statements before I give a chance for us to respond in the chat. And then we're going to get out of here. We're going to go check out some of our friends in Soul to Soul today. That's where we're going. Good morning, McKee. How are you, Queen? Happy Tuesday to you. Thank you for being here and saying hello.

Alignment is by design, folks. I promise you that it is. And when you allow that design to unfold and not disrupt, it allows you to be patient, to release, to let go, to submit. And we have a hard time doing this, but I promise you that once you start to put this into practice, you will have more space to receive everything that is supposed to happen and come to you okay let me tell you a story so this is 2023 somewhere around 2020 I think when I got my job at zoom I said out loud someone asked me like you if you could if you could have this the way that you want what would you do and I was like man I would consult full -time I would probably have a couple of more corporate America jobs right where I'm the CHRO or I leave the HR team but really what I want to do is be a consultant to the C suite right I want to go in and be like the C suite whisperer I want to go talk to CEOs and chief operating officers and I want to help them build better teams so that people like you all people like myself especially people of color have a more equitable experience in the workplace because the workplace has got a lot of work to do we ain't perfect right and there's still a lot of stuff happening and there's a whole juxtaposition between the unrest that takes place on the outside and so when I talk about unrest right I talk about things like when George Floyd was murdered and the impact that that had on everybody right and people coming to work feeling like I can't talk

about it but man I'm sad today because somebody that looks like me just went through that and I can't grieve in person because I might be from the same hometown as he or he right whatever whatever it is that lived experience is all of that could not take place and so I need to be able to help leaders bridge the gap between how to connect with what's happening on the outside world because people are bringing that inside and you still are expecting them to show up deliver produce right and what I've learned about myself is that for whatever reason I am gifted with this ability to bridge build right and close gaps I create safety for people people look at me and they don't see HR they don't see anything they see all the physical things but they're not right and and here's the thing folks let me be very clear about something I check all the boxes okay I check all the boxes I'm a woman I own my own home I have a college degree I have an advanced degree right all all the crazy stuff that I say right you hear me you hear me say different things right for those who know me you said right I say all the things right I'm gainfully employed I have two advanced degrees I've worked for major companies in my life right I speak in complete sentences I have all of my teeth right I am not threatening in any way I have normal tattoos right I don't have it right I have one little piercing in my nose right but I I make it so that people are comfortable talking to me so that the HR the black woman all of the things that they might be fearful about on the outside when they interact with me they might be they might take their own little deep breath right yes no is a complete sentence say that again twitch is our radio Okay, right.

All of that. But here's the thing, I am in a position to use all of that to help bring people to a space of calm and peace. And so when people talk to me, what I understand is that I represent the culture, I might be people's only experience with black women, HR, tech leader, whatever you want to call it. And if how I show up my posture, my positioning, the way that I am self aware, the way that I show up might be someone else's opportunity tomorrow in the next meeting, because how they experience me might allow them to give somebody else who looks like me a chance.

And if I'm doing that, then I am using my gifts. I am operating at my highest potential. I'm adding value to the work, the things, this life that I am given, right? And I'm being my authentic self. And those are the things that I know that create for people. And so because I'm so self-aware of that, my positioning and my posture is very clear. And I'm okay saying I don't have to be in all of these spaces. Now I say all that to say when you get to the highest levels of leadership, there's not a lot of folks who look like me there. So now I'm going to talk alongside men and women, maybe one person of color, but mostly white men, mostly white women. And so I now got to go in and build relationships so that I can say all this to them and they go, you know what, Kim?

Yes, you're correct. So I put that out there. That's what I want to do. And that started about two years ago. Now when I was at ESPN, I was there for 12 years, okay? Almost 13 years. Then I jumped ship and went to Microsoft. I was at Microsoft for 19

months, door to door, right? I moved to Seattle, I moved back to Atlanta, and then I left. So 12 years to 19 months, not even two years, right? Then I left Microsoft and went to Zoom. I went to Zoom. I was there for 12 months, one year. So now I went from 19 months to 12 months, okay? I left Zoom. I went to OpenExchange where I was the chief human resources officer. I was at Zoom for 12 months.

I was at OpenExchange for 10 months. Does everybody see how this time is getting shorter and shorter and shorter? And then I got laid off in November, right? And I knew it was coming, right? I actually raised my hand to go because I saw the writing on the wall, all right? In the two months that I have been off, right, I started working on my own LLC. So KBlue Consulting is my consulting business that I have outside of here. The blueprint is a subsidiary of that. It is my ability to connect.

It's where all of my media, whenever I have merch, right, all of that stuff will come underneath the blueprint line, right? But KBlue Consulting is my business. And so when the two months since I've been out right I stood up my LLC in June or July and I've slowly been building all of my artifacts rebranding all of these things very quietly I didn't know that it was going to be November that I was going to be laid off I just knew that it was coming so I put it out there that two years ago that this is what I wanted to do that how I wanted to show up I said also said I'm open to another chief human resources job I do think I need one more right because there's still things that I want to see and learn but ladies and gentlemen shortly after I got laid off I got exposed to twitch and started this podcast which was something that I said I wanted to do I said a year ago I wanted to do this podcast and here I am and then last week right after Christmas I got the signature on my first statement of work to go do some leadership development Alongside the CEO of a media company and his entire leadership team.

So these are VPs These are other presidents that report into him, right? But had I not Right all because I said it out loud all because I said it out loud, right? Yes big stove all because words matter But here's the other thing My positioning through all of these things Had to be okay with knowing that that season ended and that each of these jobs Came in sequence the way that they were supposed to write it isn't right that alignment was by design What did I say to you guys?

The alignment is always by design folks and my positioning in each one of those roles, right? It was a bigger role was a bigger title was a bigger whatever But the sequencing of those roles took place so that I was in each of them less and less I went in I got What I needed I didn't stay on the set cuz had I stayed at ESPN as wonderful as it was. I Would not be here ladies and gentlemen, absolutely not right So I had to get out of this space and here's the thing I was probably at ESPN a little longer than I needed to be because I was trying to mess with the sequencing I think I said this to you.

I applied for jobs for six months in Charlotte and got rejected from every single one of them because I was messing with the sequencing I was trying to own my position

The minute I stopped applying for jobs I stopped applying for jobs in June of 2018 Microsoft came into my inbox in July of 2018. I started interviewing or had conversations with them in August I flew up in September of 2018 to interview. They offered me the job. I quit ESPN in October of 2018 I moved to Seattle in November of 2018 and the rest is history all because I stopped Messing with the sequencing and I gave my positioning a check.

What's my posture? How am I doing this, right? Once I got out of the way The way I literally could then allow the agreement to take place, right? If we go back to the very beginning, right? The definition of alignment, the position of agreement or alignment, because my positioning was wrong and I was messing with the sequence, there could be no agreement.

And so when I say to you, you don't have to be on all the sets, right? When I say to you, you do not have to know everything. All you have to do is be present in this moment. The things that were happening around me that I could not control, right? I had to get laid off because I would have kept trying. I know me. I'm a perfectionist. I'm a type A. I would have kept trying to make sure that the company had everything they need. But what I know about the universe, the universe kicks me out and is like, get out of here because you have your season is done.

You've seen everything you need to get you to this next space because I stopped messing with the sequencing, right? I checked my positioning and I became very aware of what Needed to do my own sequencing. What is my step? How are those things in place? All these things happening around me that I couldn't control but that was not my job my job is to be present And so that's exactly what I did. And so I'm telling you today in this moment that When you think about alignment, you have two things that you need to do You need to check your positioning and by way of checking your positioning modify your posture, right your energy your mindset Where's your soul?

Am I really being honest and thoughtful and showing up in this because that determines how you're gonna use your voice? And it also allows you to get clarity on what's the sequence? What are the steps that are happening? Sometimes it's better for you to just know and hear this is the things that's gonna take place so you can be like whoo. I avoided an entire Shit storm right or whatever it is, right? I avoided that pitfall I avoided that land mine.

I can keep two -stepping and I'm not tap dancing right Alignment two things check your positioning get clear on your sequence the sequence that you need to own own your Sequence right just like we talk about taking ownership and that self - awareness own your sequence It is so important for you to be able to do that Because then the alignment does not have to get disrupted You are where you need to be the environment around you is set and prepared to receive you and you can then Step into your purpose or move in your purpose from a place of intention knowing that you're

going to be able to add value and knowing that you're going to be able to operate at your highest potential as Your authentic self that ladies and gentlemen is your blueprint for today.

Okay? I want to read a couple of grounding statements for you I'm sorry. I know sorry. I was going off for a little bit there. So things might be in the chat So to anyone who has come in hello and welcome. Hopefully you were able to take good notes those who are learning and working in commuting. Shout out to you for being here. Thank you for saying hello and for just listening for all of this, right? I appreciate you. I saw the chat moving, but I was on a roll. So if I missed anything, please update it or put it to the top of the chat so I can connect with everybody and answer any questions. But I just appreciate all of you being here.

All right, so I wanna give you some grounding statements around alignment. These things are going to, thank you guys. I appreciate you all so much. Thank you for the love. I appreciate you. Let's get these statements, right? So if you have something to write with, let's jot some things down because these things are gonna come back, especially on Thursday, because on Thursday, we're gonna talk about the redesign process. Today, we talked about alignment. We're gonna now talk about redesigning because sometimes once you are clear on alignment, that allows you to then go in and own the sequence. And the redesign part is how we're gonna talk about the sequencing.

What am I owning? and what do I need to be aware of, okay? So here are our statements that we need to have and we're gonna reflect on them today and tomorrow ahead of Thursday, okay? Christy, we're gonna go to volatile so you can go ahead and set that up for us so that way we'll be ready whenever we are done with our statements, okay? The first one is I don't force, I float. Right, what did I tell you last week? You gotta grow with the float, flow through whatever it is that you need to but you can't force it. I don't force, I flow, right?

If you force it, that forces the equivalence of tinkering with the alignment, ladies and gentlemen. I don't force, I flow. The next one is I don't control, I create. I don't control, I create. What are you creating? Creating is that self-awareness. It's that ownership that you're taking, right? I create whatever I need to be available, to be open, right? Whatever it is but I don't control, I create because we can't control the things happening around you. Okay? This next one is so critical, okay? Because we are in this hustle culture right now, this brine culture and I wanna make sure that I say this one twice. I don't hustle, I take aligned action. I don't hustle, I take aligned action.

Please next to that statement, write aligned action equals intention. Because when you move with intention, there should not be an over extension of self, of mind, of time, of energy, of love, of whatever it is, right? I don't hustle. I take a line action. The last statement, and this one is just as powerful as the third one, is I don't play small. Listen to me, folks, if you want to be in alignment with all of the big dreams, or all of the

small dreams, whatever it is, right? You cannot play small. You have to know that you know where you're going and that you deserve to be there. But if in your mind, You're playing small, you can't do that, right? I tried to play small once, and my lock journey was like, system, tell you something.

You know you're already out here doing it, right? You're already talking to the C - suite, so I don't understand why you would settle for this brole over here, when you're already doing the thing you said you wanna do. Why, why would you do that? I do not play small, okay? Let me recap real quick before we get out of here, all right? I don't force, I flow. I don't control, I create. I don't hustle. I take aligned action, and next to aligned action, right? Aligned action equals intention. And the last one is I don't play small. So folks, be self -aware today about your positioning and about your sequencing, meaning, do I need to be on all these sets, or can I stand to the side and know where I'm supposed to be?

Or be grateful that I avoided this whole little pitfall over here, all right? Keep two -stepping, it keeps your feet from hurting, right? Tap dancing sometimes can wear you out a little more quickly than if you're two -stepping, okay? As always, I appreciate you all for being here, for being a part of this Blueprint community, okay? I am excited to continue this journey with you on Thursday, where we will talk about the design process and spend some time in between fixed mindset and growth mindset and how we get where we are going.

Good morning, Psalmist. How are you, Queen? Nice to see you. Shout out to everybody who is here. If you are not following some of the dope DJs that are in here, Big Stove, I saw you come in. I think who else is in here? D -Man, I think you're in here, right? Shout out to all of the mods who are in here as well, for those who are listening. Okay, Christy, you just let me know whenever. For everyone who was here, thank you. Thank you so much for being present, for supporting this community. community. This community is 100% dedicated to you. Brax, what's going on captain? Happy Tuesday to you. Thank you for being here so much, right?

This space is really committed to you and for you and so that we can all be better and more grounded. Volatile's not on yet so if there are folks who have questions you can drop those in the chat and if there's anything that you want me to repeat I'm happy to go back and spend some time doing a little bit of due diligence in this space, right?

I think the most important thing to remember is that position of alignment, right? And don't forego the agreement because if you're not aligned right here here and wherever else you need to be you're gonna you're not gonna have agreement, right?

And that agreement is critical because if you're not in agreement with yourself, if you're not in agreement with that direction, if you're not in agreement with any of those things,

right, it's also going to disrupt your alignment and you will make sure that you're in place to receive all of the good things that are coming to you, right.

Positioning plus sequencing equals positive calibration, right. The calibration is the assessment of all of those things and it's through the calibration process that we get to this place, right. So all of that is intentional and when we talk about the design process on Thursday, sitting in this space of how we get to agreement, how we get to all of these spaces, right, it is going to totally come together between this being present, being patient, aligning to your purpose, right.

OK, so thank you all so much for being here, for hanging out. Is he on, Christy, I wasn't looking sorry. I have been terrible today about keeping my eyes on the multiple screens. So I like dirty mortar combat style, right. So funny, so funny. Thank you so much, boss. Mom, I appreciate you. All right, folks, read messages coming into the chat. We are heading into Soul Soul, OK, volatiles up at nine. So we're going to spend a little hour with him and the folks, right. Oh, thank you, Brax. I didn't even know that. OK, so I didn't I think you got to keep that in mind going forward, right, to make sure that we are capturing some folks so we can we can get to some good deejays and go support them.

So sorry. Thank you, LV. Soul train. Not so. All right, so. I see you, Christy, thank you. All right, so the raid message is coming into the or it's in there right now. OK, so copy that and we are on our way over. Thank you all for being here. I appreciate you sending you into your Tuesday with all of the good energy and light you will need to guide you. Take care of yourselves. We will speak again on Thursday morning. Thanks for watching!