

Speaker 1 ([00:00:03](#)):

Welcome to supply chain. Now the voice of global supply chain supply chain now focuses on the best in the business for our worldwide audience, the people, the technologies, the best practices, and today's critical issues. The challenges and opportunities stay tuned to hear from those making global business happen right here on supply chain now. Hey,

Scott Luton ([00:00:32](#)):

Good afternoon, Scott Lyndon, Greg white with you here on supply chain. Now, Greg, you're looking at me, uh, in an accusing accusatorily manner. Is that no, there's something wrong. No, that's because, um, I have bad vision and I squint all the time. That's why I always look angry. Trying to get a good look at you. Size me up. You vain to wear glasses. We've got a wonderful conversation teed up here today on the supply chain buzz. Welcome to our live stream. Uh, so a special edition watching buzz every Monday 12 noon happens like clockwork, like taxes, like the Tod coming in and coming out right on time. I like taxes. It's much better than that. Now I'm looking at you. Accusatorily okay. I'm glad you could say that word. I, I couldn't, uh, accusatorily of it. Uh, even a word I wonder. Well, we just, we just coined it, which is nothing new to us here, especially on the buds, but today's a special edition, right?

Scott Luton ([00:01:32](#)):

It is international women's day, which is part of a women's history month. We got two incredible guests, uh, that are doing great work in their own industry, but also doing tremendous amount of work giving forward as Greg has coined here. And, uh, it's the first time. So Megan is with us here today. Megan Timco first-time guests, but we've got a repeat guests, one of our favorites, Alison crikey Giddens. Uh, we finally tracked down her agent. We got booked. Uh, it took some Benjamin Franklin's I think. Nah, I'm kidding. Of course I'm kidding. But she's one of our favorite guests and she's with us here today. Yeah. The doing big things industry and uh, you know, really helping the others out. And we love that story when we, Greg. Yeah, no doubt. I mean, there's so much that Allison's doing and clearly she had a great role model because we've also met her mother, former CNN producer, extraordinary.

Scott Luton ([00:02:28](#)):

And on occasion she snuck into a show recently, but um, who knows anything could happen today? Anything could happen even maybe some tacos talk, we'll say that we'll save all that for later. Uh, I don't wanna, I don't want to further, well, Hey, if y'all, can't tell it's been a great week already here at supply chain. Now we're just now getting started. Uh, and of course we've got a lot to celebrate, you know, a day a month. All that's never enough, but, uh, I really enjoyed the focus. It brings a little focus. It brings some targeted conversations. You learn things and you become grateful for things that may have been in your blind spot. And that's what I love about about days like this, but let's do this. Um, I want to make sure, so we want to bring this in here if I can.

Scott Luton ([00:03:14](#)):

So of course women's history month 2021, but I want to pose this and we're going to say a little to a few folks here momentarily. I want to pose this question because I love to get you off your comments to come in and, uh, and we're going to, we're going to roll through those comments before we bring on our guests. So who would you like to honor today on international women's day 2021? Uh, give us a name, give us a blurb. Tell us, tell us why they were important to you, what they did, or if someone that maybe didn't know personally, uh, like, uh, an elephant or Roosevelt or you name it, feel free to drop in those,

those role models into the comments. And we'll, we'll go through as many as we can before we bring our guests over. So Greg, is that, is that a, um, does that challenge make sense?

Greg White ([00:03:56](#)):

It absolutely does. Um, uh, you know, I, uh, yeah, it absolutely does. Sorry. I'm not even sure what to say. I have such a long list of, of people known and unknown that I would love or not, or, you know, not familiar or whatever that, um, I'd love to honor. And I agree with you Scott, a day a month, a year always is sufficient, I think, right? Um,

Scott Luton ([00:04:21](#)):

Insufficient. I think human

Greg White ([00:04:23](#)):

Well always is the only thing that is sufficient.

Scott Luton ([00:04:26](#)):

William Shakespeare here today on the supply chain buds. Greg, I love it. Wilhelmina Shakespeare, maybe. That's right. Well, Hey, uh, so drop these in the comments. We'd love to honor those that, uh, you'd like to honor, uh, and we've got to get and stay tuned for two wonderful guests, but let's make a few housekeeping, uh, some program notes before we dive into a neat conversation. So first up industry 4.0, it's been here since it's nothing new, right? It's already inactions been an action for awhile. Join Greg and I on March 23rd, as we got Mike Lackey with SAP and Tobias Hoffmeister with MHP Americas. And it's going to give some really neat, neat, and creative and new examples of how industry 4.0 is really driving the bottom line, driving growth and success. So join us for that. The link is in the show notes, March 23rd, um, today's podcast, Greg, have you had a chance to listen to the podcast with drop today?

Greg White ([00:05:22](#)):

I haven't, uh, I have been, uh, slammed mostly because not on national women's day, the top 100 women in supply chain dropped by supply chain digital. So I spent a lot of time going through that, learning who all of those nominees candidates, whatever their wineries are. So, yeah, I haven't, but I'm looking forward to it.

Scott Luton ([00:05:45](#)):

It is a wonderful Frank practical. Been there, done that conversation. Crystal Davis is a, uh, she's a rock and roll star. And, uh, she weighs in on, on a lot of continuous improvement and leadership best, including it. She spent 17 amongst her experiences, 17 years in automotive. And as we'd talked, talked about on the podcast, that's like 47 years in any other industry, but, um, just a dynamo and she shares one mistake that she sees constantly made, uh, in organizations that are trying to wrap their heads around really successful, uh, practical, continuous improvements. Y'all check that out on the main channel, uh, FA fantastic. I'm I'm, I'm hoping we can get crystal back on a webinar in may. We'll see

Greg White ([00:06:28](#)):

When TQM total quality management and continuous improvement where the mantra of the day. I think we don't use the words anymore, but it's become so ingrained as part of the culture of so many companies that is really, really relevant.

Scott Luton ([00:06:43](#)):

Yeah. Well said, Greg, as always also today, this week in business history, uh, Kelly Barner should add her name there. Kelly Barner, uh, subbed in, uh, on the show today. She has a wonderful job, uh, not only creating a really engaging interesting script of, uh, kind of a look back, but, and how she delivers it. Uh, really it's very nicely done. And, and today's episode dropped earlier on this week in business history, the Mustang, Fred, uh, Fred, Greg, the must-read, I don't know what made me think of red, but have you ever, did you ever own a Ford Mustang Greg?

Greg White ([00:07:18](#)):

I did not, but virtually every one of my friends in high school did and, uh, the venerable 64 and a half was owned by the family of my best friend, Brian detain.

Scott Luton ([00:07:30](#)):

Nice. Well, Kelly comes from a long line of Mustang owning family members, and she touches on that and some other neat things. So check that out. Oh really? Yeah. I did not know that I didn't either

Greg White ([00:07:43](#)):

Not ever come out. Okay. That's great. So you can learn something about people who are telling you about history.

Scott Luton ([00:07:50](#)):

That is right. A wonderful episode. Kelly Barner knocks it out. And Greg supply chain digital, uh, released, uh, uh, top 100 women in technology Finserve and supply chain today. And the, the full, uh, at least I didn't see the whole list prior to going live here today. However, I got my hands on the one page that to me, uh, I value the most because Amanda Luton was, was, uh, recognized on that list. And I'll tell you that Greg, and, and you know, this many folks on the team, you know, Clay's here and Alison is with us, or Natalie rather is with us. Um, and Mann is always behind the scenes, just like she is today, right. Making things happen. Uh, and it's always about spotlight and others always about amplifying others' voices. And, and, you know, she's been a, it goes without saying instrumental in, in terms of our, the growth of our digital media platform, which is built to spotlight all the people that make global business happen. So this is, this is huge. Uh, I'm so proud and, and, um, you know, words never, never do me well. And you know, when you're so proud of, of a significant other like this, but well-deserved Amanda, how far from the whole team? And we're so proud

Greg White ([00:09:02](#)):

Greg. Well, the original, literally the original voice of supply chain, because she did our original intros and outros and that sort of thing. So how about that? I mean, for being there at the beginning, right? I mean, I think you're right. It's that sometimes you don't really unsung heroes, right? You don't really recognize those folks who really, really make it happen. It's the talking heads like us who get all the glory. Um, but lots of other people make it happen.

Scott Luton ([00:09:36](#)):

Agreed, agreed. And we can't say enough, but we're pretty, we're pretty humble about stuff like this here. It's just part of our nature. Uh, and just, um, Amanda, great job so well deserved. And we appreciate all that you do.

Greg White ([00:09:48](#)):

And one quick shout out to one, um, female supply chain leader, not in the top 100 probably should be, or will be next time around on her first day at work, Cindy Lago, new managing director of supply chain practice at E Y Ernst and young consulting, formerly of cap Gemini also hosts here of full access are women leaders in supply chain, uh, show and, uh, you know, clearly a leader, if you've ever seen any of the shows that she's on. She's a, um, she's an established retailer, outstanding knowledge in supply chain. Um, one of my people that I would of course, want to honor, especially on this day, aside from all the women in my family.

Scott Luton ([00:10:32](#)):

Well, I'm glad you mentioned that Sydney log is special and, uh, this is a huge role that she's stepping into and we expect more big things. And we look forward to, uh, going through her agent booking some more time to, and getting her latest observations really soon. So congrats.

Greg White ([00:10:48](#)):

We'll have our people call her people. Okay. I'm not sure if I have any people, but I'll know that Greg. All right. So let's say

Scott Luton ([00:10:58](#)):

A few folks here today. We're so, so happy to have all of y'all joining us on a special day and, uh, Mary Sandoval, who's also part of the Atlanta supply chain city. Great to see she's already at three cups of coffee and only three, Anna Mary only three come on. Uh, Rashid is tuned in via LinkedIn. Great to have you here with us. Rashid Mervyn. Hey Mervyn. Thanks so much for reaching out on LinkedIn. Sounds like you've got a great program that you and your professor is part of. Paula says, hello, Paula, you need a large print monitor.

Greg White ([00:11:29](#)):

I'm working on it. Yeah. Right now I'm working on a monitor.

Scott Luton ([00:11:34](#)):

Oh, well, if you're doing well, Nanda, uh, from Norway. Hey, great to see you again, Nanda. Thanks so much for tuning in via LinkedIn. Gary's with us. Of course, we can't do a live stream without Gary. I hope this finds you well, lurching lurk.

Greg White ([00:11:50](#)):

There she is, is

Scott Luton ([00:11:54](#)):

Great to have you here, Donna, uh, Sydney here, Michael Bledsoe from Chicago, uh, Jeffrey is with ya. All right. So let's see here, Gary. And so we pose that question. All right. We're going to read through some of these responses and then Greg, I want you to, I know you want to weigh in as well on this day, and then we're going to bring in our two featured guests. We're so pleased to have Alison [inaudible] and Megan, Tim Cole. So stay tuned. Great. Gary says, I'd like to honor the secret of my success. My wife of 40.

New Speaker ([00:12:23](#)):

years, Liz Smith. Well let's honor her, uh, Gary. Wonderful. Thanks so much for mentioning Liz, Peter bullae hello, Peter, my mom, my sisters, my fiance, and all my daughters, my girls soccer players that have all and REIT enriched my life in ways I cannot effectively express well said. I thought that was pretty effective, uh, much more effective than I could put together. Peter. Well done. Uh, let's see here. We're going to keep, uh, AA is with us from where Greg,

Greg White ([00:12:54](#)):

Which it's all I C T so shocks. That is the, uh, airport code and its call sign. Yeah. Yeah.

Scott Luton ([00:13:03](#)):

Air capital of the world. He says hi from Wichita. I would like to honor my doctor, mother PhD, student life partner, and my 14 year old inspiring karate,

Greg White ([00:13:12](#)):

Cute daughter, man. Don't let her watch Cobra. Kai got renewed for some reason. Anyway, sidebar.

Scott Luton ([00:13:23](#)):

Well, th Oh, you know, I got to ask you, since you mentioned that, have you watched coming to America too?

Greg White ([00:13:29](#)):

I haven't. I've heard really mixed reviews on it. So I want to, one of my partners at Kibera, uh, biology, goPuff, he's a huge movie buff. Every time I talked to him, he trips me up with movie trivia and he referred back to the original. Then he gave me a review on, on the second one and kind of a mixed review. Have you watched it?

Scott Luton ([00:13:52](#)):

Yes. And what'd you think? No comment, my friend, I don't want to out well, so I was, I'm a fan of the first one. Amanda's a huge fan of the first and she can quote just about everything and, uh, I won't speak for her, but we, we loved the first one much better than the second one. So, but you know, it's a classic you can't, how can you outdo a classics? Very tough to do.

Greg White ([00:14:15](#)):

Okay. So back to the old means of doing it thumbs up or thumbs down.

Scott Luton ([00:14:21](#)):

Oh man. Let's see what Donna has to say about,

Greg White ([00:14:25](#)):

It's not like, it's not like Eddie Murphy is going to come and there you go.

Scott Luton ([00:14:32](#)):

All right. So Donna says regarding women's day, I want to honor the first female Supreme court justice Sandra Day O'Connor skillings. I had the pleasure of interviewing her years ago in spite of her amazing credentials. She endured so much when she was confirmed as the first woman on the high court. Yet she carried out her duties with wisdom and grace and paved the way for so many others that were tired. She gets back with an initiative that promotes our young people, learning civics. I didn't know that so they understand how their government works and the rest of that comment is cut off. That's a great one, Don, and probably one that's that is overlooked now that you know, um, since she left the court, uh, years ago. So that's a great call out there. Uh, let's see. You're Peter back to the Mustang says the 2012 convertible here, zoom, zoom, I guess he's got a, um, a sport, uh, convertible sports car. Peter, you have to was a picture. Donna owned a 64 and a half Mustang, Kelly references,

Greg White ([00:15:28](#)):

Long story. There's always a long story tied to one of those cars. And I wish I had it now moment. I'm sure.

Scott Luton ([00:15:36](#)):

Right. Gary, Gary has answered coming here. Today's best practice is tomorrow's table-stakes. Gary can great with those snackables I don't have to completely rip that one off. Uh, Gary, Aaron. Great to see ya. Uh, so, so glad you're here being LinkedIn, Erin, uh, let us, uh, update us really quick. I know you're matriculating through Morgan state university and the supply chain program. I'm not sure if you've already graduated or you're still getting through, give, give us an update. If you would, Aaron, let's see here David's with us, he's gonna stick to his Jeep. He says he can still beat Peter in a two mile race.

Greg White ([00:16:13](#)):

Uh, and he can,

Scott Luton ([00:16:16](#)):

He's letting Peter pick the first mile

Greg White ([00:16:19](#)):

Hill climb, whatever it is. Oh boy, let's see here. Paul

Scott Luton ([00:16:25](#)):

Is honoring her step-mom who's now struggling with Alzheimer's our blended family, yours, mine, ours, and other had nine children. And I remember going to the grocery store, all of us pushing a cart.

Greg White ([00:16:36](#)):

Wow. It looks like a train going through.

Scott Luton ([00:16:41](#)):

Absolutely. Absolutely. And, and, uh, Rhonda, you're asking about the topic, you know, where this is gonna, we're gonna touch a little bit, everything here. We've got a couple of great guests joining us in, uh, uh, the conversation momentarily, but we're really, uh, we've asked people to kind of share in the comments who, you know, given that it's international women's day and it's woman, his a woman's hit women's history month and who would they like to honor? Right. And, and so just like Paula and Gary

and AA and many others, uh, you know, shared some of the folks that played a big role in their life or someone maybe they didn't know personally, but made a big impact that they, that they put on a pedestal. We welcome you to share, uh, just as well. So, all right. So Greg, uh, I know you, you're the proud father of three daughters, three wonderful daughters, proud husband of, uh, the incredible Vicki white controller. Yes, that's right. So what are some of the thoughts going through your mind?

Greg White ([00:17:39](#)):

I'm going to try and do this without getting dusty in here, because it does tend to get dusty when I talk about these topics, but look, my history of, of strong women goes way back. My great grandmother, Goldie Emma Falk was a barber in the late twenties, early thirties, which was unheard of and actually illegal in some States when she did that, you could be cough year or whatever the women's the old term was for that, but could not be a barber. And she was a, a barber then divorced in the thirties, um, uh, shine runner. I love the initiative. Um, and sh and my grandmother, um, Frieda [inaudible] Christie Anson free to I'm a gene in English sounds much better in Spanish. Doesn't who went by Sue by the way, is who is how my middle daughter got her middle name. Um, don't ask how we got Sue out of that.

Greg White ([00:18:39](#)):

Also very powerful. She worked in the rental industry for a lot of years, really good, uh, accountant and bookkeeper general fireball just made things happen. And then of course, I think I've told the story of how many now meetings and, and now, um, gatherings that I've been to and, um, outside the family, one person in particular, my favorite judge ever, Kay Royce, uh, who was a very good friend of my mom's and, um, an outstanding judge and a great role model for me though, she kept telling me to stay out of law. So I did listen. Uh, and then of course, Vicki, who has raised our three daughters, Devin, uh, who is shaping and changing and healing, the minds and lives of people with her work are truly essential worker. Who's never stopped working a single day since COVID struck Delaney, who I am convinced will someday rule Mars, um, and Ashland whose drive and, and passion and intellect and wit will, who's still in college, but we'll get her wherever she wants to go as well.

Greg White ([00:19:50](#)):

So, you know, and one thing I want to say that as parents is really important, we've never, um, with our daughters, it has been sufficient to say, you can do anything. We don't say you can do anything a man can do. Or as a woman, you can do anything. We just say, you can do anything, no limitations, right? Not as if men are the standard to live up to, or are the, the, um, bar to which are over, which you must reach any of that, just you can do anything and we've driven them to do it. Um, and you know what, I think that presumption that anything is possible without qualification, anything is possible, even though you're a woman, which is sometimes the subtext there, I think that's really damaging, but that expectation at a very young age, imprinting, young, young people with that expectation, both men and women, that this is the way it should be without question or qualification is really, really important. And I hope that, um, I hope that, that I know that's helped our kids. I hope that message helps future parents. Anyway,

Scott Luton ([00:21:00](#)):

Two squared holds on the fork on YouTube says, uh, if, if that's not deference, right? Uh, in terms of you, some of your comments, Sarah, it's great point T square grit, have you? Okay, well, Greg, uh, all well said, and it did not get dusty in your, in your home studio, which is good. It sounds like you've got a couple of books you could write on your, uh, uh, your family. And, and I'm sure about your three

daughters, but going back a bit, you got some great stories of your great grandmother and, and others, so, Oh, you have to get to those on a future episode. I want to share one more, one more quick comment here and Hey, the white family, but you've got, I bet you could sell some, some great movies, Greg or some great scripts. The power wonderful ladies

Greg White ([00:21:46](#)):

Ends on the genre.

Scott Luton ([00:21:50](#)):

Ooh, no comment. All right. So Rhonda says, thanks for the update. I would say I was inspired by mother Teresa. What a great call out. She showed so much compassion for humanity, our member, her during a tough time in my life. And she gave me hope as a young child and goodness, among the world

Greg White ([00:22:08](#)):

Qualified goodness there. Right? Yeah,

Scott Luton ([00:22:10](#)):

That's right. Okay. Speaking of goodness, uh, in Rhonda, as it was such a great call-out, we've got two, uh, wonderful friends of the show that are with us here today that, uh, despite how much time, their quote, unquote day job, which are those things even exist anymore. I know they're long gone, but they are. I mean, they are just tireless in, in what they do to help give, give forward. Right? Uh, the latest definition of, of, of give back, but give kind of giving back with purpose right. And helping others move forward. So love that phrase. Uh, so let's welcome in Alison Giddens, president Wintec Inc and Megan, Tim co owner of parallel, Hey, Alison, and Megan, how are we doing? Hey, we're having a blast, probably having too much fun as y'all might could tell. And in the virtual green room, but there's so much on days like this.

Scott Luton ([00:23:06](#)):

And on days like this on so many different levels, you can't get all the recognition out you want to, and you can't share it. It's true. It really is. Um, and that's why we, you know, that's why, uh, these days it kind of bring that little extra focus. It tree, it, hopefully it causes some conversations to be had that folks can learn from and, and become more aware of and, and become more grateful. So, uh, I'm so tickled to have y'all both here. Alison, we all always have a blast when you joined us on the live stream and Donna is in the comments. We'd love that. And

Greg White ([00:23:40](#)):

Alison, did you see her? I don't think so because we can keep her from coming on the air. So we pretty much got free rang. Now, after the fact we cannot intervene.

Allison Giddens ([00:23:55](#)):

You do not take responsibility for it.

Scott Luton ([00:24:00](#)):

That's right. Our, our lawyers requires too. So, um, Alison and Megan, let's get know y'all both a little bit better. We're gonna be talking leadership. We're gonna be talking role models are gonna be talking



about an outstanding virtual internship program that y'all found in our leading. So Allison, we'll start with you. Uh, you know, you're not new to the show. Uh, you're one of our earliest interviews. You're one of our regular interviews. It's always a pleasure to have you, uh, for folks that may have two or three folks out there that may not know, Alison.

Allison Giddens ([00:24:28](#)):

Sure. So thanks for having me back. It's always a good time whether it's making faces in the green room or coming on to make the faces. Um, I am co-president of Wintec and aerospace machine shop located, uh, in Kennesaw, Georgia for those familiar with the Atlanta area, not too far away. Um, and on the side, I'm just kind of big into, um, Oh, I see. Now my mother has commented. Okay. That's good. We're going to give you a chance

Greg White ([00:24:52](#)):

To make some brownie points here in just a second.

Allison Giddens ([00:24:55](#)):

Okay, good. And then, yeah. So on the side of, I do a lot of community stuff, including a volunteer with the Dave preachy foundation, an organization that I founded to help kids play sports when their parents can't afford the fees. So, um, along with that, and I know we'll talk about it later, but the am VI creation and then the, uh, evolution into different communities has been a lot of fun.

Scott Luton ([00:25:18](#)):

Love it. And, uh, lead a mini fast growing manufacturing organization and donates a pallet every once in a while. We'll help a couple of folks that haven't wrapped a pallet in decades, get out to a trade out. Alison, I wish we had video tape of us trying to get that pallet from

Allison Giddens ([00:25:35](#)):

What makes you think I haven't pulled security funding.

Scott Luton ([00:25:40](#)):

Oh gosh. That was, that was a tough day.

Greg White ([00:25:42](#)):

There you go. Now she's going to hold that over you forever. Okay.

Scott Luton ([00:25:45](#)):

Oh man. Um, all right. So Megan, uh, it's been great to meet you, uh, through the, uh, the virtual internship program that we'll touch on here momentarily, but tell us about yourself.

Allison Giddens ([00:25:54](#)):

So I'm the owner of parallel. It's based here in Atlanta, Georgia, but we work internationally doing strategic transition planning and our diverse workforce development. Um, that's my day job, as you said, which seems to stretch through all hours of the day and night. Right? So, but then on the side, because I have a lot of extra time, um, I work, I'm an assistant scout master with the boy Scouts of America. And I do a lot of community work with McKenna farms, therapy center and communities in schools. Wow.

Greg White ([00:26:25](#)):

McKenna farms, are you serious? So Delaney, my middle daughter used to work out there all the time.

Allison Giddens ([00:26:32](#)):

Um, I'm very serious. I'm the vice chair of the board of directors.

Greg White ([00:26:35](#)):

Oh, wow. Okay. I don't know when that would have been, boy, we put some work into that place out there, getting it, dolled up. What a great, what a great practice that is small. Also, I think notable also is that your, um, you founded an all female boy scout troop or scout troop, right? The Atlanta area council. That's awesome. We daughters who are both Scouts and they are very outdoorsy and they love to just go out there and chop down trees and climb mountains. And that's what we do as a family. So it was a very natural thing for us to do. And it's been wonderful. I could have used your, your girls this weekend. Have they ever used a chainsaw? They have good. There's still a chance I'll have to talk after the show. Absolutely.

Scott Luton ([00:27:30](#)):

So, uh, let, I want to share a couple of comments and then we're gonna talk leadership with you both. So John Paris has three daughters and he's still have a full head of hair. Greg whites. Excellent. Excellent. Gary is

Greg White ([00:27:43](#)):

Right here, but yes,

Scott Luton ([00:27:44](#)):

Greg, what happened to the palette? Gary? Okay.

Greg White ([00:27:47](#)):

Hold on just a second. Sorry. This is very unprofessional, but there were not enough. I was going to say it just ended up as artwork behind me.

Scott Luton ([00:28:00](#)):

Yeah. Allison, I'm looking at that now and very nice.

Greg White ([00:28:04](#)):

You did that yourself. Just for you, Gary. There is things in pretty sad shape. Isn't it? Alison broken, you know, I told you to return it when you were done. So this is, this is one of the sustainabilities issues of retail. They don't want it back. Right. In fact, that is the palette of a second kind of little spa that we ordered. They didn't want us to return the first one. So imagine that, so, you know, Facebook marketplace, but recycle right. Reuse, but I'm left with pallet and still, so, um, anyway, I need much better looking ones, which Alison, I know we negotiated earlier, so we do need to have that taco dinner and it holds some of your old pallets,

Scott Luton ([00:29:01](#)):

So much attention here, but within supply chain folks, there's something about pallets that we just gravitate to. But let me, let me share this call out from AA. Cause on a serious serious note, we'll said Greg, without question and qualification, that's how we were raised by my mother. And, and that's how we raise our daughter and everything in between. Great call out there AA. Okay. So let's talk leadership for a second. Let's see. I'm gonna go back to my check box here. Uh, boy Scouts pallets. Um, now we're gonna talk leadership.

Greg White ([00:29:31](#)):

So, you know, um,

Scott Luton ([00:29:35](#)):

Different approaches, right? Uh, maybe some common themes in our approaches to leadership and some very unique. So, uh, Megan, I'm gonna stay with you for a second. What's a couple of things that you really embrace and it's really important. Uh, and when it comes to your approach leaders,

Allison Giddens ([00:29:50](#)):

I've always been a really big fan of leading with empathy. Um, I work in a world where there's a lot of things that people don't understand. And so I found that in those misunderstandings often is lack of understanding and fear that something's going to go wrong or that we're not going to do the right thing. And there's both on both sides of every story. And so if I listen and I'm empathetic that the fear can get out of the way. And if I, if I listened that, you know, everyone's got a story, it often opens a door to communication and everybody benefits

Scott Luton ([00:30:25](#)):

Well said, you know, everyone does. So it came up last night. We did a lot of stream with Rachel and Tara and we've kind of focused on content and, and, and, uh, we were asked, how can, how can you encourage folks to find their voice? Well, first off, everyone has a voice just like everyone has a story and really changing that mindset to embrace it and know that not only do you have a story and a voice, but it's one that deserves to be heard. And, and I think there's a, there's a, there's a relevant theme there to leadership too, because I think, um, in my earliest days, I think when you embrace that inner leader, right. And, and know that you, you can, you can lead like next person. I think that's, uh, everyone has, you know, finds that moment in that certain day in their leadership journey. So, and then of course, empathy, we can't get up and say, w well said there, Megan, um, Alison, how about you? I, I, I've been fortunate. Um, you know, Megan's a newer for him and I've known you for quite some time. I've seen you in action. I love it. Uh, and I bet I might can answer for you, but I'm gonna let you answer it. Uh, cause you're the featured guest,

Allison Giddens ([00:31:27](#)):

Uh, in trouble. Um, I kinda think I look at things in three different, uh, ways to be grateful is really important. I think, as the leader, um, which kind of spokes into never ask someone to be a part of your group until to be a part of something you're leading, if you yourself, wouldn't do what you're asking them to do. Um, and then to laugh. I mean, I think if you can't, if you can't keep it entertaining and you can't keep it fun, then it's probably not worth doing. Um, because then you're not going to show your passion through. It

Scott Luton ([00:32:00](#)):

Says the humorist, uh, by the way, I love Alison Alison, uh, by the way, if you don't follow her or if you're not connected to her on Facebook or LinkedIn, you're missing out and you and Donna both, uh, uh, we laugh regularly at your themes and your observations on that.

Allison Giddens ([00:32:18](#)):

Yeah, because usually I have to, like, I have to get it filtered. I have to look at my husband and say, I'm about to post this is that appropriate. And he will often say maybe changing this word or maybe not use that adjective.

Scott Luton ([00:32:29](#)):

I love it. All right. So one more thing I'm gonna, I'm gonna, uh, before I turn it over to Greg, as we walk into a couple of things, Alison, I think one of the things, uh, you know, having rubbed elbows with you is that you're all about action, action, action, action. And that is one of my favorite, it's one of our favorites here, you know, no, no lip service, right? You got to do it. And that's a big part of, of your approach as well. I'm going to share this with, uh, sheriffs come from Rhonda. And then Greg going to turn over to you. Rhonda says important for everyone to feel valued and have an opportunity to contribute to success. Glad to see a little more of this happening across all industries. Toms are very different, just five, 10 years ago. I agree, two years ago maybe. Uh, and, and, and you know, what times need to be different right now and, and in many, many sectors and industries. So Greg, was that, uh, where are we going next? Yeah.

Greg White ([00:33:20](#)):

Well, I mean, I think that's a great segue, right? The theme of this year's international women's day is choose to challenge, right? So, um, strangely I keep going to Delaney, not that she's my favorite, but her middle name or her, her first name actually means challenger in Gaelic. So there are a lot of, there's a lot of, kind of circularity around this day for her. Um, and of course, both of our, both of our other daughters as well. I don't know why I keep going back to her, but when you select that word, I mean, I think, um, you know, we've talked about how we've tried to instill values in our daughters and this notion of choosing to challenge. But when you think about that, first of all, I'd love for each of you and Megan, let's start with you to identify a few one, two, however, many you feel, uh, is fitting of role models, models that have really impacted you and maybe what your perspective on international women's day or, um, you know, building and quality or whatever, um, is.

Meaghan Timko ([00:34:26](#)):

Yeah. So I sort of work in that space in the equality space, but in a really unconventional way, you know, we think of a quality as women or demographics and the kind of quality I work in is sort of people who think differently. And so, you know, thinking about challenges, I'm always challenging. People's belief of diversity and are you really operating in a diverse manner if you're not including people who think differently than you? And so a lot of the opposition that I come up with is, well, we can't do that. And so I say open, you can, you just don't know how to yet. And, um, you know, that to me is probably my greatest, uh, achievement, but also my daily in my 24 hour a day job. Um, something that I have to combat, um, is just changing belief systems and challenging belief systems, people redefine what being included is.

Greg White ([00:35:24](#)):

So as you've, I mean, you have been quite the leader in doing this. I really am still stunned about the mechanic, but you, you you've been quite a leader in terms of neuro-diverse. Um, what do we want to call it? Um, peoples right, and, and organizations, but tell us about, I mean, who has really guided you to, I mean, how, how did you get into all of these sort of leadership positions? Who have you used as role models to lift you up?

Meaghan Timko ([00:35:56](#)):

I think a lot of people helped me. I grew up, um, in a situation where I didn't have a lot. And so when you don't have a lot, you get real scrappy and, um, you find out how to open doors all on your own. Um, but when you do that, a lot of people start to recognize something in you that wants to achieve more. And so those people started to come to me as I sort of started to, I dunno, flex my scrappiness. And I was really grateful at the time. I didn't understand what it meant because I didn't have a lot of, um, I didn't know, a lot when you come up with, with nothing, you don't know what you don't know. And so those people came to me and helped me understand what, I didn't know, little by little over the years. Um, my mom and I went to the college, we went to college at the same time and, you know, there's a big story behind that.

Meaghan Timko ([00:36:46](#)):

But, um, so we went to college at exactly the same time and I watched her, you know, Ford, this just crazy river of, she had four kids. She was in college, I was in college and I looked at her and I said, okay, she can do this. I can do this just because I don't have resources or finances doesn't mean that things aren't available to me. I just have to find a new way to get them. And so I looked at her and really watched her go from, you know, she was 46 years old when she went to college when her career started. And so it's always helped me understand that I can do more and I can do more with the support of the people around me. Um, and I've just been really fortunate to have people come into my life and seasons, or sometimes longer to help me understand. It's still those things I don't understand.

Greg White ([00:37:39](#)):

That's fantastic. I mean, I think that constant learning spirit is really critical. Um, and I, I won't go into it, but I can cause I easily could, but I shouldn't because as Scott has said, keeps reminding me, you are the guest of honor here. Um, yeah, I can completely empathize of coming from virtually nothing. So, uh, and I get that and I still see that. And I think you probably see that and seek that. I'm guessing with some of the people that you work with as well. Is that a fair estimation?

Meaghan Timko ([00:38:11](#)):

It's a fair estimation. I think in a sense, um, every time I help someone I'm helping a younger version of myself, um, because when you don't have the tools in your toolkit to do something, you don't realize it no matter who you are. And so you're sort of waiting there, sort of like hanging out in the universe, just hoping somebody comes along with a tool that you don't know what it is, but you know, you need it.

Allison Giddens ([00:38:36](#)):

Um, and so I find a lot of intrinsic motivation in that. And I also think that, you know, as a society, it's our job to do this for people, especially when you've achieved a lot, you know, we have to be giving her, what'd you say, paying it forward or giving it forward. Um, if somebody's showing you that magical tool, whatever it is, you get it. And then your job is to pass it along again.

Greg White ([00:38:58](#)):

Well, when you, as having experienced that are probably best equipped to help people in your similar situation, right? It's a very cosmic, circular, um, dynamic. So, you know, you, you ascend to where you need to be to serve humanity. So

Allison Giddens ([00:39:16](#)):

I think so for a reason, I truly believe that. Yeah,

Greg White ([00:39:20](#)):

Allison, so we know what you better say about your role models, but aside from the obvious, since mom's listening, um, aside from the obvious, I mean, who has kind of helped shape you or that you've used as a guidepost to kind of help you become the incredible leader that you are, and then kind of your perspective on, you know, the whole, uh, international women's day or generally the kind of equality movement

Allison Giddens ([00:39:52](#)):

I really think. And I know you said I don't have to say it, but I will anyways. Uh, no, my mom really was number one and still is number one. Um, in terms of badass women, can I play say badass? Is that a thing I can say?

Allison Giddens ([00:40:07](#)):

Okay. Well when the FCC, okay, so, um, yeah, she's definitely number one role model. I mean, she was always somebody who was working full time, raising kids and making it, and there were no complaints. And, you know, as, as a kid growing up, you never, um, I never picked up on anything, any complaint that she gave about that. But, um, between, between mom, between my mother-in-law, she has taught me, she's awesome. Like I lucked out, she's got a heart of gold. And so I've, I've kind of in an interesting way over the last 15 years, I've gotten to kind of pick up on some of that. Um, but both my grandmothers were incredible women, um, in their own ways, very different women, very different times. And they're, they're incredible. And then I think as, as my career has evolved, I've learned to appreciate different women in my similar industry and then peripheral industries and for different reasons like, um, Shan Cooper, who was general manager at Lockheed Martin for awhile.

Allison Giddens ([00:41:05](#)):

And then she went to West rock and now she's over Atlanta regional commission. She is like, I am, she's my hero. I it's probably sketchy how much I stalk her on LinkedIn and stuff. And she knows this. So it's not really hiding that, but she is amazing. Um, people like now, I'm just now getting to know through whether it be LinkedIn or virtual organizations and industry groups. Um, I'm just learning a lot about the cybersecurity community and manufacturing and I mean, you think there, there aren't many women in manufacturing, check it out there aren't too many of those in cyber security either. So it's been really cool to see the rockstars involved in those industries as well. Um, I think just the overall the challenge that the concept of the challenge idea I've really been, um, inspired by the male allies alloys while I'm in the manufacturing industry, really the animals involved with aluminum and men know there are some men who would be better as aluminum.

Allison Giddens ([00:42:10](#)):

Well, we've all come across them, but no, th the male allies I think, have been really integral to, to this process and to this conversation. Um, I am so lucky to have, I keep saying I'm so lucky, but, and I know whatever his fortune favors, the whatever, but my, my co president, John Hudson is the kind of person who he, they always say, find somebody to speak your name in a boardroom when you're not there. And he is that person. And they got his, his wife is awesome. And I think she's taught him well. Um, but no, I think it's important to have those kinds of, of men. My husband is very supportive and patient, he's got to be, to put up with me. Um, but there, there are different people in different communities within women in industry that, um, I think we need to tap into, you know, they're, they're, they want to be a part of this conversation. All right.

Scott Luton ([00:43:05](#)):

I got to share this from her husband. Matt is also, her husband is an alloy. That's why she keeps tripping up on that.

Allison Giddens ([00:43:15](#)):

Well, but that's because he's a metal music fan. So I think he's getting the metals confused,

Scott Luton ([00:43:21](#)):

David I'm with ya. Uh, Alison keeps it coming. He says, let's see fortune favors, the, whatever

Allison Giddens ([00:43:28](#)):

That that was on. I think, I think it's infusion Confucius says that. I think that

Scott Luton ([00:43:36](#)):

[inaudible] add me to your fan club. He says you may get, and so a lot of good stuff there.

Allison Giddens ([00:43:41](#)):

All right, where are we going next, Greg? Well, let's talk about V the advanced manufacturing, sorry, virtual internship, right? This is how we get young people into manufacturing, but together the two of you have kind of expanded it it's reach as well. So tell us a little bit about that, first of all, how did it start? And what's it all about foundationally and then how you've evolved it? Sure. So I'm back last March, April may with the pandemic, when tech recognized, we were not going to be able to bring a couple of interns in live. So we migrated, evolved. I don't like the word pivot, so I'm not gonna use it. Um, we changed so that we were going to be a virtual internship and we were going to expand it to 12 students. So it was an absolute hit, was 12 high school juniors and seniors,

Meaghan Timko ([00:44:32](#)):

All Metro Atlanta just kind of happened. It was different connections with people that came together. Uh, we brought on Scott to talk about supply chain. Thank you so much, Scott. We had all different kinds of conversations with people in manufacturing and the peripheral industries. And I got talking to Megan about it, um, who has had just gotten done with a lot of challenges on her end and her industry. And she said, why can't we do this for neuro-diverse? And I said, I, I think that makes sense. Let's do this. And kind of Megan, tell us you talk about your, your train of thought, because I just remember that conversation of us on the phone with each other. Like we can do this. Yes. I was pivoting in that

moment. And someone had used the word pivoting, the biggest couch around the corner in the stairway that I could possibly do.

Meaghan Timko ([00:45:19](#)):

I had been on a really amazing project, um, at a university here in Atlanta and COVID unfortunately ended it, but I had done a tremendous amount of research and field work, understanding the unique challenges that the neuro diverse community faced in finding jobs. And so when I was left with all of this research and all of this information, but nowhere to really execute on it, um, I went to Alison who I would call actually a peer mentor of mine. And I said, I have all of these ideas, but I don't really know what to do, but you know what to do with a lot of things. So what do you think about this? And we kind of just kept going back and forth talking over the summer and into the fall. And the conversation naturally went to, okay, AMPI would work with this. This is about talent and work together.

Meaghan Timko ([00:46:11](#)):

And that's what I essentially am trying to do is take talented individuals who want to work and plug them into places who need talented individuals. And so, um, we didn't do that much tweaking. I don't think, um, it's, it really was about talking to the speakers and helping them understand why we were doing this. Um, but the first iteration was just amazing. And I think it worked exactly like we talked about, um, in terms of creating opportunity, getting people talking about diversity in the workplace, um, and really just broadening the idea that the workplace can work to benefit some societal problems, like lack of opportunity in the neuro diverse community.

Greg White ([00:46:54](#)):

Megan, will you do, uh, our, our community a favor and just define for them. Neuro-diverse just so they're clear on that.

Meaghan Timko ([00:47:01](#)):

Sure. So neuro-diverse individuals typically have a diagnosis of autism spectrum disorder, ADHD, or dyslexia or Tourette's. Um, and so the area that I usually focus on is individuals with autism spectrum disorder.

Greg White ([00:47:18](#)):

Great. Thank you. That's helpful. So, I mean, so, I mean, I think that obviates the fact that you could see where that could cause some impact in terms of finding employment. Right. Um, so tell us about some of the results or feedback. I know you've had some amazing feedback from both of these efforts. So tell us a little bit about that. Alison,

Allison Giddens ([00:47:38](#)):

I think the initial feedback, so right when we kicked off the program, we have kind of a pow-wow with all the speakers in advance, and we just said, you know, here here's what neuro diversity is defined as here's what to expect. Um, anyone that has had been on our high school version, you know, you might get some different questions or you might have different reactions, be prepared for, you know, different kind of questions that might throw you off if you weren't otherwise expecting them. And we wanted to make this very accessible and not intimidating to anybody because that's not the purpose of it. Um, we prepped the students ahead of time. Um, we were very careful on saying here's what to expect out of



the program. Um, so we laid the groundwork there, um, because I mean, I know I like to have everything very structured in terms of what to expect.

Allison Giddens ([00:48:22](#)):

I'm not a big fly by the seat of your pants, even though I can wing it because I'm told that I'm full of it sometimes. So there, there was that aspect to the organization of the program itself. And the initial feedback we got from I was floored was by the speakers. Like we would have people email us or contact us afterwards and say, that was incredibly rewarding. They ask such this crew asks such good questions and they were engaged. They were passionate, they were excited. And then this past weekend wrapped up our, the program or this, this first inaugural version of the program. And I mean, th the emails we're getting from the students, I was starting to Megan, Megan was starting to me saying, we're going to start running again. We're going to start crying again, just because there was so good. I mean, the last line of one of the students was I'm going to find a job that I love. I science it's like, heck yeah, you are.

Greg White ([00:49:17](#)):

That's awesome. That is, that is incredible. And, uh, and so the plan is to continue. These programs are, so now Megan, are they in parallel or are they conjoined? Or how do you, how do you kind of attack this?

Allison Giddens ([00:49:31](#)):

I would say, Alison and I talk about that a lot. And I would say it's in partnership. So when tech and parallel or in partnership, um, you know, we need both sides of this to push it forward. So you need people who are informed in the community, um, the neurodiversity community, and you need partners in the corporate world, um, because the workers live in one place and the work lives and the other, um, it's a national partnership to me that we've talked a lot too about expanding this into. So we had the AMPI for high school students in the summer, and that looks like one thing. And the intent there is, is different. The intent there is expand on students already understood kind of concepts of engineering and manufacturing, the AMD for neuro diverse. It's, it's almost got more layers to it. So it's not just to expose them to basics, but it's to introduce them to subject matter experts, get them excited about things.

Allison Giddens ([00:50:25](#)):

Maybe they didn't know existed. Maybe they didn't know it was an option for them. Um, it's also to show these professionals, look, you have a whole talent pool of people you didn't even know existed. Right. You know, it's this constant, um, it just lots of different layers. And Megan and I have talked about if there's anybody listening to this podcast right now that might be interested in picking up, um, the ABI that shortened, we took the manufacturing out for those who don't want some manufacturing API, if they want the Avi to be incorporated, whether it's their industry, whether it's their company, that they see it like an onboarding opportunity for a certain group of, of individuals. Um, but these are all things that we're more than happy to talk to anybody about. It's, it's open source concept, but there's an aspect of the consulting that parallel can help with, with this community. And I mean, it would pay itself back tenfold for anybody looking to invest in something like this.

Scott Luton ([00:51:21](#)):

So I love that you share this really quick from Rhonda. She taught adaptive PE and health back in the day. This is so touching ladies. This might be a great connection to get three of y'all together. Uh, she

also says adaptive P R A K special needs students with EIP is back in the nineties. I'm not sure what ERP is, are, um, and intervention program. Okay. Um, this comes from mandates, sorry, not earning loving the attention being brought to these neuro-diverse hiring initiatives and Robinson with Kanaxis posted a great article about it the other day, something I had never even thought about, but an initiative that is so beneficial for the people looking for jobs and the company partners looking for talent and a pool of potential camp candidates that Allison's, you said may they may have not have ever known they existed, or maybe they're thinking about that segment of the, of the, of the workforce differently, which is probably an awareness opportunity for so many, uh, Alison, Hey Scott, you actually spoke to one of Alison's groups.

Scott Luton ([00:52:22](#)):

So, and you've been sitting there very quietly and patiently and observantly, but I know you had some great feedback. So can you share that from your perspective? Yeah, I think it's really important when you go and speak to students, regardless of type of school type of program type initiative is really not to embrace any kind of assumptions. And my experience has really bolsters that belief because I've spoke to sessions as bright as they come as bright as engaged. I think Alison used the word, passionate, inquisitive, all of that stuff. And, and really, I probably, uh, I tried to PowerPoint them to algebra too many slides. Right. Cause I want to go through so much stuff. Right. Uh, but they had so many, so many great questions. And, and Greg, as we've talked about numerous times here, you know, when someone asks a great question that that speaks so much to, um, kind of their mindset and if they're with you or not. And, um, I hope I could answer somebody. That's great questions, but yeah. Wonderful experience and, and really, uh, it's so neat to see this thing growing and, and, and how many, I mean, all the many more lives are going to be touching and changing and impacting to get more emails like Alison is shared. I mean, this is such great work.

Allison Giddens ([00:53:37](#)):

Um, Scott, it was cool to see, like when you, or any of the other speakers, when you were engaging with the students and answering their questions, it was a lot of fun. Megan, did you pick up on this too, where you could almost see the wheels turning and you could see the connections starting to be made. Cause I'm, I'm really big with systems thinking and connecting the dots and seeing that, you know, we don't all, this is not a silo thing, you know? Oh, you're in supply chain. That's all you're in. No, no, no, no, no, no, no, no. There's a lot of stuff that you're in. So there, it was, it was really cool to see that. And as you were talking about pandemic shortages and kind of bringing that concept to them, it was like, Oh yeah, I do remember the whole toilet paper thing. I mean, they were on it, man. Yeah.

Scott Luton ([00:54:17](#)):

Yeah. Well, some potential supply chain professionals in that group, undoubtedly. Um, and you know, hopefully we can come back, Greg, uh, would love to get you in front of, uh, these students as well. What to see if we can't do that, maybe one of these next sessions, but to be shaping the future might be great. It'd be great. Um, so I want to make sure, uh, cause we're, gosh, it's amazing how fast we've, how can folks, I'm hoping there's going to folks out there listening or watching this and they want to get involved and they want to benchmark with your support in some manner. Let's how can folks connect on the AFL on the Avi initiative?

Allison Giddens ([00:54:58](#)):

Uh, either Megan or I were, I think our LinkedIn posts are our LinkedIn profiles are in the show notes. Um, but definitely look us up. There's also, um, advanced manufacturing, I'm sorry. And there's also the advanced virtual internship.com. Um, and that will kind of help you segue it'll help you figure out that you go the manufacturing route or do you want to go other and kind of explore and do different things and, um, yeah, I can definitely help point you in the direction of the manufacturing stuff. And, uh, Megan is kind of spearheading the neuro-diverse side and helping to branch that out and the evolution as this grows, but uh, definitely happy to talk to anybody about it.

Scott Luton ([00:55:38](#)):

Awesome. Awesome. So, but wait, Greg, but wait, there's more, there's more, uh, so this they've created, she foundation really just, it, it, it blows my mind, uh, because, uh, you know, I didn't even think about this was in my blind spot in terms of the type of need folks have, you know, helping kids be kids. Right? So, uh, Alison, I can't do this justice in a couple of minutes, uh, but I want to make sure we keep this in front of folks because the Dave crates, you foundation talk about a need y'all have helped not over 900 kids now, uh, cover the fees. They need to get out there and be athletes and, and to be kids, right?

Allison Giddens ([00:56:17](#)):

Yep. It's a lot of kids and we're 12 years, 901 out of Metro Atlanta. Um, we help kids play sports. It's all fitting, especially now that we're in baseball season. So this is all very, you know, we just had the NBA all star game yesterday. So we're finally getting back to normalcy. I feel with sports angle. So this organization's been around, like I said, 2012 I think was when we started. Um, but we've got a great, great board of directors helping us kind of pave what's next. Um, check us out online. We've got a lot of good stuff going on.

Scott Luton ([00:56:48](#)):

Awesome. Dave g.com. If you want to get involved there,

Allison Giddens ([00:56:52](#)):

You donate on the site. Alison. Yes. In fact, there's four fun and easy ways. PayPal then Mo click and pledge, and then there's something else too. I think you can send checks. So lots of fun ways. Can you share with our audience, what a check is Alison approximate six inches by three inches piece of paper.

Scott Luton ([00:57:14](#)):

Oh gosh. Dave creechy.com. That's Dave K R a C H e.com. You'll check that out and support it. If you can. Great calls. I mean, talking about hammer, meet nail, you know, action. I mean, I mean, it goes straight to, you know, helping these kids get plugged back in and afford things and they can afford experiences that they otherwise would go without. So love that the Atlanta Braves have, uh, they've, they've, they've recognized Alison and the foundation for what they've been doing. Uh, it's just, it's just one of those neat practical examples, Greg. Yeah.

Allison Giddens ([00:57:48](#)):

Well, it's a great way to, for those scrappy people who come from nothing like Megan and me to have the opportunity to do something because without it, I mean, I know that without a helping hand, I wouldn't have been able to get into athletics. So I really empathize with that. And I think it's a great opportunity because what a way to lift up you and your family, but to be able to, um, you know, to be

able to capitalize on your physical gifts sometimes even help you get, uh, schooling. Right? So that there's a way in for everyone. And the more ways we can get people in the better

Scott Luton ([00:58:27](#)):

Agreed, agreed Dave [inaudible] dot com. Okay. So we are going to make sure folks, we've got Megan and Alison's LinkedIn profile in the show notes. One click is what we're always after, but if there's another way, um, anything, any other advice for getting in touch about Avi, Dave, create your foundation or just both of y'all is LinkedIn the best, best path.

Allison Giddens ([00:58:49](#)):

Yeah. Do you want me to like give out my cell phone number? We've had some bold salespeople do that before.

Scott Luton ([00:59:02](#)):

This is really neat. Uh, really admire what both of you are doing. Megan. It's so neat to meet you through Alison and, uh, be a small, very small part of y'all's initiative. We hope to, um, connect more and turn more folks on to what you all are doing to really let's face it, change lives. And, and that, that's a very real thing. So thank you to you, both Alison Giddens of course, present co-present with Wintec and Megan, Tim co owner of parallel. Thanks so much to you both. Thank you. Thanks for having us. You bet, man. Alison and Megan could, if we much like came here the last time we shared this, but if we just hook them up, you know, hook them up to this city's electrical grid, I think they could power from Goodwill rapport gift forward. It would power, you know, city blocks on then.

Greg White ([00:59:52](#)):

Well, clearly, I mean, look, I can really only speak personally about the McKenna farms program, which is, it's kind of think of it as kind of horse therapy. It started out as kind of horse therapy for neuro-diverse kids, but I mean, my daughter actually won with her partner, won a gold medal at the special Olympics with her partner and what an incredible and joyous day. I still think about that day. And, um, you know, and that place was like four miles. Maybe not even that from, from our house still is. Um, and what an incredible opportunity. It was fun to actually go drop her off, pick her up and watch, watch them work. And something Megan said really hit home that I can't do that. Um, and they did such a fantastic job of training their therapists or partners or volunteers, whatever they were called to, to say, no, you can do it. You can do it. And, um, to help these kids be lifted up and you know what an incredible moment when, uh, when a kid gets to win a gold medal at anything, it's just fascinating.

Scott Luton ([01:00:57](#)):

Agreed, uh, really appreciate the feedback Gary and Anna, Mary. I really appreciate that. Uh, thanks for all the comments we couldn't get to. I want to leave y'all. This is one of my favorite pictures and phrases that I've come across here lately. Uh, the one and only mayor, may Angelo, when you learn, teach, when you get, give, I mean, words to live by, is that not great? And the image, the, the joy, the sheer joy, uh, and this in, in, in, in this incredible person and leader and woman and author and, and you name it, the sheer joy and this image, I love such a, a great image to go along with, uh, these words live by, um, okay, well, Greg wonderful show here, and this was a different version of the buzz. Um, you know, uh, today it's a special day, it's a special time, but these are special leaders that are really making it happen. And, and that, you know, uh, I've gladly set aside the news of the day for stories and, and the news of the world. Yeah, yeah. That's right. Yeah. Well said, Greg, for stuff like this, this, this needs to be heard. It

needs to, uh, inspire others and really challenge others to, to give, give forward like Megan and Alison are doing so, um, your final word before I sign off for the day, golly, um,

Greg White ([01:02:21](#)):

Uh, you know, like most things I'm inadequate, uh, to address this appropriately, but it's inspiring, isn't it? I mean, really to, um, to see one that we're in a world now where this sort of recognition is not secondary, that it's not, um, begrudging it's celebrated and you know, I'm sure that my mother is not watching this now. I'm pretty sure she's watching for the shocks seed in the NCAA tournament. But, um, but I, I, you know, she struggled so hard and I watched her do it to, to try and get just equal acknowledgement and, and equal pay. And, you know, some of the foundational things that we're still fighting for these days, but we have come so far and we are trying harder than ever before. And we are more importantly, and most importantly, we are not accepting the, the inequality in the obvious cations and the, and the hurdles that keep us from getting to a quality.

Greg White ([01:03:24](#)):

And I think that is, um, you know, that bodes well for us going forward. And you know, what I love about this particular conversation is we didn't have any of that conversation. We just talked about what you can do, right? We just talked about what you can do to contribute. And I think when we get to that point at any stage or in any conversation, we have reached another level, well said, Andrea says a great comment here. They need to get worldwide. There are so many countries that don't have this kind of special help for kids. Hey, we talked about that. Pre-show with Alison and we'll have to have her back on. I think they're experiencing so much, um, uh, growth and interest. Um, I think there's a great opportunity to take it international, so we'll see. Great, great new anything with enough time and enough money.

Speaker 6 ([01:04:15](#)):

That's right.

Greg White ([01:04:16](#)):

Um, all right. So everyone hope you all have a wonderful week ahead of you have a wonderful day here today, international women's day, make sure you pick up the phone and, and call that special person and let them know how grateful you are, uh, for their contributions to your journey. So big. Thanks.

Speaker 6 ([01:04:36](#)):

I'll do it right now. Hey mom,

Greg White ([01:04:40](#)):

Thanks to all of our wonderful community members in the comments loved your comments. Love your shout outs. Big thanks of course, to Alison and Megan, of course, huge high five to Amanda. Congrats. So you here shortly and clay and Natalie, and all of the folks behind the scenes, making conversations like this happen. Hey, check us out@supplychainnow.com and the Hey I'm on behalf of our entire team here. Do good give forward and be the change that's needed to be just like Alison and Megan on that note. We'll see. Next time here on supply chain now. Thanks.

Speaker 6 ([01:05:15](#)):

Thanks for being a part of our chain. Now,

Speaker 1 ([01:05:18](#)):

Community check out all of our programming@supplychainnow.com and make sure you subscribe to supply chain. Now anywhere you listen to podcasts and follow us on Facebook, LinkedIn, Twitter, and Instagram. See you next time on supply chain. Now

Speaker 7 ([01:05:37](#)):

[inaudible].