

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 that 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.

Scott Luton ([00:00:33](#)):

Hey, good afternoon, Scott Luton, Greg white with you here on supply chain. Now welcome to today's Thursday live stream, Greg, how are we doing? I'm doing great. I'm really, I'm really looking forward to this. So I have not got to talk to our guest who shall remain nameless for the moment on this, on the air before. And I'm pretty excited about the pre-show was really interesting, really excited. Not only do we have two great guests, but we've got, we're gonna be talking leadership. One of my favorite topics, one of our favorite topics and to stand by because you're going to be wanting to run through brick walls. Once you hear back from our two guests here today, which shall remain, uh, remain nameless, let's share a couple of programming items before we get started here today. So first off grey, we're talking about a couple of learning opportunities here in a minute, but today we dropped an excellent conversation on tequila.

Scott Luton ([00:01:23](#)):

Sunrise. It's already gotten a ton of feedback, uh, across social. So tell us more about that. Yeah, well, it's been a big week on tequila sunrise, but today we dropped an interview with Don salvo Chichi five-year who is CEO and chief product officer at green screens AI. So I got to tell you green screens and AI talk about the irony of that name. We actually do talk about the irony of that name in the interview. And Dawn is a fantastic supply chain and product pro an incredible woman leader, incredible leader of any kind, but who happens to be a woman and is doing a great job with this company and has built a product. I mean, her product chops are top notch. She's built a product that makes it easy, even in a high turnover industry like freight brokerages and logistics service providers, generally for their people to adapt to new technology and make their business a lot more profitable.

Scott Luton ([00:02:18](#)):

So it's a really cool interview. Um, we went a little bit long, so Steve Keaveny, you're going to be right up against the edge of, of your 45 minutes of workout on this one. Awesome. Well, I'll look forward to finishing. I started, I got, I've got to finish it, but a fascinating conversation and a big key phrase you use there that, that adoption of new technology. I think some of the best leaders help their teams do just that, right? Because change is tough regardless technology or non technology related. So look forward to that. You can find that at tequila sunrise, where we get your podcasts from T E C H Keela shots are not required, but

Greg White ([00:03:02](#)):

Can I just one more thing, we also did a live stream with Dr. Sally eaves, um, another, her tech for good and initiatives. Um, and man, that was a powerful live stream. We're going to actually drop that in the podcast channel in the next couple of weeks as well. And that will be, or may already be available on the tequila sunrise, YouTube channel.

Scott Luton ([00:03:26](#)):

That's right. A fascinating conversation at tech. We need more Dr. Sally eaves, uh, in our business communities. I mean really just tireless passion for serving others. So great interview there. Enjoy that one yesterday. Greg replay coming out soon. All right. So speaking of learning opportunities, I want to share a couple of quick items here. So we were just talking about tequila, sunrise. Well, who, if we ever need a drink this during these crazy times, like, right, right now, we are really proud to partner with a bunch of great groups from a Dell six river systems, project vert. And of course our friends at reverse logistics association, we're a pretty cool event on March. Third is going to be a mix of a panel discussion featuring leaders from those organizations, networking and a site visit of a company on the move project. Vert. We'll learn more about that here momentarily, but the cool thing is so pray, teak and Kayvon and Peter and Anna, Mary, and who, and all Gary and you name it. Patrick killers with us here today. We'll we'll say load a minute. If you register today, how cool is this? Six river systems is going to send you a professional adult beverage mixer kit. I can't remember the name of the drink, but you've got to register today because they gotta, you gotta give it time to get shipped out. Um, I'll be right back, Scott.

Scott Luton ([00:04:46](#)):

I think, I think there's a mixologist. That's going to lead you through how to make like a really professional highfalutin drink. So you got to register today so they can get it to you. Unfortunately they can't ship it internationally. So I think, I think you've gotta be in North America to receive that, but regardless, y'all tune in for a great conversation. They're all on March, March 3rd. I think the link is in the show notes. And then finally one of our newest webinars, we just got booked. Hey industry 4.0 is not a future concept. It's been happening. It's been around. Yeah. Don't call it a come back. I've been here for years. That's the industry 4.0 right.

Scott Luton ([00:05:19](#)):

Dropping the rhymes. Love it on this webinar, March 23rd, we've got Mike Lackey and Tobias Hoffmeister with, which is with the, uh, Porsche company called MHP Americas. They're going to be giving you examples across industries, but especially in manufacturing, where applications of industry 4.0 that you can benefit from and be in the know by people that are doing it, not just talking about it. So y'all check that out. The link to register for that. It's also in the comments are, it's a gray. We got to say load to a few folks, right? Seems like it more than a few, more than a few of them. See if my fingers can keep up. So Pristiq, Hey, how you doing? Great to have you here looking forward to nailing you down for an interview at some point soon, I've got to reach back out to you on that. Cavon great to see here, Anna, Mary. Good to see here, fellow Lantech. Good deal. Cavon congratulations. Please drop in the comments. You had some recent recognition. I can't remember the name of the award or the recognition, but drop that in the comments. I want to recognize that for sure.

Greg White ([00:06:18](#)):

Yeah. He mentioned that yesterday on the live stream and sorry, we didn't get to that as Kayvon is, you know, we were flying through that discussion.

Scott Luton ([00:06:27](#)):

Oh, good discussion. Great discussion, Peter. Hey, great to see you back. Uh, he got the notification this time. Wonderful. What we love about Peter beyond all his goodness and his expertise and his journey and what we've got an interview coming up, but he gives us feedback and feedback that allows us to get better. So keep that coming. I cannot great to see here via LinkedIn, Patrick Kelly, host of the great

Greg White ([00:06:51](#)):

Produce podcasts. Sorry. The produce podcast. That's right, right. Gary Smith industry podcast. Right. We got to get all the words in there, Patrick, correct me please.

Scott Luton ([00:07:02](#)):

Gary Smith, as always from Roslyn New York where he didn't say

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

Snowy Roslyn this time. So, so things are looking up. Gary

Scott Luton ([00:07:13](#)):

Things are looking up, always things are looking up. Mark Erickson. Hey, speaking of the reverse logistics association, great to have you here, Mark Rashid is with you. Let's see here. That is one creative company name over there. Thank you, Rashid. And thanks for joining us via LinkedIn. Venay see here. And I think Kayvon got back. So here's the recognition Kayvon got the best theoretical award in industrial engineering and you can't be like a rocket scientist to get to nail that down. Greg, maybe an engineer. Okay. That's true. It wouldn't hurt to be a rocket scientist. What was the giveaway there? Great. What did I miss? No, the great congrats, uh, Kayvon is outstanding and uh, really, really awesome to see. Okay. And by the way, Greg says the snow is melting in Roslyn. Love to hear that. And Cindy, Cindy finally got notification. Cindy, thank you for maps. You know, LinkedIn's a little bit tricky. Sometimes our team's going to have to jump in on that notification engine and see how we can optimize that. So,

Greg White ([00:08:19](#)):

You know, also you can follow us on Facebook and YouTube and be notified when we go live as well. Or I think Twitter notifies you as well. Correct. So I think you're right. Yeah, you're right.

Scott Luton ([00:08:32](#)):

But regardless, I appreciate you joining us in Cindy. Okay. So Greg big show here today, we've got two of our favorite guests one's been on countless times. The other one, we finally shared his story on veteran voices a few weeks back and really got a ton of feedback around that. So let's welcome in and Ricky Alvarez, managing director with vector global logistics and Charles Walker, VP of business development with Aurora global solutions. Hey Charles Enrique, just in time.

Greg White ([00:09:05](#)):

You know what I love about having Enrique on, on the show is he makes me look prepared.

Charles Walker ([00:09:13](#)):

Great. Hey,

Scott Luton ([00:09:14](#)):

I love that. As Greg said, I'm a blatantly still Greg's joke on the front end, you look like we've got a softball team ready to go, ready to play a double-header today. Every love it.

Charles Walker ([00:09:25](#)):

That's right. We ready

Greg White ([00:09:29](#)):

Numbers on the back of those. We shoot on a team once we actually can, uh, go back to somewhat normal.

Scott Luton ([00:09:35](#)):

We're going to do it. We're going to do it soon. Well, Hey, uh, so nice to have you both back, uh, admire. We admire so many different elements of y'all's journey and your give back and, and your leadership POV. So we're going to dive into some out here today, but let's see here. We're going to start before I turn the Baton over to the one only Greg white. We're going to start with our not so lightning round. So Charles, how you doing? Great to have a repeat guest back.

Charles Walker ([00:09:59](#)):

Good to go. Airborne wind all day, man. I'm good to go.

Scott Luton ([00:10:04](#)):

All right. So Hey, really quick, Charles. Absolutely appreciate it. So to Amanda and clay, thanks for your help here today. If we can, if we can drop in the, in the comments, our full length interview with Charles owned veteran voices, where you can really get a, a sense of his, his journey. But in the meantime, Charles, let's, let's go to you and Enrique. Let's talk about first question is your favorite recent read or one of your best places, favorite places to get news. And Charles we'll start with you.

Charles Walker ([00:10:32](#)):

My favorite place is YouTube. I go to YouTube and look for a positive thing like Ted talks or anything that can motivate me early in the morning instead of the news. Cause the news is going to tell you all the negative stuff who got shot, who got killed. I don't need to hear that. What I do. I get up early in the morning and go to something positive, get me, get my juices flowing. And I go from there, man. So I go to YouTube for my news because I hear, but the news on a secondhand person, it won't have the same impact on me. But if I look at it, it got an impact. So I go to positive first, then everything else is secondary.

Greg White ([00:11:05](#)):

Is there a particular channel you go to for that? I'm just curious.

Charles Walker ([00:11:09](#)):

I go to a lot of mental health, mental, mental sign stuff, or Mr. Salesman type talks or Ted talks, anything that's on my mind with supply chain and how to do it. Better business plan writing and stuff like that. Anything with Napoleon Hill, Andrew Carnegie, those kinds of, uh, talks. I go to that every morning. Everyone. I don't mean. Yeah,

Scott Luton ([00:11:29](#)):

Love it. Love it. All right. So in Ricky, I want to pose the same question you, but first AA says, I think that's become Enrique.

Greg White ([00:11:38](#)):

He is a rocket scientist. So he figured that out quick.

Scott Luton ([00:11:44](#)):

So Enrique your, one of your favorite recent reads or best places for news.

Greg White ([00:11:47](#)):

So I got to say that Charles I'm a hundred percent with you on that. I actually have been trying to shy away from

Enrique Alvarez ([00:11:54](#)):

The news in general. And I think that the media is a little bit biased this days. And it's always about like the negative aspects of what humans do at every single time in the week. So I, if you asked me, I'd rather not read the news. Now, when it comes to the industry, I'll go to a [joc.com](#). There's a lot of different things happening in logistics. And so I definitely want to be mindful of that. And I take a quick break, their articles they're really good articles. And when it comes to interesting books, I actually have just started. I like biographies biographies. So I started this one, Elon mosque, which, uh, so far it's been interesting, but I don't. Yeah. I don't like to see news that often. Well, it kind of speaks to your logistics with purpose series here at supply chain now, which is, you know, focuses on a really good, meaningful, impactful, positive stories of leaders that are making good things happen. And we love that series here at supply chain. That's a big, I mean it really mirrors Greg. It mirrors Enrique is disposition personality.

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

Well, we talked about this a little bit with Sally eaves yesterday too, is, um, you know, look let's face it. We're the future, traditional media is dying and they have to do exceptional things to get people to watch. So hyperbole unfortunately has become the tone of, of news. So, but you know, I think what was encouraging for me was, uh, and I, I guess I've seen it some too was Sally said she is starting to see a turn where certain organizations are starting to really try to enunciate the positive in the news because the way that whole discussion kind of evolved was I asked her if she saw the world as it's presented in the press. And because I knew I almost never do. And she said the very same thing. And so I think, you know, in that show, we kind of encouraged people to go talk to people, whether you do it in a forum like this, or if you can do it, do it in person, but engage with people, right? I think you get a lot more accurate viewpoint of what the world is really. Right.

Charles Walker ([00:14:02](#)):

I agree Greg, because just check your daily interactions each day with people and see what happens the way they're presented. Right. Then another good book, man, I've been reading this for years, but I always go back to it, man, discover your strengths. And it focused on highlighting all your strengths, whereby your, uh, your weaknesses will be isolated and you can work on those later. You know, if you looked at it, Michael Jordan did it a lot. He shot a lot. He hit a lot, but he missed a lot, but we don't ever, nobody remembers that. You know? So I look at, look at books like that and I read things like that to keep my mind open to the things that I still knew that I knew it's not really happening like that, you know, not on a large scale, like they putting it, you know? So with the people that you interact with every day, it's, it's who you are to what kind of person are you, if you attracting, you know what I'm saying? So you have to be very careful about looking at negative news or just any kind of negative comments, man. So many ways that we can do other things with our time. You know,

Enrique Alvarez ([00:15:00](#)):

I agree with Charleston, Greg, and to Greg's point, I think the, if you're not people listening to bad news all the time, it becomes a self-fulfilling prophecy. And all of a sudden everyone's just paranoid about everything and everyone, and we're just feeding the beast. If you will, with all this negativity and someone just has to make a stand and say, no more, we just share with us new good news or present a more objective view of what's going on because things are not the sky's not falling. Yeah.

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

I re I really think, I can't say that it's happening yet. And it certainly the tide has not risen on it, but I feel like there is an undercurrent

Charles Walker ([00:15:38](#)):

And expectation and demands there don't you? That's good. I'm glad to hear that

Enrique Alvarez ([00:15:43](#)):

Podcasts are going to play a big role in that as well, Greg, as you said, I mean, I've been starting to listen to Ted talks and podcasts and a lot more than the normal media sources, if you will. Yeah.

Scott Luton ([00:15:55](#)):

So, so continuing and true as stated fashion, the non lightening round, we're going to, uh, I want to share a couple of comments here, Cindy, if our,

Greg White ([00:16:04](#)):

If our community doesn't know how this works

Charles Walker ([00:16:07](#)):

Already, right? Thanks. That's true.

Scott Luton ([00:16:09](#)):

That's right. Cindy is with Charles, but probably the sentiment that all of you are sharing. Peter says, Hey, clickbait is the order of the day, sadly. And unfortunately that's a good point. Cindy also says, concentrate

Charles Walker ([00:16:21](#)):

On what you want more of. Absolutely. Absolutely.

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

And let's say, uh, AIG Harbuck says get your news from more than one source. That's a great point via Twitter.

Charles Walker ([00:16:31](#)):

Absolutely. Yes. My parents were hippies.

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

You mentioned yesterday that my parents are hippies. And the, one of the things they said to me early is, is don't trust authority, which backfired on them as I got

Charles Walker ([00:16:45](#)):

Older. But I mean,

Greg White ([00:16:47](#)):

You know, questioning authority is a natural thing to do. And, and I think one of the things that you have to encourage yourself to do is to even question your own biases, right? You're going to be inclined to, you're going to be, if you read something, you're going to be inclined to like it. If it confirms your bias. And I think you need to always challenge that bias

Charles Walker ([00:17:08](#)):

Confirmation bias.

Scott Luton ([00:17:11](#)):

Okay. Let's see here. Let's move to the second question. And then we're going to talk DOB fuller in the leadership. Let's talk about one habit you've picked up during the pandemic environment, Charles Enrique, that you actually are glad you did not some of the other habits. Uh, if you're, if you're like me, maybe Charles, let's start with you. What's one habit. You're glad you picked up in the last 15, 18 months.

Charles Walker ([00:17:33](#)):

I'm glad I picked up the habit of staying focused on one thing at a time, you know, before the pandemic I was scattered, man, it was a lot of things that come into your life. You know, you just free Willy dilly. Somebody might call you say, Hey, we want to talk about this. Multi-level marketing stuff. It's not in your wheelhouse is not to you, but you'll get involved. But now I'm more focused on exactly what I want to do. The people, places and things that are important in my life. That's, what's important now. Uh, I focused on the supply chain being the best, uh, small business that we can be working with the best people and then staying focused every day. So I think pandemic has helped me become more focused on what I want to do ideally then what I want to be, man. So I think that's a good thing that came out of it for me, love that.

Scott Luton ([00:18:17](#)):

And I'm going to blatantly steal your scientific measurement there, a free Willy dilly. I'm going to, I'm going to take that

Charles Walker ([00:18:23](#)):

Sounds like he was channeling you, Scott. I love it, Charles.

Scott Luton ([00:18:28](#)):

I love it. Uh, uh, we have to book you the next eight, eight live streams. Uh, I, I, yeah.

Charles Walker ([00:18:34](#)):

Oh man, man. I'm all in. All right.

Scott Luton ([00:18:37](#)):

Erie. K, same question. What's one habit. You're actually glad you picked up over the last 15, 18 months.

Enrique Alvarez ([00:18:43](#)):

Yeah. One thing that I'm sure. I mean, a lot of people experienced as well, but I actually travel a lot. And last year I didn't travel at all. I spend like one year without visiting any ho any who was going to say hospital it's the airport, any airport, which is great. Now in terms of the habits is basically two, one. I been trying to do meditation through like one of those free, uh, application. So I do it like 10 minutes, at least three times a week. And that has helped me. And it's been a really fun, interesting experiment to do. Um, the other one, since I haven't been traveling as much, it's just hanging out more with my, with my kids at home and just not just literally hanging out with them, I suppose, to you're driving them places.

Scott Luton ([00:19:27](#)):

Great tip. So from here, I want to share just a quick comment here from Peter speaking to Michael Jordan, which I bet could still suit up today and help the Atlanta Hawks climbing the sand. Yeah,

Charles Walker ([00:19:42](#)):

I agree. He probably hit the Packers. Do sir.

Scott Luton ([00:19:46](#)):

Great point, Charles Michael Jordan shooting percentage probably all time. It's 49.7% means he was not afraid to fail more than half the time. And of course, eight times a year, Michael Jordan come up, the dance is such a, such a, um, incredible mini series. There's so many business and life lessons throughout that journey, ESPN. I mean, there's a reason why they're the biggest name in sports. It's just a remarkable what they they've been producing via that series. So, okay. So Greg, where are we going to go on next?

Greg White ([00:20:15](#)):

Well, I guess we ought to ask, ask these cats a little bit about what they know about leadership. We know that they're both out well. We know, but I think our community would love to learn that they're both outstanding leaders. So, so let's Charles let's start with you. What are a couple or three leadership lessons you have learned in this time of focus over the last almost 12 months boys, right? I mean in just about two weeks, it'll be 12 months, March 13th, right?

Charles Walker ([00:20:44](#)):

For me, Greg is I've learned to be confident in a leadership role and it's, you don't have to be at the top of the food chain to be a leader. You can lead from any position you in. I've learned to be confident in that and then create other leaders. Because I like to share my knowledge that I, they got me to where I am today with other other leaders and people call them followers. But I read them, create leaders. You know, if I, if I'm a warehouse manager, I want a guy that when I'm out, I'm absent. I want him to just take charge in my position. He don't have to call me as this critical. You know what I'm saying? I trust his leadership because I trained him to step in that role. And I want him to get that role because if I, if I got a boss over me, I'm shooting for that role.

Charles Walker ([00:21:26](#)):

You see what I'm saying? I'm learning from him. It's a trickle down effect where we just create other leaders where they can take care of their family better. They can become better human beings and we have a better society. But if everybody said, Oh, I'm quitting follows. I don't want to create followers. I want leaders on my team. I want them to leave in my absence and in my presence. So that's what I've learned about leadership. Be confident in that position. Don't be afraid of it. Don't be afraid of a guy smarter than you. He's coming to get it. Anything. I use that guy for his strengths and they're going to be a team effort. So that's what I've learned to just be confident in a leadership role. Take, take charge of the road.

Greg White ([00:22:02](#)):

Yeah. Yeah. That's fantastic that you can lead from anywhere as a particularly important message, right? I mean, you, you are either shaped by your environment or you shape your environment and that in and of itself is a leadership quality powerful stuff. Yeah, you're right, Scott, I'm going to go, I'm going to need to break out here and run through a brick wall. And by the way, when you've missed this before, I am so glad to be here.

Scott Luton ([00:22:27](#)):

I'm telling you all, just give Charles a Mike and he, he's going to inspire you by the way. Speaking of inspiring, uh, as, as Leah Davis, I spent a lot time with her this morning and I cannot wait to share that interview with our community. Uh, as she points out, we did touch on, on the concept that, uh, Charles was sharing your stuff. Sean says, great comment, more leaders, less followers. I'm with you. I see AA says some bad habits. He picked up,

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

What do you mean bad habit? That's a great habit.

Scott Luton ([00:23:03](#)):

All right. So Greg, are we going to, uh, we want to go with us.

Greg White ([00:23:07](#)):

Yeah. I'd like to pose the same question to you and Rica. I know, I know some of the answers cause we've had the fortunate happenstance of actually sharing member Enrique. When we used to see people, we used to actually share that with you. So we've experienced it, but I'd love for our community to hear about it. Yeah,

Scott Luton ([00:23:25](#)):

No, I would basically say the top three for me, especially this last year would be one, uh, the why, right? Like just clear messaging. Like, why are you doing what you're doing? What's what's the big picture here? Why are these goals important? Where's this company heading, but not this, not the next two

Enrique Alvarez ([00:23:46](#)):

Years. The decisions that you're making now have to be in line with what the company that you want to be in five, 10 years from now. So that's very important and very, very clear with your team about that. The second one it's, uh, for me, I really enjoy doing this on a personal level, which is just caring, right?

Just cheering and powering, but really caring what's going on with your team and just listening and just being there and leading with the example, right? Not being afraid of rolling up your sleeves and doing the things that you were expecting others to do for the company or for you on the last one is, which is the hardest for me. And I'm actually working on this personally. It's just stepping back. I, you got to let people do what they do and gotta let them fail and make mistakes and then go back and train and coach and mentor. But you've got to let go. So, um, you just gotta make sure you're doing those three things for me to kind of set good leadership examples for everyone else.

Charles Walker ([00:24:48](#)):

So that's good. Oh, that's great stuff. That's good man. And audience. Karen, Karen, when you said Karen and there, I posted something about Karen this morning on LinkedIn. You know, people always say, Oh, I love, I love my grandmother. Loved this. Have you, have you been to see your grandmother? Did people do things? And they take care of things. They care about me. If somebody cares about something, you notice a guy that cares about something, they take care of it. You know, if that's your family, you care about your family. You're going to take care of your family. You can say you love me all day, but do you take care of the things that I need to support? What I need to support? Right? That's just what it is, man. People get the words mixed up. They played his word. I love you. I haven't seen you in about 12 years, man.

Enrique Alvarez ([00:25:32](#)):

Yeah. So I Charles, well, to your point, it's all about so caring, just the easier way of kind of putting care into action is take it's time. If you're spending time to do the things that you claim you care about, then you are actually caring. If not, it's just like a, just like a whatever word boss or something like that.

Charles Walker ([00:25:55](#)):

Yeah.

Scott Luton ([00:25:57](#)):

I've got to share some of these comments. You, our lists are eliciting. A lot of responses. I'm want to share these in a minute, but really quick. Uh, I heard, and I can't remember who said it. This was years ago. He opened a keynote address by saying that if you want to find out what you care about, check your calendar and check your checkbook and Charles. Yeah. All right. So let's share some of these comments here. Patricia says Lee leadership creation is precious and should be nurtured more often great point about being comfortable, being a leader and not feel threatened by it. Great. Yeah. Mark agrees very inspiring. I'm telling you, you could hook up the city electrical power grid and Rica and Charles and, and be good for years. And Mary says leading by example. Yes. Right? No lip service. Cindy says it's so true. A lot of leaders are type personalities and have a difficult time letting their people get things done with the possibility of failure. Excellent point

Charles Walker ([00:26:50](#)):

W

Scott Luton ([00:26:54](#)):

Where she says everyone has time for everything. It's all about priorities. And Charles Charles says prob park. Well, Charles probably set telling Charles will set the Charles Enrique. So great to have you here with us on LinkedIn, Charles. Okay. So Greg, where are we headed next?

Greg White ([00:27:10](#)):

I think we ought to see what what's going on in logistics. Since you know, this is a supply chain show and these two are both in the logistics space. So Charles, tell us about what you see going on. What is a dynamic, an issue, an opportunity, a happening that really has your attention,

Charles Walker ([00:27:30](#)):

Right? Yeah. For us, we know we are deeply involved with the PPE, the personal protective equipment right now that's flowing out to the hospitals for, for the COVID-19. And I see a lot of, a lot of other people and entities get involved in that process and looking at it from a financial standpoint, instead of we've been doing it for quite a while. Uh, and I think that the shipping of those items has come from overseas, that the cost is fluctuating on a daily basis for a shipping and receiving it. You know, you might order it. And then, uh, it takes a while for the, at the port and you have to pay all this money. They call sometime the cost of shipping is higher than the actual product. So with small businesses, it's kind of, you have to do some strategic partnerships here to try to get with these companies that got the finances and the overflow that to support you on that.

Charles Walker ([00:28:18](#)):

And another thing is that I've seen there and I'm staying abreast of these new acronym to showing up OTG. When the guys order, they say on the ground, I'm like, I'm a military guy. I love, they just create them out there, but on the ground because they don't want to be involved with the shipping costs. Okay. So they'll say, okay, Charles, do you have this on the OTG? It's those people like an odd, but when being in the military, we are used to it. And so I say, I just always break it down for people. It's like, Oh, he means on the ground. So he's trying to avoid paying the shipping cost of everything. So you want to stay abreast of the changes in the field of supply chain because it changes every day and the prices fluctuate when there's no regulations or nobody's watching in the hand house what's going on. So people do what they want to do. So you want to be careful and like, they didn't be communicating like we doing now, putting it, putting those things out there and work with good honorable people in their business, you know? And so I think that's one of the things I'm looking at now, PPE shipping costs and how to sustain sustainability, sustainability.

Greg White ([00:29:23](#)):

Oh, Charles your company, Aurora tell, tell the community what you guys do.

Charles Walker ([00:29:28](#)):

Actually what we do. We, we, we do more partnerships with, with other small businesses like Cardinal Medline and things like that. So we can order the supplies and equipment that the VA need, the hospitals need. And we get those, those things at a wholesale price. And we sell it back to those entities at a retail price to keep us afloat. And then we got a warehouse here in Atlanta where we, we ship on demand. You know, just in time, we, we can sometimes drive it down or things like that. But the main thing we're working on now is medical equipment supplies and equipment costs. That's going to be around for quite a while. The face masks, face shields, all these things and the syringes and all that. Cause everybody got to get a shot. And once they give you a shot, they got to change gloves all day long. So the gloves and things like that. So we're just staying abreast on. That's what we do. We supply supplies and equipment to all government, local, federal and state agencies.

Greg White ([00:30:20](#)):

Awesome. Enrique, I have a feeling you might know a little bit about shipping and PPE. I can't wait to see how you'd leverage off what Charles just told us to give us some insight on what you're seeing in the marketplace, because I saw a lot of head nodding there.

Charles Walker ([00:30:35](#)):

No, no, no. Not your business to know that. Yeah. You've been dealing a lot with PPE as well. So what is your mind share? Right.

Enrique Alvarez ([00:30:43](#)):

It's been a very interesting kind of, um, couple of months when it comes to like the PP industry and how it actually has flown from all, all of, all of it driven by the coronavirus, but how it has sexually shifted from different manufacturing facilities around the world and in the United States. And some of those very clear examples is like a small, uh, beer companies, basically, uh, manufacturing, hand, sanitizer, and factories like that, that were used to make something completely different and how to reinvent themselves in such a short period of time here in the U S and China and the rest of the world to produce a mask and face shields and hand sanitizers and, uh, respirators. And so many things that it's been, it's been very, uh, it's, it's been incredible to witness and be part of such a, such a movement, right. And it's been powerful and it's had its challenges for sure, as Charles was saying, and that just product being on the ground and all the opportunity that costs was, uh, it was created a huge vacuum in the supply chains and it created a huge vacuum in the way that people thought about certain products that was field with, with a lot of different things.

Enrique Alvarez ([00:32:01](#)):

Right. Very good respectable companies, but also incredibly shady JD milkers, like so PPE Charles. I mean, we did it at the beginning of the year and, uh, we actually helped charter and a couple of planes full of PPE. But for me, the couple of impressions that I got here and there is super shady. I mean, it's just been, yeah, you gotta be super careful. And we went from like just becoming logistic companies to having to request not only OTG product, but to give me a video of you at the warehouse calling my name I'm proof of life. And I'm like, I've never her write

Scott Luton ([00:32:40](#)):

For product I've never, ever even experienced that. So it was, it was very, very interesting to say the least there has been and will continue to be a lot more vetting of product in global supply chains to come. So we avoid some of the, what you're speaking to Enrique. I want to go back a second. So clearly leadership has gotten that. That's what got everybody going earlier and not take anything away from logistics, but I want to, uh, Rhonda joined us and, you know, talking about leadership and talking about what Enrique was talking about, where you gotta, you gotta kind of pull back sometimes, right. And, and let, let your team not just succeed, but also fail. Right. But I think also an important part about pulling back is taking those moments where you're, you're, you're regathering your, your mental sanity, right. You're taking a minute to not do do do, but think, think, think, and, um, Rhonda has got ASO.

Scott Luton ([00:33:36](#)):

Everybody folks who connect with Rhonda, Rhonda is with part of the global trans team that I bet everyone here knows about, but also she's um, on a list of the part of a podcast that she produced not too long ago last week, I think it was, I think there are 11 or 12 episodes deep and her and Benjamin, I can't remember Benjamin's last name. They really focus in on, on how you self care, right. Self care.

Right. We've got all this information coming at us these days. Some of the bad stuff that everyone here spoke about earlier, social media, you got as Charles put it everybody's about followers and not leading leading, you know, you got to take those moments to really invest in yourself and protect and recenter things. So Rhonda, let's see if we can put a link in the comments for that podcast. All right. Sorry for that little detour, but I didn't want to forget that because I enjoyed it listening to her podcast last week. All right. So Greg, I've got about 1235. So we're talking here with Charles Walker with Aurora global solutions and Enrique Alvarez with vector global logistics. There's so many different directions. We can take this conversation.

Greg White ([00:34:38](#)):

Yeah. So I'd like maybe, uh, as a lay, it just dropped a question here. I'd love to pose George to you. So in your or George, Charles to you, uh, why didn't I say Jordan anyway, in your opinion, how well can we integrate military methodologies into the civilian supply chain industry? And she says she was in the air force ROTC in college. Right? What, I don't remember Scott, you know, you know, the saying there and saw some methods that could integrate smoothly and others that were irrational for civilians to follow. Can you kind of give us a roadmap or maybe even just draw the lines between military and civilian supply chain chart?

Charles Walker ([00:35:20](#)):

Actually, that's a good question. And uh, the military methodologies are very similar to the savings, you know, there's no difference. It's just that in the military, we'll just, we just held to a higher standard of, of checks and balances. You know, because like in the military, we taught that what gets checked gets done. You know, a lot of times in the civilian sector is reactionary. After some take place in the military, it's check, check, check all the way, all the way through the process. You'll know where the bottlenecks come in at. You just be on top of the ball next, immediately. But in supply chain and the civilian sector, I've noticed that they allow things to go a long period of time until this blows up. And then it's Oh, and they want to blame, you know, I mean the military, there is no blame.

Charles Walker ([00:36:07](#)):

You're responsible. Everybody's responsible for what takes place. So team effort, and I think a lot of methodologies that we use, even when we shipped to Afghanistan, Iraq, we just have a template of how are we going to get it done? And we do lessons learned on what you do is when you go through process procedures, you want to always come back with your team and talk about what went right and what went wrong. Honestly, it's not a blame thing. It's a team effort and we put it on the table and we say, well, can we take what works? And we keep doing it and we take what don't work. And we throw it out the door. That's the only difference. Well, outside people don't want to come together as a team and just admit, Hey, we screwed this up. Now we're going to fix it. And then along the way for each process, you're doing, it's called continuous improvement. And if you need it, you're going to, you're going to continue to improve your process and you document it and you train them the same way. Like in the military train, as you fight, you know what I'm saying? Train on the ground. How are we going to fight in real life and then become repetitive, how we learn? And then we keep doing the same thing. That's it. It's simple.

Scott Luton ([00:37:11](#)):

Love that so much, so much there, Charles and Rachel, go ahead, Greg.

Greg White ([00:37:16](#)):

Yeah, I was just going to say, I think one of the key things there is we always visit what went wrong. I think the powerful statement there is to visit what went, right? Because you know, I've been doing this a long time and I have seen I've consulted. I've worked in and, uh, and I've advised companies where they can't repeat success because they never understood at real depth what made them successful. They understood what, what went wrong and they eliminated that. But you don't get great by simply eliminating what goes wrong. You have to get great by knowing as, as your, the book you showed us Charles by knowing what your strengths are and continuing to evolve those as well. So that's a really powerful and rare, a rare discipline in a lot of companies.

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

Excellent point. All right. So, so Greg prompted me and I wasn't Johnny on the spot. So I got to correct that. So Charles don't laugh. I served in a couple of different units in the air force. Some was hurrah and others. One in particular was, Oh, almost, almost dislike that when you get punched in the gut at the bar. So Charles, what was your, what was your rallying call an army. There you go. Alright. Perfect. You said it better. Do you still say that in supply chain every day?

Charles Walker ([00:38:39](#)):

To me, it means, I agree if you say something crazy, I was like, cool. It means whatever I want it to mean. Yeah.

Scott Luton ([00:38:46](#)):

So speaking of the military, so Philip, is it MacLeish? And if I got that wrong, I apologize. He's tuned in from Fort Drum, New York, he says the supply chain must be resilient during challenging times. And this is where military experience and leadership play a significant role in facing the obstacles. Great point. He also says, uh, believe it or not, military personnel are great at thinking outside the box. What was that airborne phrase that you shared with me on the interview? Uh, Charles,

Charles Walker ([00:39:11](#)):

I don't even have a box. They just do what they do. We don't even have a box.

Scott Luton ([00:39:21](#)):

Okay. We got to get you to, I'm sure you're chomping at the bit to share what your piggyback on some of these comments here. So what do you think Enrique?

Enrique Alvarez ([00:39:28](#)):

No, I think first and foremost, I completely agree that the, uh, military and armed forces are a great, they are a great resource and they are top of the line when it comes to logistics and supply chain, there have actually been incredibly creative and they've been leading innovation in that industry for years and years. So as they do in other areas, so there's a before. Anything else, just a big thanks. And I just appreciate everything the, our military forces do for Austin, for country and especially last year, but in general. So thank you and Charles again, thank you for your service now, to your point, both Greg and Charles, I think, uh, Charles it's, it's great to meet you. I mean, it's been a great conversation and I will actually have a couple of notes already. So I follow up with you after this, but, uh, I think sharing mistakes and it's just key, right?

Enrique Alvarez ([00:40:20](#)):

I think that people, as Greg said, always review what went wrong and that's something that's true. And we do often, but, but just openly sharing mistakes and being, um, being okay, doing them is something that's that's needed for healthy companies to thrive. And I think that this is something that's been ingrained in us and our children for like very early on. And I'm a little afraid that this actually has been going on even more so in this new generation. Cause there's like a little bit of a scare, uh, about not making this. There's a fear of not making mistakes. Right. And kind of it's reinforced by the school systems and the way that we're grading children on the way that you all have to have A's or tens or hundreds, whatever the score is, as opposed to saying, Hey, it's important to try new things. It's clear and obvious that if you try a new thing, you're not going to Excel at it. But that doesn't mean that you shouldn't try new things. That doesn't mean that you shouldn't really push yourself out of the comfort zone. So I feel that just sharing mistakes as Charles was saying is critical to, to everything from raising a kid, to running a healthy company, you're not living, you're not, you're not innovating

Scott Luton ([00:41:34](#)):

If you're not trying new things, there's no doubt about it or failing. I mean, cause everything's not going to work. Right. Otherwise you're playing way too safe. Right. Right. That's some of our greatest successes

Charles Walker ([00:41:45](#)):

We here today. We all did we all?

Scott Luton ([00:41:48](#)):

Absolutely. Yeah. All right. So let me share a couple of, so Peter calls out vets to industry, which is a wonderful non-profit that really helps the clearing house of resources and just focused on your side for our military members. So check out vets to industry dot com or org. I'm not sure Amanda and cliff, you could drop that into comments. They partner with us on the veteran voices series to help make that happen. So Peter, thanks for supporting them. Uh, appreciate you, uh, picking up a hoodie from their site. AA says there's always a big gap between military and civilian technologies. However, some of the best practices, either supply chain management or operations management can be sure with us civilians without being risky. Excellent point.

Greg White ([00:42:29](#)):

One of the things we need to face is that the military invented supply chain. They had to feed thousands of people, hundreds or thousands of miles away from home. They had to move weapons and people and supplies and tools, you know, starting before history.

Charles Walker ([00:42:47](#)):

So they had to keep the supply chain going when buildings are blown up, they have to keep it going and they have to work through that and all, and I was still in environments, environments outside of where they come from and they still erect buildings and push the supply chain going. So you have to respect that. And they've been going to quartermaster who had been around before we was born. Yeah.

Greg White ([00:43:12](#)):

Yeah. I mean, if you think about it, some of the biggest, some of the biggest losses, Waterloo is a good example, but some of the biggest losses are because of failure to prepare in the supply chain for a military entity. Right? I mean, if you don't have warm coat coats, it's hard to take Russia

Charles Walker ([00:43:29](#)):

In the fall.

Scott Luton ([00:43:32](#)):

Now that doesn't put it the risk. All right. So we've got to, we've got to move right along. We're going to have to tee up another conversation around leadership, uh, in the weeks to come. Lots of comments I can't get to in the comments. Let's, let's share one. Let's share a couple of more though, as we start to wrap up, Zay says very true. And pre-K even at a college, you can feel the pressure of knowing everything instead of cultivating curiosity and discovering oneself. That's an excellent point, but here's a segue it's Francisco, thanks so much for your LinkedIn for this great segue here. As much as I hate to lead this discussion. Congratulations for your great show. Looking forward to hearing about supply chain now in Espanol. Well, you're just in luck from Cisco because that's what we're going to wrap up today. So Hey, before we Enrique get you to, to weigh in on what to expect. I think, I think we've got a neat little video that we've got teed up clay in the man.

Enrique Alvarez ([00:44:32](#)):

Don't let me down. Let's see. Yes. So do we ask you that [inaudible]

Speaker 6 ([00:44:53](#)):

[inaudible] [inaudible]

Enrique Alvarez ([00:45:13](#)):

Oh, I'm such a big nerd. I love that. I love that. And that, that was really, uh, it's cool. It's engaging. I love that. How you got kids there that are sharing what, what they think and their thoughts while engaging them on all things supply chain. So, and Reiki with that little video, for starters, what can folks expect from supply chain now in a spaniel? Yeah, so it will be a really exciting, uh, series. I'm very, very happy that we're launching it. There's so many incredible individuals in Latin America that are doing amazing things. And for everyone that didn't quite understand or understood everything that was asked on that video, I basically just ask the children, what was the, if they, if they could give a score a grade to the year 2020 me thinking as an adult expecting that they would be destroying 2020 and the leadership we had.

Enrique Alvarez ([00:46:06](#)):

And they all like, literally I interviewed 10 kids. All of them said something positive about their children, their teachers, their schools, they all graded the year 2020. Like they were really good scores. So I just, it was, it was fun. It's going to be, it's going to be amazing. And I had a blast kind of interviewing the children for that promo video. So I want to thank them for taking the time to, to play with me on the video interview. I love it. And Marriott looks forward to it. Zay says, Hey, supply chain now in Chinese next, Hey, don't hold your breath on it. Great. Yes. Rhonda says so fun. The kids are the bright light with Craig.

Enrique Alvarez ([00:46:49](#)):

So Charles w w w what was your take there? I'm always, always want to involve kids and Eric. They are creative thinkers, man. They're, they're unblemished in their thought process. If we allow it, you know, they only get screwed up when human adults put their foolish on them. If you let kids just grow, man, you learn a lot from kids. You just around the basic question and write it down and you can see their creative thinking is flowing, man, but we don't do it enough. That's all it is. Yeah, that's it. That's it. And Greg, before I ask him, Rick, who's, who's going to be part of that first show. I think we're dropping on Monday, Greg, what was your, what what'd you w what do you love about this whole initiative?

Greg White ([00:47:30](#)):

Um, first of all, uh, you know, I think the biggest thing is leadership comes from anywhere and can happen anywhere. Don't be afraid to fail. And, and frankly, I had an epiphany. You probably noticed, I went a little silent there. I had an epiphany as to why these younger generations are afraid to fail and why they need the reinforcement. And I have not gotten it. I've been a bit ambivalent on this. It's okay to fail thing until this very moment. And the reason is because participation trophies, these kids have never realized even when they have failed, because there's a fifth place trophy, and there's a participation trophy. We're not when we were younger, right? You got a first place trophy. When I played Kiwanis baseball, you got a first place trophy, second place got a team picture and have stories, right? And so you were clear, it was clear that you had not won.

Greg White ([00:48:22](#)):

And, and now I get why we perceive, or there is such this fear of failure, grade inflation, participation, trophies, all of these things have set these kids up to be afraid to fail in any way. And look, let's face it. If even if you got a trophy, you have already failed at life in some point, or yeah. At some point in life, sorry, like I just did there and you can move on from it. Like I just did there. And it's a natural thing and it's okay. But the key is not how many times you get knocked down the T the key is to get back up one more time, then you get knocked down.

Enrique Alvarez ([00:49:02](#)):

Excellent. Well, well said there, Greg, and this is one of these conversations that we could take four or five hours. We'll have to bring Charles. And of course, Enrique back, uh, Enrique, let's see here Monday, we dropped the first episode. I believe, who, who are we interviewing? Who are you interviewing? It was a very interesting interview, uh, that Sophia, uh, [inaudible] you guys might know from the supply chain now community, uh, helped me with she's. Uh, she's going to be my co-host for some of those interviews. And we both had the very good opportunity of interviewing CourseWeb Alaska's who swim. Alaska is the executive director of the, uh, supply chain management program at the MIT, the Massachusetts Institute of technology. So incredible what they're doing. Very interesting conversation. He's a really good, funny speaker, really good person. Uh, so I, I enjoyed it. I hope that everyone that listens to it will enjoy it to love it. And if, um, if Amanda and clay are, I've got my facts straight, I think we have English subtitles. If you're, if you're correct uni uni lingo, like I am on YouTube, I think we'll have English subtitles. And that's a really good comment and point to make. I mean, all the interviews that we're going to be conducting in Latin America and in Spanish, we'll have subtitles so that the everyone, regardless of what language you speak could, could enjoy them and learn as much as we do from them as well. Wonderful,

Scott Luton ([00:50:28](#)):

Wonderful. Well, I love this new series. Uh, I love this conversation, Charles. You were, you know, we always talk about how some folks, you know, they get billed and then they fail to deliver. But Charles man, we had a high bar for you, but you, you, you surpassed it still.

Charles Walker ([00:50:44](#)):

Yeah, man, it just airborne. We, we react.

Scott Luton ([00:50:49](#)):

I love it. I love it. We'll have you back. What is, before we let you go, you and Enrique, let's make sure folks know how to connect with you both. So, Charles, uh, you're a wonderful LinkedIn follow, by the way. I know you're not big on followers, but you folks need that. Folks need to connect and follow Charles Walker on LinkedIn. Lots of good stuff every day, but how can folks connect with you Charles?

Charles Walker ([00:51:10](#)):

Well, they, they can connect with me on, uh, charles@ags-georgia.com is my company. And also just go to, uh, AGSM desk, georgia.com and look at what we do and especially on LinkedIn. And that's the only social media. I really I'm really on LinkedIn because that's enough. You don't need a whole lot. And, uh, and I got a lot of great people that I've met on LinkedIn. That's why I stick with it. And I I've maximized my actually I'm sitting here with you guys. You see? And so I used that social media, uh, for me and, uh, everything else. I look at YouTube. If I get the YouTube channel, I go there in the morning every morning I go there first. And so that's how they can find me.

Scott Luton ([00:51:54](#)):

I love that. Charles, I'd be surprised if you don't get some, some motivational speaking requests to teams, have you come in and, and get folks running through those walls as we were talking about earlier, but I love it. I love our repeat guests. I love your story. Again, folks can check out his full interview on his journey, growing up in Alabama and career through the army and all the, all the countless and the ceaseless education. Now he's got like 17 degrees folks. He got seven 17 degrees. Check that out, veteran voices. Yeah.

Charles Walker ([00:52:24](#)):

Yeah.

Scott Luton ([00:52:29](#)):

And, and by the way, I agree with you. It isn't LinkedIn enough. Isn't one social channel, uh, Enrique, same question. Uh, so many great things that the vector global logistics teams up to, uh, you know, globally with supply chain, but also with non-profits initiatives. How can folks connect with

Enrique Alvarez ([00:52:45](#)):

Yeah. The best way of reaching out to us is going through our website@vectorgl.com. And if you want to reach out to me personally, uh, I think LinkedIn is the best as Charles was saying, I just a search for an wreck Alvarez vector, and you should, you should get my name.

Scott Luton ([00:53:00](#)):

Yeah. Awesome. And you know, I look forward to, we're gonna be publishing an interview really soon with Meagan with go beyond profit, who had a great interview with Enrique. Uh, they're doing some really neat things. Challenging leaders are helping connect leaders, but also challenging to, to really give back to communities across Georgia. So, uh, Enrique Alvarez appreciate all that

Enrique Alvarez ([00:53:19](#)):

You do. Thank you so much, Scott and Greg and Charles, it's been a pleasure. And as I said, I'm going to send an email right after this. Thank you guys

Scott Luton ([00:53:26](#)):

For everything, man. And gate we'll be, we'll be talking real soon. I agree. I agree. All right. Big, thanks to our guests here today. And Ricky Alvarez with vector global logistics and Charles Walker with Aurora global solutions, air board, a bonus coverage. I thought he was, I thought

Greg White ([00:53:49](#)):

We were going to get some bonus coverage. I thought we

Scott Luton ([00:53:51](#)):

Were too. I was kind of, I've kind of pointed now that he's out of the steroid. Well, a lot of so much good stuff with Charles and Enrique. I mean that leadership element of the conversation could, it could, you know, is just one that you can talk until the cows come home. You know, there's a lot of comments, Greg, on your own, your perspective around, you know, letting folks fail and, and just, um, you know, getting real with that right

Greg White ([00:54:15](#)):

Nerve there. Huh? Yeah. I have heard, you know, rumblings around this whole, um, EV everyone, what is a participation trophy culture and you could see it coming. So I think it's going to take as conscious an effort of leaders to overcome that because that's imprinted that's more than just taught it's imprinted. It was taught at such a young age that it's going to take a lot of unlearning to get over that.

Scott Luton ([00:54:41](#)):

Right. Agreed, agreed. Uh, so much there with the off the tee up another conversation around that, maybe grab some of these folks that are in the comments here today. Hey, really quick. If you joined late today is an opportunity you got to register today. We've got a panel session coming up, March 3rd, with folks at Dell project verse six river systems and the reverse logistics association. If you register for this webinar panel discussion, networking session, site visits today, you'll get an adult beverage sent to you. Uh, I think they're going to professional mixologist, Greg, Greg, Greg knows every drink, uh, around, uh, and knows how to make it real with all the highfalutin. Um, I don't know if you know that Scott Clay is a mixologist. What you can master bartender. Did you know that? No. Oh yeah, man. I felt like we get a new studio when we get that new studio.

Scott Luton ([00:55:31](#)):

Oh yeah, definitely. One's going to want to come visit. Well, you know, you learn something new every day, but Hey, y'all check out that, uh, March 3rd event, you will not be disappointed with that. You can still register after today, but if you want that, that mix kit, get that in today. All right. So Greg, great

show, wonderful conversation. Two of our favorite people and Rica and Charles, and so many of our favorite people, uh, in the, what we call the cheap seats, the comments, what, what was your one? As we wrap, Hey, here we go. One favorite comment, thought you name it. Key takeaway from today.

Greg White ([00:56:08](#)):

Uh, leadership from anywhere. I mean that, I just hope more people recognize it. That is you don't have to lead the world to be a leader. You don't even have to, you don't even have to lead other people. You just have to lead an initiative, right? You just have to take initiative that is leadership and understand that that is leadership training. Even if you're only giving it to yourself, but yeah, you can lead from anywhere. That's the most important thing for people to understand.

Scott Luton ([00:56:34](#)):

Yep. Agreed. Agreed. Yeah. One of my favorite again, I got plenty of pages.

Greg White ([00:56:39](#)):

Oh, sure. You make me only give one. I got to sound off twice already. So I'm good. Go for it.

Scott Luton ([00:56:47](#)):

One of my favorite things with both Charles and Enrique that I think you can see, anytime you connect with those two folks, whether that's here on a stream, on a sidebar conference call on the phone, they are about as genuine as folks come. What you see is what you get with both. And that is talk about leadership, best practices. That's one of the most powerful things, right? Because folks can smell something fake from three miles away. So these are great people doing big things and they, and have big personalities. And I love that. And it comes from a very real spot. So with that said that,

Greg White ([00:57:23](#)):

Oh, come on, give us two and three man. We're just a little bit over an hour. If you've got a couple others, this is your shot. It's your show. Take it.

Scott Luton ([00:57:32](#)):

You know, there, there, it was chock full. I mean, uh, it was chock full of things too much, too much to try to rattle off. Now, lots of great by the way thought so wonderful comments. We couldn't get to perspective from our community, but you know, it's one of those rod wide ranging conversation. And we touched on a little bit of everything. It was like, uh, the Ryan's buffet here today on supply chain now,

Greg White ([00:57:53](#)):

You know, yay. But we'll have to have

Scott Luton ([00:57:55](#)):

A back. We'll have to have, I'm looking forward to sharing some of our upcoming interviews, uh, that touch on that. A lot of them touch on leadership. Uh, looking forward to finishing tequila sunrise today with Dawn and you can't forget tomorrow. I should have added this to the, our visuals. We've got our reverse logistics series with our friends, from the reverse logistics association. So y'all tune in tomorrow at 12 noon where we'll be featuring a tone issue. Sharada who leads the RLA and a business leader from

Inmar. I can't remember Curtis's last name, but you're not gonna want to miss that live stream as yes. As, as Leah says. Good. All right.

Greg White ([00:58:34](#)):

I bet every, I was just thinking, I bet everyone is missing buffets right now. I don't even really like buffets, but now I want one, right?

Scott Luton ([00:58:42](#)):

Hey, we grew up on Brian's and Western Sizzlin, uh, in, in Aiken County, correct?

Greg White ([00:58:48](#)):

Yeah. It's good to finish on a high note. Let's go get something to eat. Yeah. Hey, everybody

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

Really enjoyed the conversation. They thanks so much for taking time out to hear really what Enrique and Charles and Greg and all the comments from the community really appreciate that. Hey, you can learn more if you like conversations like this, check us out at supply chain. now.com stay tuned for the new website. Release is right around the corner. Man has been mainly the team and working really hard on that. A little bit to find that I know, I know I'll stay in trouble, but Hey, um, it's going to be much easier to find information and engage and learn all these different shows. But as long as we're giving it up, it's fantastic looking. It's easy to navigate. I mean, it's, it's an honor to be associated with this site. I got to tell you, you guys are gonna love it, highfalutin stuff, but, uh, Hey, on behalf of our entire team here on behalf of Greg white and Amanda and clay and Allie, Natalie, I'm not sure who is allowed to enforce today. Scott Lewis signing off just for now, but Hey, challenging. You just like we challenge our team every day. Uh, do good. Give forward. Be the change that's needed. Be like Charles and Enrique. Goodness gracious. And on that note, we'll see you next time here on Sebastian now. Thanks.

Speaker 1 ([01:00:10](#)):

Thanks for being a part of our supply chain. Now 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.