



Mountain Plains
Minority Supplier
Development Council

Summer Summit

An MBE Growth and Readiness Forum

#MPMSDCSummit



Leading Through Uncertainty: How Engagement Leaders Carry The Weather!

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What Is Weather? Why Are We Here? Carry Your Weather

Pressure

Timing

Changing

Mindset

Connections

Reactions

You are in a storm, coming out of a storm or going into a storm.

Proactive people can carry their own weather with them. Whether it rains or shines makes no difference to them. They are value driven.

Choose to react positively to people and events in your life is the best way to carry your weather.

If you want to see sunshine, you must weather the storms.

Forecast 1: Moving From Transactional, Transitional to Transformational Carry Your Weather

The Top Five Challenges

Limited visibility across all functions/community

Modernizing through tech and digital

Addressing labor or skills shortages

Rising & reducing costs

Deploying AI within all functions

Accenture's 2025 Pulse of Change survey found that 72% of C-suite leaders expect a high degree of change in 2025, yet 57% admit they don't feel very prepared to respond.

Q. In uncertain times, are you operating from a transactional stance, transitional stance or transformational stance? How's that working for you?

Being proactive is more than taking initiative. It is recognizing that we are responsible for our own choices and have the freedom to choose based on principles and values rather than on moods or conditions.

Forecast 2: Concentrate on What's in Your Control Carry Your Weather

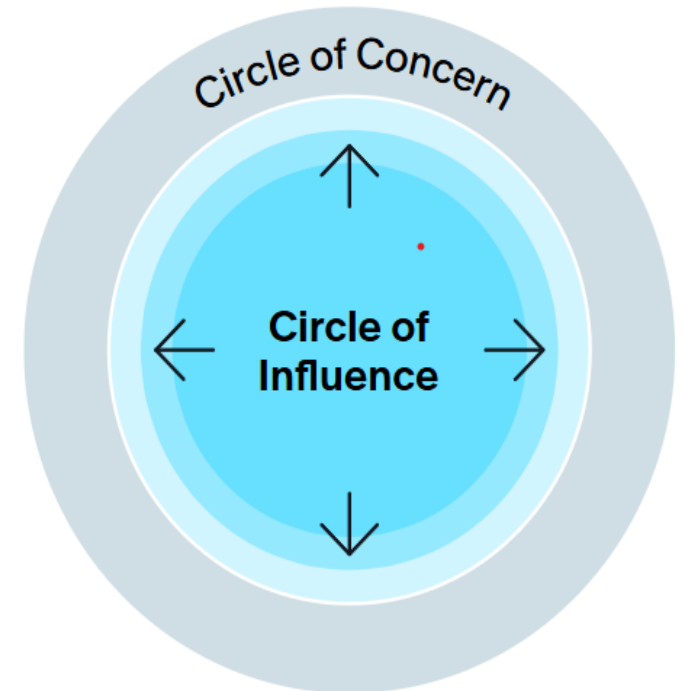
**Build clarity. Reduce risk.
Create the right conditions for growth.**

**Narrow focus to our Circle of Influence.
Proactive leadership, on the other hand, fosters trust
and agility.**

Q. What are you doing to stay in control in uncertain times?

Video: Carry Your Weather

<https://youtu.be/gH9aij9g1sA?si=S6cbNxpJP24joEI6>



Forecast 3:
**Know Your Purpose. Use Your Voice,
Visibility and Vision Carry Your Weather**
Chart a path to growth

As you create and communicate vision, it's important to stay open to the likelihood that your endpoint may need to change as a result of ongoing disruption.

Align with now and next!

Q. How are you using your voice, staying visible and recreating your vision/brand during uncertain times?

Video: Cool Runnings
https://youtu.be/31M_MdSVxV8?si=8fEIs1hNMYIE2I7m

How different our lives are when we really know what is deeply important to us, and keeping that picture in mind, we manage ourselves each day to be and to do what really matters most.

Forecast 4: Focus in on What Matters Most Carry Your Weather

**Put First Things First—during uncertain times
defining what’s truly important.**

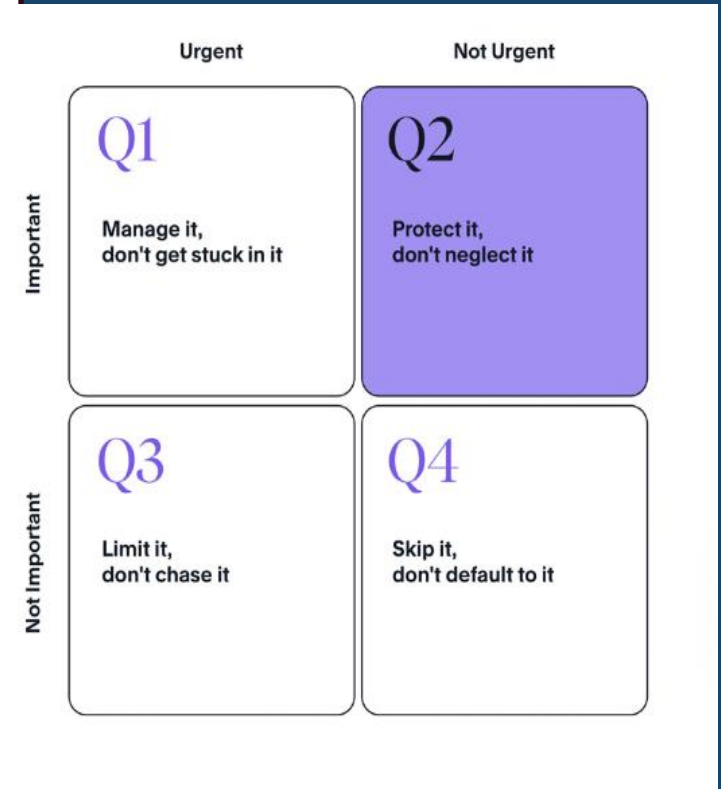
**Discipline requires leaders to admit they can’t do it
all. Especially during uncertain and lean times,
leaders need to say no—even to good ideas.**

**Be more effective even if it means setting less
critical initiatives aside.**

**Q. What are you setting aside to focus better
during uncertain times?**

Video: Paradigm Shift

<https://youtu.be/w5XpMg53K4c?si=Ejn2xTHaEgbfv9KR>



Forecast 5: Maintain Forward Momentum

Forecast 6: Thrive Through Complexity

Forecast 7: Create Lasting Impact

Define a singular Wildly Important Goal—WIG!

In times of change, leaders and teams need to rally around the most critical initiatives and ensure they're engaging in the most impactful behaviors to support those goals.

A business-critical initiative requiring intense focus to be achieved. Your voice isn't just part of the conversation — it *is* the conversation.

Data-driven decision making
Inclusive stakeholder engagement
Clear strategic priorities
Implementation-ready planning

The way you communicate will decide whether your team fractures or comes together stronger than ever.

Q. How are you carrying your weather, personally and professionally during these uncertain times?

Video: There's No Bravery Without Risk & Vulnerability | Choose Courage Over Comfort

<https://youtu.be/FqtINlhJts4>

Stand in the rain

Stand in the storm

Stand in the wind

Carry Your weather