



# Leading Through Challenges and Changes

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**Dr./Commander Mary Kelly, US Navy (ret)**



# Commander/Doctor Mary Kelly

CPAE, CSP, US Navy (ret)  
(Not that kind of doctor)





# 411 on Mary Kelly

- Ran marathons (until marathons got longer)
- Currently the 56<sup>th</sup> Most Influential Economist in the world
- Listed among the Top 50 Motivational Speakers in the World
- Author of 20 books (about half are pretty good)
- Professor at the US Naval Academy and US Air Force Academy
- Met USMC husband while doing CT



How is our  
business  
affected by  
world events?

What are my  
people  
concerned  
about?

How can we make  
even more of a  
difference?



# Crises are all around us



## Geopolitical

- Hamas invaded Israel
- Russia invaded Ukraine
- China threatens Taiwan
- Iran claims nukes
- North Korea
- Terrorists
- Food insecurity
- Refugees
- Oil prices

## Economics

- Taxes
- Inflation
- Housing/rental costs
- Jobs/layoffs
- GDP
- National debt
- Labor force participation
- Labor costs
- Medical costs

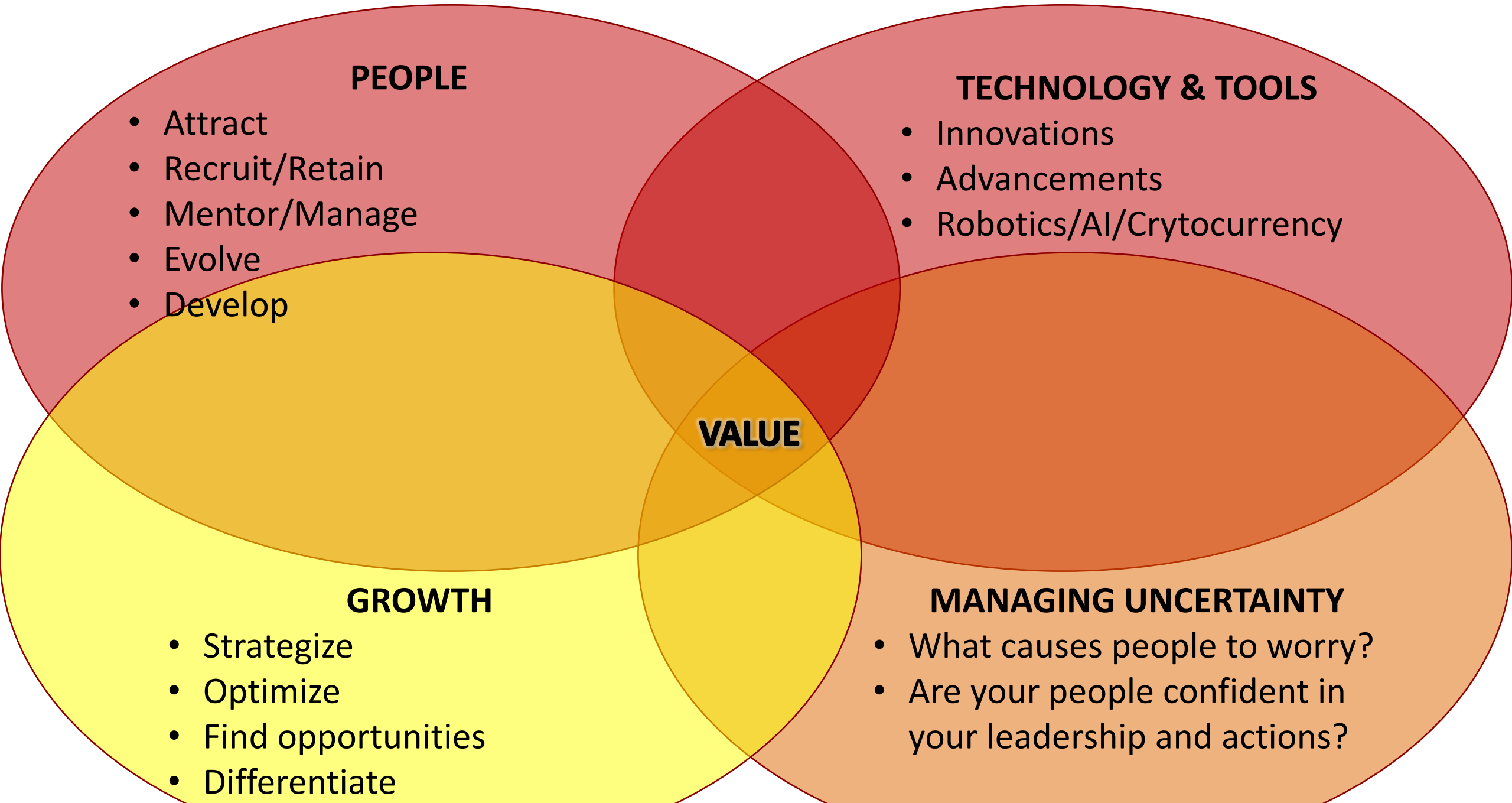
## Workplace

- Attract and retain
- Quiet quitting
- Great resignation
- Talent acquisition
- Employee engagement
- Morale
- Collegiality/Teamwork
- Regulations
- Customers/Clients
- AI

## Domestic

- Crime
- Justice
- Education
- Supply chains
- Immigration
- Elections
- Social capital
- Healthcare
- Climate issues

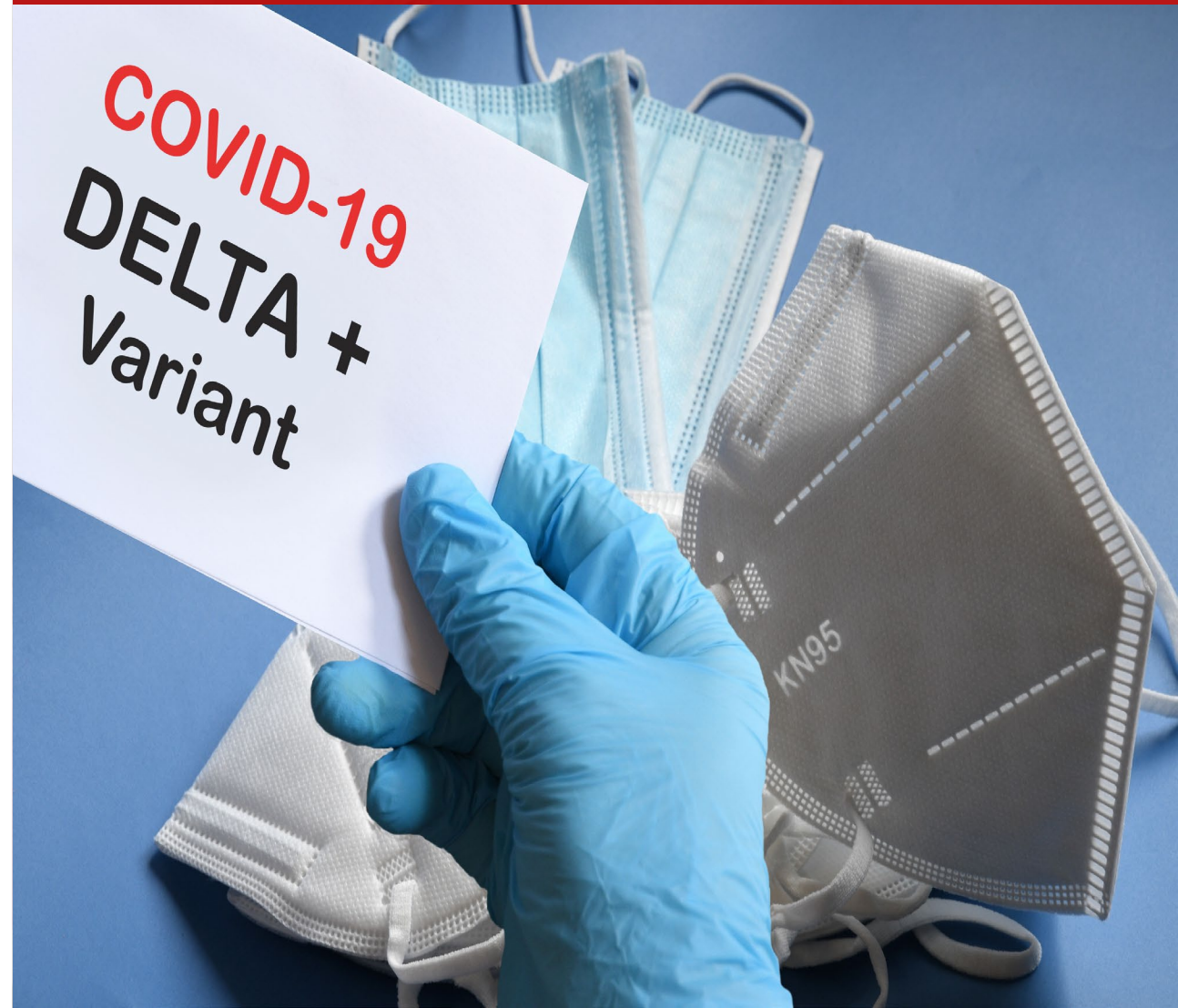
# CREATING VISION FOR 2025 AND BEYOND





# | COVID changed the world

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# 1. Rejection



**Oh no!**

**This isn't  
happening**

**This can't be  
happening**



# 2. Recognition

What we do in the short-run

1

I can save money on commuting

2

I can work in sweatpants

3

I have to/get to work from home

4

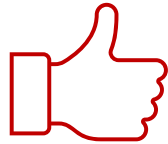
I'll have more time with family



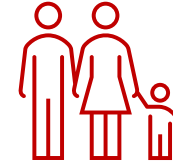
# 3. Realization



**I need to step up  
my leadership at  
work and at home**



**People need  
reassurances from  
me**



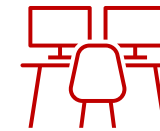
**My family needs  
more of my time**



**This will last  
for years**



**I need better  
technology**



**I need to reconfigure my  
home as a workspace**



# 4. Resolution

1

**We are in this together**

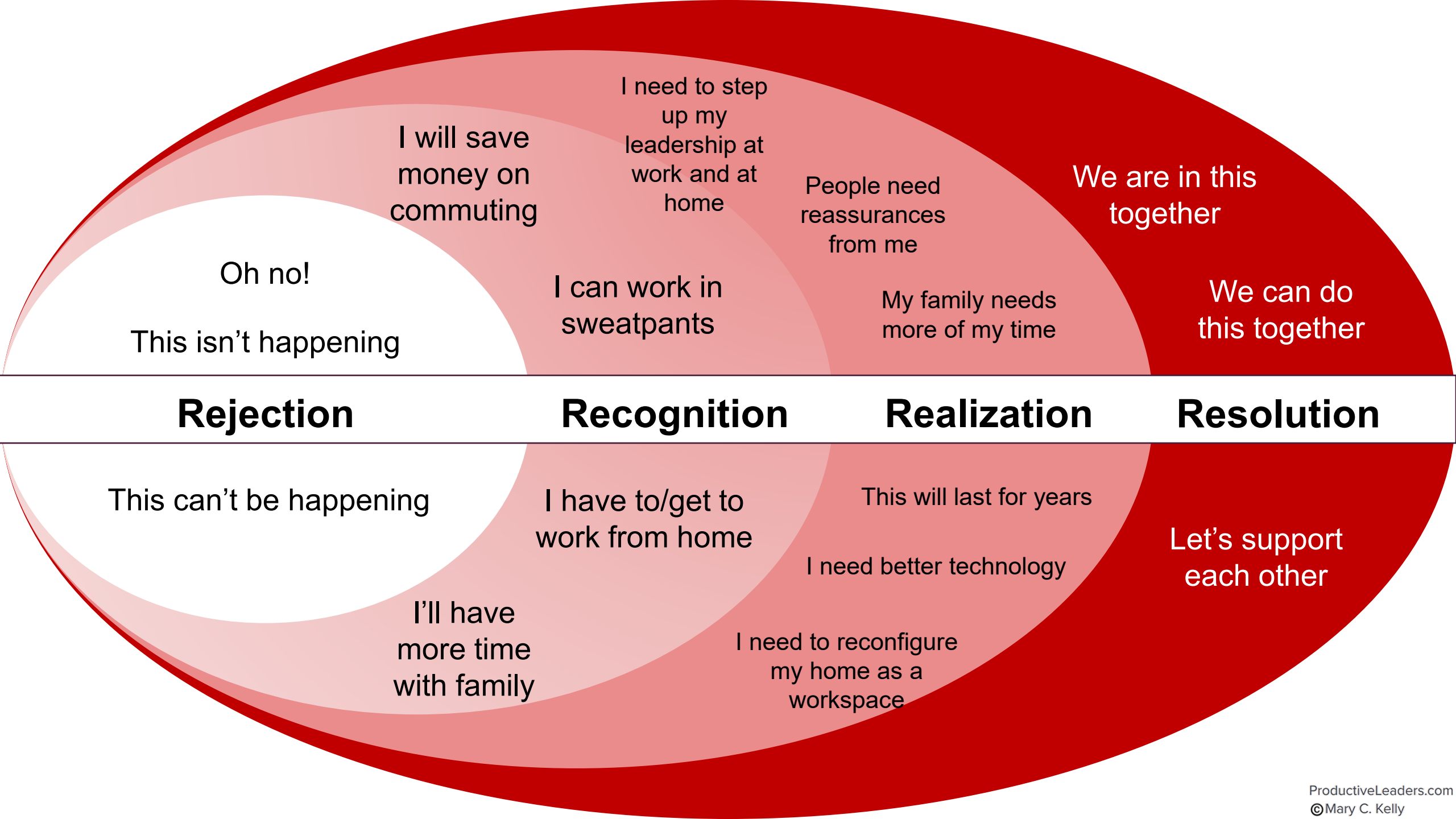
2

**We can do this together**

3

**Let's support each other**





## Rejection

## Recognition

## Realization

## Resolution



# How to Manage Stress, Increase Productivity, and Stay Positive

1. Do I own this issue?
2. Can I fix this problem?
3. Will my actions affect the outcome?
4. Can my influence be helpful?
5. Will I be happier if I get involved?
6. Will my involvement help others?

**Don't  
Focus  
Here**

## Things I Cannot Control

- Weather
- Politics
- Olympics
- Stock Market
- Celebrities

**If No**

**Focus Here**

## Things I Can Control

- My Health
- My Relationships
- My Family Involvement
- My Pets
- My Business

**If Yes**

# Reality



This is the new reality



What else will change?



What do we need to do to  
get ahead of the wave?

# Realignment



What can I do to support my people?

How can I work cooperatively with my competition?

Where can I improve my processes?

What do we need to do differently moving forward?

How will this change my leadership?

How will this change my organizational strategic planning?

How can I equip my team to manage change?

Where do we need to allocate resources?

What do we need to create and develop?

How can we respond fast to what our markets need?

How do we stay focused?

How can we position ourselves for the future?







PASSWORD

CRACKER

SPYWARE

CYBER

CODE

ENCRYPTION

TROJAN

SECURITY

IDENTITY

HACKER

THEFT

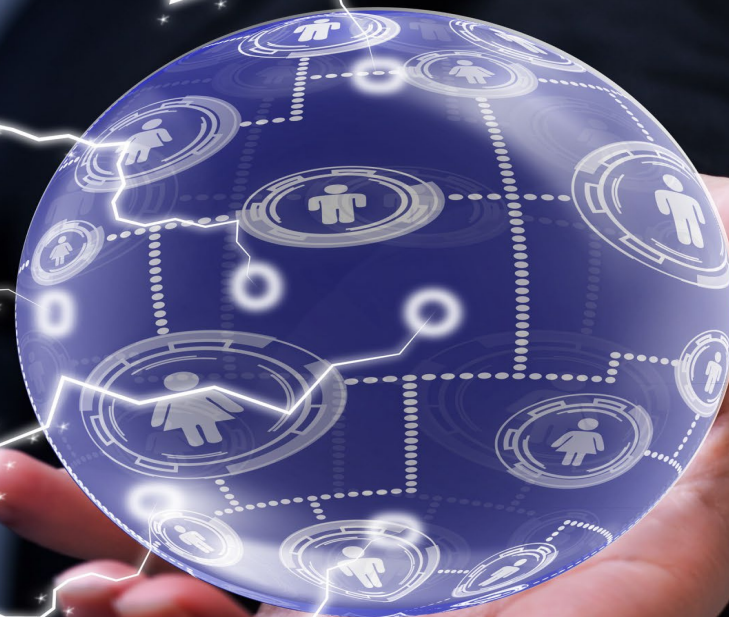
PHISHING

PRIVACY

VIRUS

INTRUSION

DETECTION



# 97%

of business owners  
believe ChatGPT will  
help them grow their  
business



Forbes 2024



# 43%

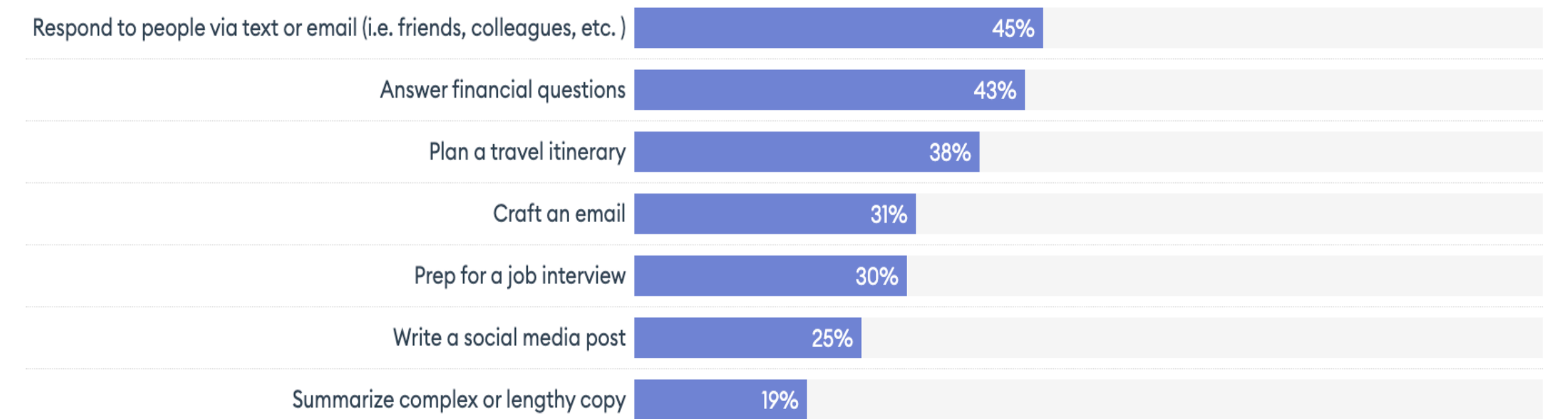
of businesses are  
concerned about  
technology dependence



# Most Popular AI Uses in 2024

The most popular AI uses include responding to messages, answering financial questions, planning travel itineraries and crafting social media posts as its versatility transforms everyday tasks.<sup>[7]</sup>

## Most Common Way Consumers Plan to Use Artificial Intelligence

















**YOU HAD**



**ONE JOB**





**True or False?**

**Everything seems like costs  
more money.**



# National Debt





A million seconds is about 12 days.

A billion seconds is half a lifetime (a bit under 32 years).

A trillion seconds is more than all of recorded history (a bit under 32,000 years).



# GDP



**The economy is okay (highly technical term here)**

$$\text{GDP} = C + I + G + (X - M)$$

**2024 = \$29 Trillion**

**We are strong on consumer spending, exports, and govt spending.**



# Taxes





# Fiscal Policy





# Monetary Policy



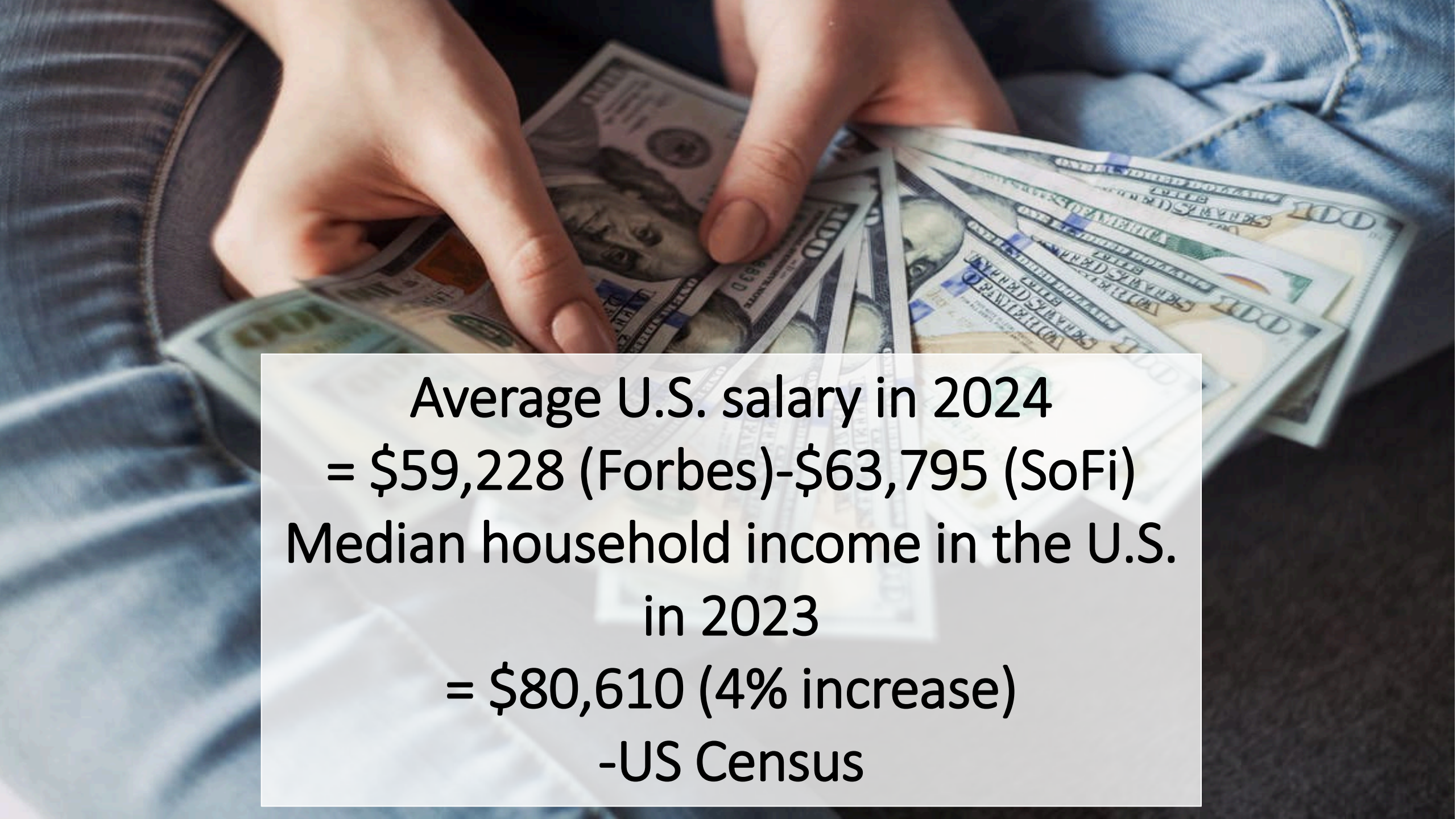
The background of the image is a collage of financial and business-related elements. In the top left, a portion of a calculator is visible, showing keys for '3', '6', '9', '1', and '+'. A silver pen with a black, perforated grip lies diagonally across the middle right. The background is filled with various line graphs and bar charts, some showing upward trends. In the bottom left, there are some numbers: '133', '18', '93', '720', '12,251', and '28'.

# Inflation





# Wages and Salaries

A close-up photograph of a person's hands, wearing blue jeans, holding and fanning out several US dollar bills. The bills are mostly \$100 bills, with some \$20 bills visible. The hands are positioned in the upper half of the frame, with the fingers spread to display the currency. The background is slightly blurred, focusing attention on the money.

Average U.S. salary in 2024  
= \$59,228 (Forbes)-\$63,795 (SoFi)  
Median household income in the U.S.  
in 2023  
= \$80,610 (4% increase)  
-US Census

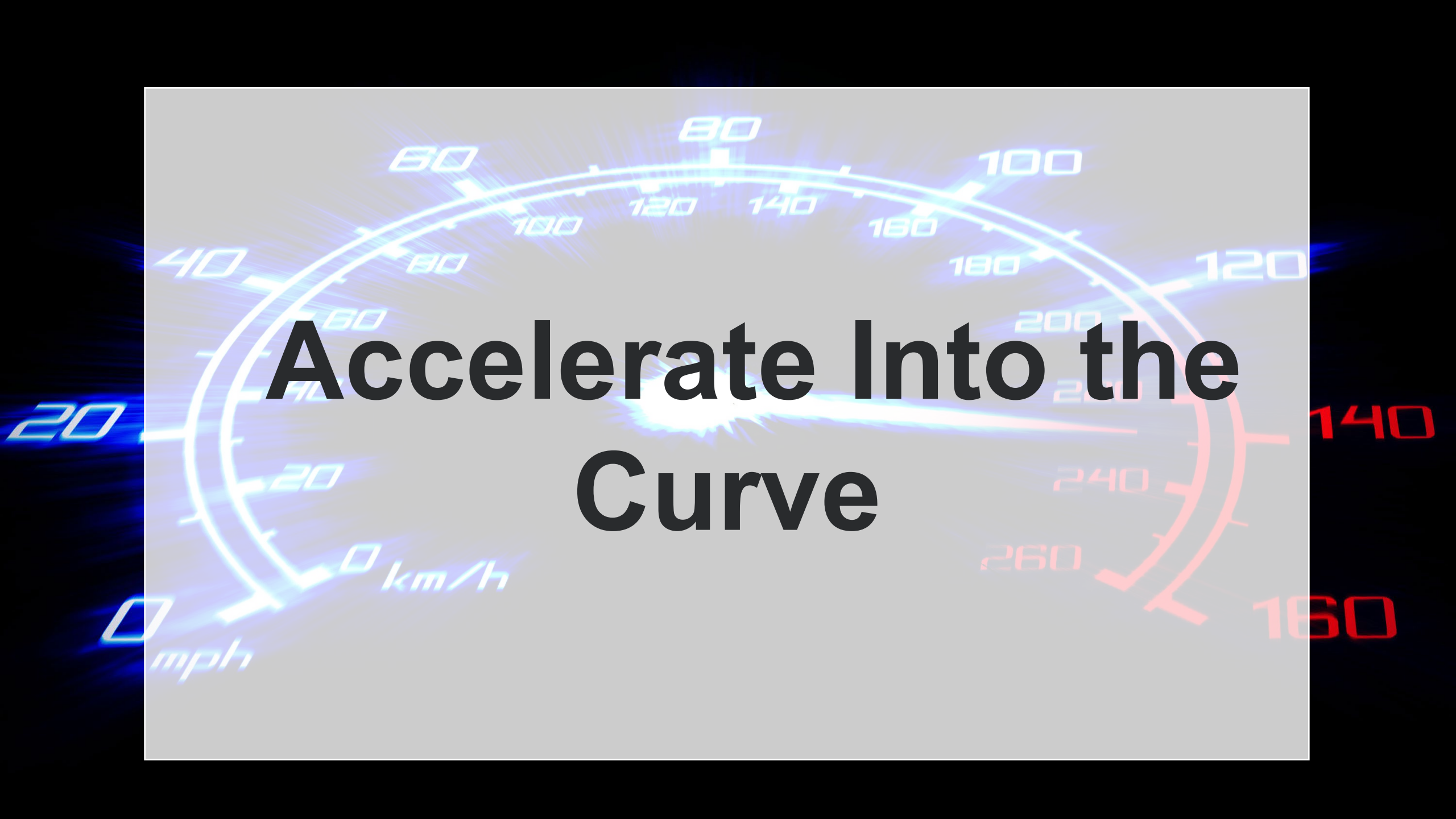




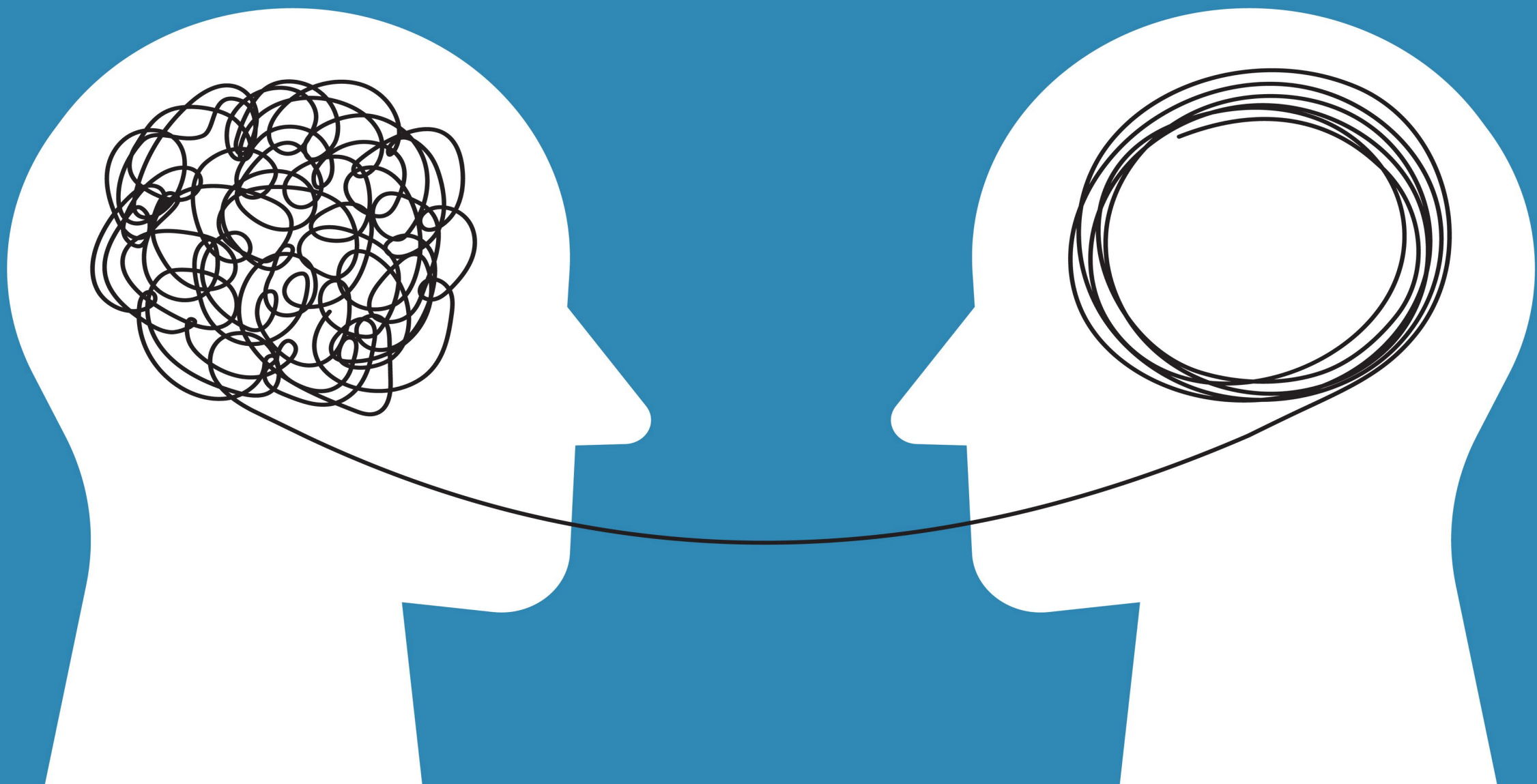






A speedometer with a needle pointing to 140 km/h. The speedometer has two scales: an outer scale in km/h ranging from 0 to 260 and an inner scale in mph ranging from 0 to 160. The needle is blue and points to 140 on the km/h scale. The background is a light gray with a blue and white motion blur effect. The text "Accelerate Into the Curve" is centered over the speedometer in a large, bold, black font.

# Accelerate Into the Curve







**Text the word dog to 66866**  
**[www.ProductiveLeaders.com/](http://www.ProductiveLeaders.com/2025-success)**  
**2025-success**





RETHINK  
REPOSITION  
CHANGE  
NEW PLAN  
SHIFT  
**PIVOT!**  
ALTERATION  
RESET  
MODIFY  
CHANGE COURSE



# P

**P = Purpose**





# THE TREASURE CHEST OF RESOURCES! (\$497!)

- Leader's Blind Spot Assessment
- 12-Month Business Success and Accountability Planner
- Who Comes Next Tools Workbook
- 2023 Succession Planning Trends White Paper
- 17 of Mary's 5-Minute Solutions
- Generate Ideas. Focus on Solutions. Be Productive. (book)
- Resiliency: 7 Skills to Bounce Back During Tough Times (book)
- Dealing With Uncertainty, Crisis, and Change (book)





COMPETITOR

Some strengths:

Driven

Confidence

Brave

Like a Bulldozer

MOTIVATOR

Some strengths:

Charismatic

Optimistic

Passionate

Impulsive

Caution

Watch for:

- Tasks over relationships
- Greedy
- Workaholic
- Power-hungry
- Win at any cost
- Impatient

- Arrogant
- Opinionated
- Obstinate
- Insensitive
- Abrasive
- Too risky
- Too outspoken
- Too forceful

Caution

Watch for:

- Talks over others
- Excitable
- Inattentive to details
- Unrealistic
- Wishful thinking
- Lack of follow through

- Glosses over tension
- Exaggerates
- Personal attacks toward others
- Not focused on details

CONTROLLER

ANALYZER

Some strengths:

Accurate

Inquisitive

Focused

Cynical

CONNECTOR

PEACEMAKER

Some strengths:

Reliable

Service oriented

Loyal

Conciliatory

Caution

Watch for:

- Analysis paralysis
- Overly critical
- Arrogant
- Defensive
- Passive-aggressive tactics
- Cynical

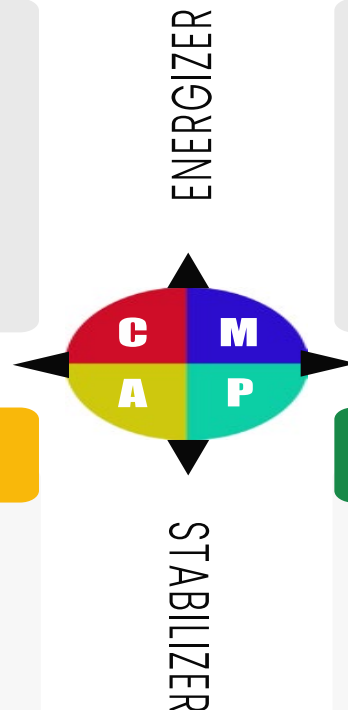
- Isolated (doesn't play well...)
- Unbending
- Slow to change decisions
- Stubborn
- Myopic

Caution

Watch for:

- Tendency to avoid change
- Tendency to avoid risk
- Withdraws under pressure
- Avoids tension
- Overwhelmed by deadlines
- False loyalties

- Internalizes frustrations
- Gives in to please others
- Easily swayed to help
- Taken advantage of
- Indecisive
- Sacrifices self
- Ignores problems



# The Leaders Blind Spots Assessment



**DISCOVER YOUR BLIND SPOTS!**

Get Immediate Results [blindspots.com](https://blindspots.com)

Authorized use of the Official Blind Spot Assessment

The Official Blind Spot Assessment

**GET STARTED**



## The Leaders Blind Spots Assessment

**SELECT ONE ANSWER**

**Choose the word pair that best describes  
you.**

Put yourself in a work environment. Don't overthink it.

Thinker – Inquisitive

Animated – Charming

Loyal – Sacrificing

Ambitious – Bottom Line



**I**

**I = Influence / Inspire**













# V

**V = Volatility**

















O

**O = Opportunities**





















10







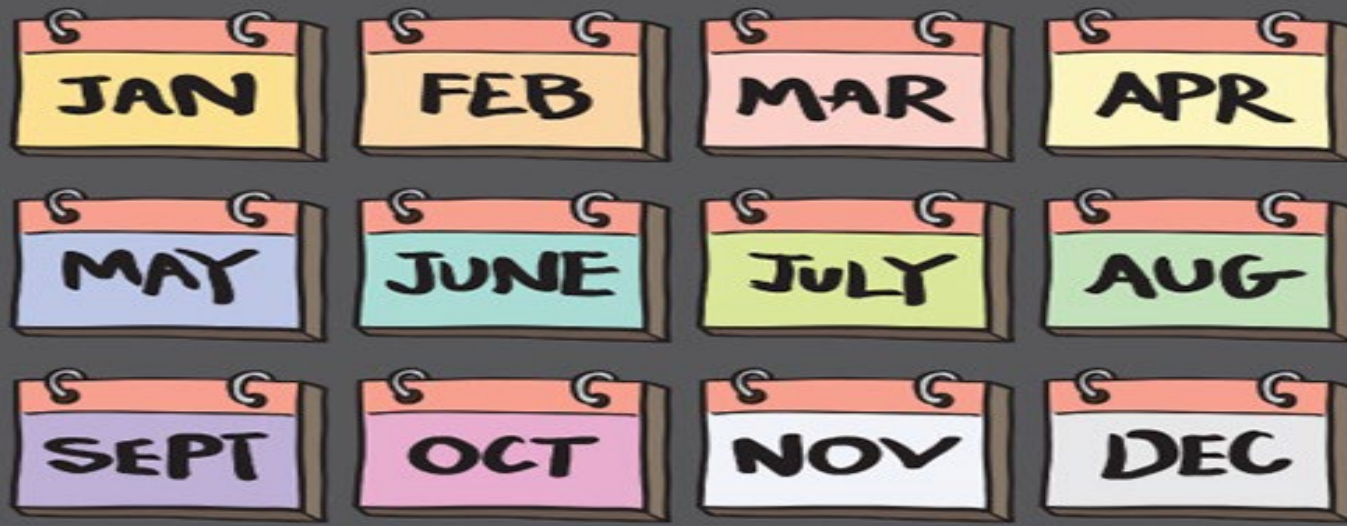




# T

**T = Tools/Training/Tech**





# **12 MONTHS OF ACTION**

**STRONGER STRATEGY**

**BETTER DECISIONS**

**FASTER RESULTS**

**MARY C. KELLY**

[www.ProductiveLeaders.com](http://www.ProductiveLeaders.com)

## JANUARY

### BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

This month I want to do more of these activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This month I want to do less of these activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This month I resolve to delegate/outsource:

\_\_\_\_\_

This month I am going to streamline this process:

\_\_\_\_\_

This month I am going to complete this project:

\_\_\_\_\_

This month I am going to resolve this situation:

\_\_\_\_\_

I will contact these 3 people for advice:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

I will reach out to these 3 potential decision-makers/clients:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

On a scale of 1 through 5, this month was a

5 ○      4 ○      3 ○      2 ○      1 ○  
Fabulous      Good      Okay      Meh      Terrible

What could have made this month better?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

I am grateful for:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This month I learned:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_



## JANUARY

### BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

This month I want to do more of these activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This month I want to do less of these activities:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

This month I resolve to delegate/outsource:

\_\_\_\_\_  
\_\_\_\_\_

This month I am going to streamline this process:

\_\_\_\_\_  
\_\_\_\_\_

This month I am going to complete this project:

\_\_\_\_\_  
\_\_\_\_\_

# JANUARY

## BUSINESS SUCCESS AND ACCOUNTABILITY

Goals for the month:

1. Lose 20 pounds
2. Clean the house
3. Drink more water
4. Make \$100,000 more!
5. Negotiate world peace



[illegible]



# 5-MINUTE DAILY PRODUCTIVITY PLAN

DATE: \_\_\_\_\_

Calls to Make	
Phone # or Person	Regarding

Appointments/Meetings	
Time	Person/Place

Appointments/Meetings	

Follow Up	

To Do	

Today's Accomplishments	











A man with a beard and a woman with dark hair are shown from the chest up, facing each other in conversation. The man is on the left, wearing a white shirt and a dark tie, gesturing with his right hand. The woman is on the right, wearing a red blazer, looking at him with an expressive face. A dark blue horizontal banner is superimposed over the middle of the image, containing white text. The background is a plain, light color.

If you are going to be good at  
ONE business and leadership trait,  
be good at COMMUNICATION



## Instructions for Use

Shake well before using. On a wet coat, lather your pet thoroughly with a few good palm-fuls of earthbath® Totally Natural Pet Shampoo.

Remember to eliminate all escape routes well in advance (a tip: once your pet is slippery wet he or she is suddenly smarter and faster than you are). Work lather from head to tail, paying special attention to irritated areas. Keep out of eyes. Leave on for at least 90 seconds to allow oatmeal and aloe vera to work their magic. May be diluted ten parts water to one part shampoo if desired.

FETCH!

OKAY BOB, BUT THIS IS  
THE LAST TIME...  
HONESTLY, IF THAT  
STICK IS SO IMPORTANT  
TO YOU, YOU'RE GOING TO  
HAVE TO LEARN TO TAKE  
BETTER CARE OF IT.





The background of the image shows the dark silhouettes of palm trees against a sky transitioning from a deep orange at the bottom to a pale blue at the top, suggesting a sunset or sunrise. The text is overlaid on this background.

*Kina'ole:*

“Do the right thing, at the right time, to  
the right person, with the right spirit,  
EVERY TIME.”

-George Kanahele

# Improve productivity and morale!



► **Mary C. Kelly**

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