

[00:00:00 - chat] Paula Lawrence: Paula Lawrence

[00:00:00 - chat] Barbara Corley: Greetings from Mount Sterling, Ohio!!!

[00:00:00 - chat] Millie: Hello from South Carolina

[00:00:00 - chat] Laura: Hi from Ohio!

[00:00:00 - chat] Laurie: Hello From Boynton Beach Florida

[00:00:00 - chat] Michelle Guth: Greetings from Wisconsin!

[00:00:00 - chat] Abby Vostad: Hello from SD!!

[00:00:00 - chat] Penny: Hello from the PacNW Home Depot Store Support Center in Tukwila, WA

[00:00:00 - chat] Karen: Hello Everyone! Greetings from Nashville, TN!

[00:00:00 - chat] Tammy McCormick: Hello from Montreal, Quebec Canada

[00:00:00 - chat] Patti: Greetings from Minneapolis

[00:00:00 - chat] Karen Zipp: Hello from Kentucky

[00:00:00 - chat] Karen: Karen from Atlanta

[00:00:00 - chat] Elizabeth Metesh: Hi from Grand Rapids Mi!!

[00:00:00 - chat] Claudia: Hello from Armonk, NY!

[00:00:00 - chat] Trini: Hello from Rolla, MO

[00:00:00 - chat] Elizabeth: Hello from Oak Ridge, TN

[00:00:00 - chat] Carrie: Hi from Asheville, NC!

[00:00:00 - chat] Renee O'Gorman: Hello from Minneapolis!

[00:00:00 - chat] Nicole: Hi from San Francisco!

[00:00:00 - chat] Robin: Hello from Kansas City, Missouri

[00:00:00 - chat] Mary-Lynne: Hey Ms. Peggy

[00:00:00 - chat] Toni: Toni Hello from Washington DC

[00:00:00 - chat] Laurie: Greetings from Phoenix, AZ

[00:00:00 - chat] Jolanda: hi from WA

[00:00:00 - chat] Judy: Good morning from Loveland, Colorado

[00:00:00 - chat] Casey: Howdy from Texas

[00:00:00 - chat] Shannon: Hello from NYC!

[00:00:00 - chat] Stacey: Hello from Princeton, NJ

[00:00:00 - chat] Gena: Hello from Bakersfield, CA

[00:00:00 - chat] Tanya: Tanya Hello from sunny Jamaica

[00:00:00 - chat] Dorothy: Hello form Jackson, MS

[00:00:00 - chat] patty: Hi from Nebraska!

[00:00:00 - chat] Lorraine Stallard: hello from Sheffield, UK

[00:00:00 - chat] LaVon Nickens: Hi..LaVon from Washington, DC

[00:00:00 - chat] Lola M.: Hello from Boise, ID!

[00:00:00 - chat] Travis: Hello from Atlanta

[00:00:00 - chat] Fallon: Hello from jackson Michigan!

[00:00:00 - chat] adele: hello from virginia

[00:00:00 - chat] Rhonda: Hello from Des Moines, IA

[00:00:00 - chat] Brittany Westrum: Hello from San Jose!

[00:00:00 - chat] Sheril: cambridge ma

[00:00:00 - chat] Debbie: Hi from Ohio

[00:00:00 - chat] Vivian Turner: Hello from Tucker, GA.

[00:00:01 - chat] Dani Ross: Hello from Washington State

[00:00:01 - chat] Angie: Hello from Scottsdale, AZ

[00:00:01 - chat] Celine: Hi from Houston

[00:00:01 - chat] Angela: Hi. Angela from Germany

[00:00:01 - chat] Myra Shepard: Aloha from Hawai'i

[00:00:01 - chat] MJ: Hello from Sunny Florida

[00:00:02 - chat] Clare: Hello from Gaithersburg, Maryland

[00:00:02 - chat] Laurie-Jean: Hello, from Ottawa, ON

[00:00:02 - chat] Nancy Eyles: Hello from Pittsburgh

[00:00:02 - chat] Bridget: Hi from Chicago

[00:00:02 - chat] Tammy Teer: Greetings from Tustin, California!

[00:00:03 - chat] Kathi: Hello from Wisconsin!

[00:00:03 - chat] Deborah: Hello from Debbie in Fredericksburg, VA

[00:00:03 - chat] Lori: Hello from Pennsylvania

[00:00:03 - chat] Eros Llamas: hello from Mex

[00:00:03 - chat] Donna: Hi from Boise, Idaho

[00:00:03 - chat] Jesse: Hello from Waterloo, Iowa

[00:00:03 - chat] Myra Carpenter: Hello from Louisville, Kentucky

[00:00:03 - chat] Elizabeth Ortiz: Hello from North Carolina :)

[00:00:04 - chat] Cheryl: Hello from Tampa, FL

[00:00:04 - chat] Brenda: Howdy from Dallas!

[00:00:04 - chat] Kim: Hello from Ann Arbor., Michigan

[00:00:04 - chat] Samantha : Hello from Washington

[00:00:04 - chat] Candice: Hello, Peoria, IL

[00:00:04 - chat] Joanne : Hello from Somers, NY

[00:00:04 - chat] Cherylann Romano: Greetings Cherylann From Danville, PA

[00:00:05 - chat] Annavene: Hi from Kansas City!

[00:00:05 - chat] Kymberly: Hi from Portland, Oregon!

[00:00:06 - chat] LuAnn: Hello from Utah!

[00:00:07 - chat] Emma: Hello from Tampa Florida

[00:00:07 - chat] Darla: Greetings from Siloam Springs AR!!

[00:00:08 - chat] Hannelie: .Hello from New Zealand

[00:00:08 - chat] Sherry: nicholasville, KY

[00:00:09 - chat] Renee': Hello from Virginia

[00:00:09 - chat] Jacqueline Swirzinski: Hello from Omaha NE

[00:00:09 - chat] Paulene: Paulene

[00:00:09 - chat] cathy: Hello from Fort Wayne, Cathy

[00:00:10 - chat] Marilyn: Hello from Tulsa, Oklahoma

[00:00:10 - chat] Bibi Karim: Hello to ALL from New York!!!

[00:00:11 - chat] JoAnne: Hello from California!

[00:00:11 - chat] Kara Johnson: Hello from Washington, DC

[00:00:11 - chat] Kathie: Hello from East Pittsburgh, PA

[00:00:11 - chat] Dianne: Hi, From At;anta

[00:00:11 - chat] Yolanda: Hello from Jackson, Michigan

[00:00:11 - chat] marietza: Hello Marietza from va

[00:00:12 - chat] Hope Pence: Hello from Louisville, Kentucky

[00:00:12 - chat] Marlene: HALLO from Germany

[00:00:12 - chat] Lori: Greetings from Michigan!

[00:00:12 - chat] Christina Bowers: Greetings from Tampa, Florida!

[00:00:12 - chat] June: Hello from Pacific Northwest

[00:00:13 - chat] Jade: Hi, from Toronto, Canada!

[00:00:13 - chat] Jackie: Hi from Gallipolis OH

[00:00:13 - chat] Rachel: Hello from Gaithersburg, MD

[00:00:13 - chat] Mary Henderson: Hello from Columbus Ohio

[00:00:13 - chat] trish: Hi from San Francisco, CA

[00:00:13 - chat] Sheila: Good morning from Oregon

[00:00:13 - chat] Cindy: Hello from Orlando

[00:00:14 - chat] Elaine: Hello from Georgia

[00:00:14 - chat] Cassandra: Hello from Florida

[00:00:14 - chat] Sharon: Hello from Toledo Ohio

[00:00:14 - chat] Chris: Greetings from Anchorage, Alaska

[00:00:15 - chat] Melissa: Hello from Carrollton Ga.

[00:00:15 - chat] Genevieve: Hello from San Jose,CA

[00:00:15 - chat] Dawn: hello from Anchorage , Alaska

[00:00:16 - chat] Mary: Hello From Ann Arbor, MI

[00:00:17 - chat] Angie Lopez: Hello from Chicago

[00:00:17 - chat] Diane: Hello from Phoenix, AZ

[00:00:17 - chat] Sandra: Ji from Lynchburg VA

[00:00:18 - chat] tracy: Hello from Somers NY

[00:00:18 - chat] Shannon: Hello from Cincinnati, OH

[00:00:18 - chat] Lori Cotton: Hello from Columbia, SC

[00:00:18 - chat] Gege: Hello from Lebanon New Hampshire

[00:00:19 - chat] Ashley Hunt: hello from NC

[00:00:19 - chat] Cheryl: Hello from Harrisonburg, VA

[00:00:19 - chat] Darlene: Hello from Atlanta

[00:00:20 - chat] Laura: Hello from Niles, IL

[00:00:20 - chat] Karen: Hello from Silicon Valley!

[00:00:20 - chat] Gerrie: Hello from Vancouver, WA

[00:00:20 - chat] Tammy: Hello from Cincinnati Ohio

[00:00:21 - chat] Joy: Greetings from Harrisburg, PA

[00:00:21 - chat] Michelle: Hello form Calgary

[00:00:21 - chat] Debbie: Greetings from Memphis!

[00:00:22 - chat] Diana: Hi from Poughkeepsie, NY

[00:00:22 - chat] Aileen: hello from newark, ca!

[00:00:22 - chat] Flayveila: Hello from Chicago IL

[00:00:22 - chat] Jennifer: Hello from Utah

[00:00:22 - chat] Susan: Susan, from Salt Lake City, UTAH

[00:00:23 - chat] Susan Harvey: Hello everyone from Farmington, NM

[00:00:23 - chat] Lori: Howdy from Seattle

[00:00:23 - chat] Janet Ross: Hi from Ann Arbor, MI

[00:00:23 - chat] Nicole: Hi from Boston MA..Nicole

[00:00:23 - chat] Susan: Hallo from Sandton, South Africa

[00:00:24 - chat] Karon: hello for Apex NC

[00:00:25 - chat] Corinne: Hi, from Regina, Saskatchewan, Canada

[00:00:25 - chat] heidi schumacher: Hello from San Jose..Heidi

[00:00:26 - chat] Sheri Collett: Hi from Sheri in Louisville, KY

[00:00:26 - chat] Jessica Sellers: Hello from Omaha, Ne!

[00:00:27 - chat] Sharon: Hello everyone!

[00:00:28 - chat] robert Lopez: Hello Robert Lopez New York Office

[00:00:28 - chat] Debbie: Greetings from the Hudson Valley in New York!

[00:00:28 - chat] Avena Guppy: Hello from Vancouver, BC, Canada

[00:00:29 - chat] Wanda: Hi from Augusta, GA, Wanda Adams

[00:00:29 - chat] Theresa: Hello from Midland Michigan

[00:00:30 - chat] amy tucci: Hello from Dover, Delaware!

[00:00:30 - chat] Pat: Hello from Kansas City

[00:00:30 - chat] Heather: Hello from Denver, CO

[00:00:31 - chat] Maria: Hello from Dallas,Texas!

[00:00:31 - chat] Ada Cillis: hi from Phoenix, az!

[00:00:31 - chat] Debbie: Hello from Morton IL!

[00:00:32 - chat] Kathy: Hi from Green Bay, WI

[00:00:32 - chat] Ronnie: Hello from Somers NY

[00:00:32 - chat] Gayle: Hi from Nashville

[00:00:32 - chat] Tamara: Hello from Sioux Falls SD

[00:00:33 - chat] Jacqueline Myles: Hello - from Atlanta, GA

[00:00:33 - chat] nell: Nell, Richmond VA

[00:00:34 - chat] Yvette: Hello from Rockville, MD

[00:00:35 - chat] LeKeisha: Hello from Augusta, GA

[00:00:35 - chat] Kris: Hello from Nebraska

[00:00:35 - chat] Susan Boniella: Hello from Las Vegas

[00:00:37 - chat] christy: Hello from Bentonville AR

[00:00:37 - chat] Katie Lepley : Hello from Akron, Ohio!

[00:00:38 - chat] Jennifer: Hello from Columbus, OHIO

[00:00:38 - chat] Cynthia: Hello from Lancaster PA

[00:00:38 - chat] kim: Hi from Las Vegas

[00:00:38 - chat] Pam: anybody have the handout?

[00:00:38 - chat] Deb: Good afternoon from PA

[00:00:39 - chat] Vinnie: Hello from Chicago, IL

[00:00:39 - chat] Kimberly Murray: Back from Plano, Texas

[00:00:39 - chat] Amanda: Hello from Bormingham

[00:00:41 - chat] Lois: Hi from beautiful Raleigh NC!

[00:00:41 - chat] KATHYA: Hello from Costa Rica

[00:00:42 - chat] Flor Valerdi: What's up from NY

[00:00:42 - chat] Kimberly Wright: Hello from Richmond VA

[00:00:43 - chat] Patty Carroll: Hello from Las Vegas

[00:00:43 - chat] Maria: Hello from Omaha NE

[00:00:44 - chat] Tara Browne: Springfield, MA

[00:00:45 - chat] Debbie: Hello from Phoenix, AZ!

[00:00:46 - chat] Pam: Hello from Danville, PA

[00:00:46 - chat] Shaneequah: Hello from Columbia, SC

[00:00:46 - chat] Carol: Hello from Silicon Valley

[00:00:46 - chat] Victoria Monedero : Hello

[00:00:46 - chat] Sarah: Hello, from Raleigh, NC

[00:00:47 - chat] Georgann Wenisch CAP-OM: Greetings from Minneapolis!

[00:00:47 - chat] Sigrid: Hi from Vancouver, British Columbia, Canada.

[00:00:48 - chat] Leslie: Howdy from Beaumont, TX

[00:00:49 - chat] andrea: Hello Andrea from Peoria, IL

[00:00:49 - chat] Angela : Joining in from Calgary Alberta Canada

[00:00:50 - chat] Sherlonda : Hi from Houston Texas

[00:00:51 - chat] Alexandra: Hello from Greenville NC

[00:00:51 - chat] Lisa: Hello from Sunny and hot St. Petersburg, FL

[00:00:51 - chat] Leticia Roque: Hello from Orlando, FL

[00:00:54 - chat] Franci : Hello from Lenexa, KS

[00:00:55 - chat] Del: Hello from Minnesota!

[00:00:56 - chat] Edith: Edith - Hello

[00:00:56 - chat] Glenda: Hi from Birmingham, AL

[00:00:57 - chat] Jessica: Hello from Spartanburg, SC

[00:00:59 - chat] Bibi Karim: Welcome Peggy!!!

[00:00:59 - chat] Marlana: Hello Everyone!! This is Marlana from Poughkeepsie New York

[00:01:01 - chat] Cheryl: Cheryl from Chattanooga, TN

[00:01:04 - chat] Mercy: Hello from Green Bay!

[00:01:04 - chat] Kathy: Hello from Suwanee

[00:01:05 - chat] Megan Naso: Hi from Boston, MA

[00:01:05 - chat] Pam: Danville, PA

[00:01:05 - chat] Lori: Hi from Massachusetts

[00:01:07 - chat] Tracy: Hello from Washington State :-)

[00:01:08 - chat] ANGEL: hello from Baltimore

[00:01:08 - chat] Julie: Helo from Calgary Canada

[00:01:08 - chat] Katherine: Hello from Toronto, Canada

[00:01:09 - chat] Julie: Hello from Janesville, WI

[00:01:09 - chat] Lynda: Hi from Boulder, CO

[00:01:09 - chat] Tuks: Hello from The Netherlands

[00:01:09 - chat] Crystal: Hello from Alaska

[00:01:09 - chat] Kristie: Hello from Idaho Falls, ID

[00:01:09 - chat] Rachael: hello from Salem Oregon

[00:01:09 - chat] Kim Brown: Hello from Nebraska

[00:01:10 - chat] Ceola : Hi from Kansas City,MO

[00:01:10 - chat] Cherie: from Virginia

[00:01:10 - chat] Donna: Hello from New York

[00:01:11 - chat] Nina Smith: Hello from London, England

[00:01:11 - chat] ginny: Michigan - Go BLUE

[00:01:12 - chat] Sharon: Hello from Jasper Indiana

[00:01:12 - chat] Kevi Jones: there is a echo going on

[00:01:12 - chat] Colleen Delcamp: Colleen from Philadelphia, PA

[00:01:12 - chat] Sandy: Hi from CA

[00:01:13 - chat] France: Hello from Québec in Canada

[00:01:14 - chat] Janet: Hello from Tucson, AZ

[00:01:15 - chat] Angela: CA

[00:01:15 - chat] Debbie Barker: Hello from Jacksonville Florida

[00:01:15 - chat] Karen: Hello from Saskatoon, Canada

[00:01:15 - chat] Leslie Lynch: Boston!

[00:01:16 - chat] Elizabeth Birch: Hello from Ilkley, West Yorkshire, England

[00:01:16 - chat] Michele: Hi from Redwood Shores, CA

[00:01:16 - chat] Diane: Hi from Vancouver, BC!

[00:01:16 - chat] Angela: Hello from Michigan

[00:01:17 - chat] BJ Parrish: Hello from Washington, DC!

[00:01:17 - chat] Denise: Happy Thursday from Midland, MI!

[00:01:17 - chat] Dee: Hello from Idaho Falls

[00:01:18 - chat] Elaine Hitchens: Hello from Newport News, VA

[00:01:18 - chat] Shawn: Athens, Georgia

[00:01:19 - chat] Alyne Vallo: Hi From Acoma, NM

[00:01:19 - chat] Zhaneta: Hello from Toronto

[00:01:19 - chat] gabrielle: new york city

[00:01:20 - chat] Lisa Black: Champaign, IL

[00:01:20 - chat] Rosie: from San Francisco

[00:01:21 - chat] Toni: Washington DC

[00:01:21 - chat] Denise Ivery: Denise Ivery - Washington, DC

[00:01:22 - chat] Valerie: Hello from DC!

[00:01:22 - chat] Valerie Davis: Hi from Norfolk, VA

[00:01:23 - chat] Kelly: Greetings from Wisconsin!

[00:01:24 - chat] Kevi Jones: Los Angeles,CA

[00:01:24 - chat] Estelle Lyons: Hi from Nashville !

[00:01:24 - chat] Laura: Hi from Cincinnati

[00:01:25 - chat] Dawn Hall: Hi from Harrisburg, PA

[00:01:26 - chat] Chanese Evans: Hello from Arizona

[00:01:26 - chat] Detrice: Dee-Dee Atlanta

[00:01:26 - chat] Eva: Hello from Boston

[00:01:29 - chat] Linda Ferguson: Linda from Glendale, CA

[00:01:30 - chat] Doronda Byrd: Greetings from Louisville, KY

[00:01:30 - chat] Andrea: Hello from Aurora, CO

[00:01:30 - chat] Tammy: Tammy Hello from Arlington, Texas

[00:01:30 - chat] Amy: Maryland

[00:01:33 - chat] Sally Meier: Bismarck, ND

[00:01:35 - chat] Kathy: Hello from Collegeville, PA

[00:01:35 - chat] Bea: Virginia Beach, VA

[00:01:36 - chat] Katrina Barry: Hi from the British Virgin Islands

[00:01:38 - chat] Zekia: Hi From Augusta, GA

[00:01:38 - chat] alicia : Alicia - Hello from Saint John, NB Canada

[00:01:43 - chat] Lisa: Hello from southern oregon!!!

[00:01:45 - chat] Gretchen: Good morning from Spokane, WA!

[00:01:45 - chat] Ashley: Hello from Holland, MI

[00:01:48 - chat] Mary Corda: Greetings from IBM in Somers, NY

[00:01:49 - chat] Lisa: cLEVELAND, oh gO cAVS

[00:01:52 - chat] Carla: Hello from Wichita, KS

[00:01:54 - chat] Pam: is there a handout?

[00:01:59 - chat] Webinar Administator: There is no handout for this webinar.

[00:02:00 - chat] Linda: Hello from Washington, DC

[00:02:00 - chat] angel: Hello from Arizona

[00:02:01 - chat] Frances Sky: frances from Vancouver BC Canada

[00:02:02 - chat] Ashley: hi from San Antonio TEXAS

[00:02:03 - chat] Roxanne: Hi from Roxanne

[00:02:03 - chat] Astrid: Hello from Frankfurt, Germany

[00:02:04 - chat] Tricia: Hello from SLC, UT

[00:02:04 - chat] Peggy: Hi from Los Angeles area

[00:02:04 - chat] Doreen: Doreen ~ Hello from New York City

[00:02:05 - chat] Oxsana Naumkin: Hello from Albany, NY

[00:02:05 - chat] Pam: Is there a handout???

[00:02:05 - chat] Mary Jane: Mary from Virginia

[00:02:06 - chat] carol: Good Afternoon!

[00:02:08 - chat] Angela: Hi from Cleveland, OH! GO CAVS!!!

[00:02:08 - chat] Glenda: Hello from New York City

[00:02:09 - chat] Webinar Administator: There is no handout for this webinar.

[00:02:10 - chat] Barbara A. Smith: Barbara - Hello from Columbus, OH

[00:02:13 - chat] Karen: Hi from Saginaw, MI

[00:02:16 - chat] Kenisha: Hello, Kenisha from Greenville, North Carolina

[00:02:17 - chat] Brenda Becker: Hello from Carbondale, PA

[00:02:17 - chat] Donna Durdle: Hi from Toronto

[00:02:17 - chat] Tonya: Hello from Columbus, Ohio!

[00:02:18 - chat] Lori : Hello from sunny Green Bay WI

[00:02:19 - chat] Robin: Robin Hello from Michigan

[00:02:21 - chat] Linda: Hello

[00:02:23 - chat] Sabina Pryor: Hello from Chicagoland

[00:02:23 - chat] Melissa Holder: Melissa from Topeka, KS here!!

[00:02:26 - question] Pam: Is there a handout???

[00:02:28 - chat] Kay: Hello form Hanford

[00:02:29 - chat] Jean: Bean from Virginia Beach, VA

[00:02:30 - chat] Marlene: HalloEveryone!

[00:02:32 - chat] Webinar Administator: There is no handout for this webinar.

[00:02:32 - chat] Nancy Nordberg: Hello from Maxim Integrated in San Jose, CA!

[00:02:32 - chat] Genova: Genova, Hello everyone

[00:02:34 - chat] Stephanie: Stephanie - Hello from Calgary AB

[00:02:38 - chat] Veronica: Hi from Raleigh, NC

[00:02:42 - chat] Melissa: Hello from rainy Dallas, TX!

[00:02:43 - chat] Joyce : Hello from Boulder Colorado

[00:02:45 - chat] Dorte Kargut: hello from Dorte in Vancouver

[00:02:47 - chat] Yaya: Greetings from Chicago!

[00:02:48 - chat] Becke: Hello from Salt Lake City

[00:03:00 - chat] Barbara: Hi! from VA.

[00:03:07 - chat] Cathy: Hello from Calgary Canada

[00:03:08 - chat] Sunday: Im here, from Omaha, Ne

[00:03:12 - chat] Jill: Hello from SC

[00:03:13 - chat] Darla: I love the certificates!

[00:03:13 - chat] Tammy Boddie: Tammy from Chattanooga

[00:03:14 - chat] Sheri: I can't hear anything. I was able to hear before the chat but not now

[00:03:15 - chat] Teresa: Hello from Richland, WA

[00:03:15 - chat] Sue: audio is coming in and out . is anyone else having that issue?

[00:03:19 - chat] Dianne Cordaro: Hi from Le Bonheur Children's Hospital in Memphis, Tennessee

[00:03:19 - chat] Tiffany: Hi from Boise ID

[00:03:22 - chat] Roberta Wheeler: hello everyone from Collegedale, TN

[00:03:34 - chat] Cecilia : Greetings from Southern California

[00:03:35 - chat] Shauna: Hello from Las Vegas, NV

[00:03:36 - chat] Courtney Edmondson: No sound issues

[00:03:39 - question] Tricia: Is anyone speaking? My screen is just gray and there is not sound

[00:03:43 - chat] Barb: Hello from Armonk, NY!

[00:03:43 - chat] Pat: Good afternoon from Raleigh, NC

[00:03:43 - chat] Sarah: Hello from Edinburgh in Scotland.

[00:03:46 - chat] LeKeisha: I don't have any audio.

[00:03:53 - chat] Bridget: My sound and video is okay...

[00:03:54 - chat] Trish: Hello from Be The Match in Minneapolis!

[00:04:00 - chat] Susan: Audio is in and out. Anyone else having trouble?

[00:04:02 - chat] Morenike: Morenike from Nigeria

[00:04:02 - chat] Liana: Hello from Freeport, Maine

[00:04:03 - chat] Debbie: Hello from Kentucky

[00:04:05 - chat] Preanka Desai: Greetings from Houston, Texas! :)

[00:04:06 - chat] Kathy: I do not have any audio. Is anyone speaking?

[00:04:10 - chat] Webinar Administator: Hit the reconnect button at the bottom.

[00:04:11 - chat] Bibi Karim: Hi Joan!!! You're looking great as usual.

[00:04:11 - chat] Darla: Hello from Kalamazoo, MI

[00:04:27 - chat] cathy: Yes, Jasmine is speaking!!

[00:04:42 - chat] nancy: Hello Jasmine and Joanne, from Valencia California

[00:04:44 - chat] Lise: Hello from Windsor Ontario Canada

[00:04:45 - chat] Donna Smith: Hello from Memphis

[00:04:45 - chat] Christine: Hello from Buckeye Nation!

[00:04:46 - chat] Blair Prewitt: Hello this is Blair from Minneapolis. I do not have any audio or video

[00:04:52 - chat] Sheri: Hello From Philadelphia

[00:04:55 - chat] Jasmine Freeman: Welcome! Glad to have you with us today everyone

[00:05:00 - chat] Webinar Administrator: • If you are having buffering issues, try refreshing your browser.

[00:05:05 - chat] Regina Antonio: Has the session started? I see only a blank screen.

[00:05:08 - chat] Janice Chizmar: Hello from Fort Lauderdale!

[00:05:10 - chat] Webinar Administrator: • If you are having issues, try hitting the reconnect button at the bottom of the page. Chrome and Firefox are recommended.

[00:05:15 - chat] wendy: Hello from Yakima

[00:05:15 - chat] Olga Urbanska: Hi from Chicago, Il

[00:05:17 - chat] Jasmine Freeman (to Regina Antonio): Yes, we are live.

[00:05:18 - chat] NJL729: Hello from Cincinnati, OH

[00:05:19 - chat] Zuleika: Zuleika City of Houston TX

[00:05:22 - chat] Webinar Administrator: • If you are having issues, try hitting the reconnect button at the bottom of the page. Chrome and Firefox are recommended.

[00:05:27 - chat] Elizabeth Rees Morgan: Greetings from Portland, OR.

[00:05:32 - chat] Leticia Roque: Hi Toni Buonfiglio

[00:05:35 - chat] Jasmine Freeman: If you are having issues, try hitting the reconnect button at the bottom of the page. Chrome and Firefox are recommended.

[00:05:46 - question] Antoinette: Were there any presentation charts?

[00:06:01 - chat] Cindy: LOVE Joan's necklace

[00:06:02 - chat] Kim: Hello Kim from Mansfield Ohio

[00:06:03 - chat] Jackie: Greetings from Aurora, Colorado! :)

[00:06:04 - chat] Patty Carroll: We can hear Peggy

[00:06:04 - chat] Ashley: thumbs up

[00:06:05 - chat] Ann: we can hear you!

[00:06:06 - chat] Donna Durdle: I can here

[00:06:06 - chat] Julie: Yes, I can hear Peggy fine.

[00:06:06 - chat] Jolanda: yes that works great

[00:06:06 - chat] Webinar Administator: No charts or handouts.

[00:06:08 - chat] Laurie: Yes, can hear the phone

[00:06:08 - chat] Dawn Hall: I can hear her.

[00:06:08 - chat] ANGEL: sounds good

[00:06:08 - chat] Lisa Black: I can hear

[00:06:09 - chat] Angela: Hi Peggy

[00:06:09 - chat] Lori: I can hear Peggy OK

[00:06:09 - chat] Sandy: We can her you too!

[00:06:10 - chat] Karen: I hear you

[00:06:10 - chat] Vinnie: We hear Peggy!!!

[00:06:11 - chat] Annavene: yes I can hear her perfectly!

[00:06:13 - chat] Louisa: Louisa

[00:06:14 - chat] Leslie: Yeah!

[00:06:15 - chat] Sunday: Loud and clear

[00:06:15 - chat] Kymberly: I can hear Peggy!

[00:06:15 - chat] Radhzell: we hear her ;)

[00:06:15 - chat] Morenike: i can hear peggy

[00:06:16 - chat] Kathy: I've hit the reconnect button several times. Still nothing.

[00:06:16 - chat] Darla: We can hear!

[00:06:17 - chat] Chanese Evans: yes I can hear her very clear... :)

[00:06:18 - chat] Jackie: I can hear Peggy fine

[00:06:19 - chat] Tara: Yes we can hear her

[00:06:20 - chat] Shauna: I can hear Peggy just fine :)

[00:06:21 - chat] amy tucci: Coming in loud and clear!

[00:06:22 - chat] Brenda Becker: Hello Peggy!

[00:06:22 - chat] Gilda Barillec: Hello from Gatineau, QC Canada

[00:06:23 - chat] Jasmine Freeman: Woohoo - that is great news. We can all hear Peggy.

[00:06:28 - chat] Morenike: clearly

[00:06:31 - chat] Nancy Holdefer: I can hear two speakers at one time

[00:06:32 - chat] Tricia: I connected through my mobile phone and I can see and hear just fine.

[00:06:38 - chat] Stephanie: No problems here - all good

[00:06:40 - chat] Bethel: Hi from Wichita

[00:06:44 - chat] Bibi Karim: Hi Peggy, good to e-meet you!!!

[00:06:49 - chat] Lisa: GO PEGGY!!!

[00:06:57 - chat] Dorothy: My sound is going out

[00:07:00 - chat] Sue: i think this should be rescheduled when tech difficulties are resolved...sound is awful...particularly from peggy

[00:07:04 - chat] Michelle: Hi. I can't see or hear anything

[00:07:18 - chat] Genova: I can hear anything

[00:07:20 - chat] Nikki: Anyone from Houston, TX

[00:07:22 - chat] Kimberly Murray: Way to have back up plan! Can hear Peggy well!

[00:07:24 - chat] Tameekah: Hello, from NJ

[00:07:24 - chat] Susan Neff: I can't see or hear anything either

[00:07:31 - chat] Kathy: Neither can I, I can't hear or see anything.

[00:07:32 - chat] Kim Brown: sounds good hear in Nebraska

[00:07:39 - chat] Johanna: I hear you loud and clear

[00:07:42 - chat] Genova: I can not hear anything

[00:07:54 - chat] Lisa Spadaro-Nau: Hello from Boca Raton, FL

[00:07:58 - chat] Webinar Administrator: • Sound is working. The issue is on your end. Check your settings or get IT to help. Thank you.

[00:08:06 - chat] Webinar Administrator: • If you are having issues, try hitting the reconnect button at the bottom of the page. Chrome and Firefox are recommended.

[00:08:06 - chat] Genova: I can't see or hear anything either

[00:08:08 - chat] Lisa: i cannot hear

[00:08:23 - chat] Jasmine Freeman (to Genova): You may have firewall blocking you from the feed.

[00:08:23 - chat] Lee Ann: Hello - Lee Ann here from Harrisonburg, VA

[00:08:23 - chat] Lisa: its ok,\

[00:08:26 - chat] Marilynne: Marilynne from MN. It's telling me my adobe flash player needs to be updated.

[00:08:30 - chat] Marlana: I'll have to catch up on the recording. I'm not getting a picture or sound :(

[00:08:31 - chat] GiGi Campbell: Unable able to see or hear. Will catch the replay link. Have a great afternoon!

[00:08:33 - chat] Jasmine Freeman: If you aren't able to see/hear the event you may have a firewall blocking you.

[00:08:42 - chat] Webinar Administrator: • If you are having issues with this platform, try watching on youtube: <https://youtu.be/Tz4C35GUkWs>

[00:08:46 - chat] Mary Anne: Hi from Bellevue, WA!

[00:08:53 - chat] Daphanie: Hello from Brea, CA

[00:08:54 - chat] Altonese Reese: Hello- Altonese from Oxon Hill, MD

[00:08:57 - chat] Yetunde: i have also hit the reconnect button severally cant hear any sound please

[00:09:00 - chat] Ellen Miller: Hitting RECONNECT button with no results. Screen is black and no audio.

[00:09:04 - chat] Maria : Hello from Costa Rica

[00:09:09 - chat] Webinar Administrator: • Sound is working. The issue is on your end. Check your settings or get IT to help. Thank you.

[00:09:11 - chat] Sigrid: My sound and video are working well. My only suggestion would be to connect using Google Chrome, if you have your choice of more than one browser. :)

[00:09:15 - chat] Veronica: video is a bit fuzzy as well.

[00:09:19 - chat] Jasmine Freeman: If you aren't able to see/hear the event you may have a firewall blocking you.

[00:09:37 - chat] Webinar Administrator: Video is fuzzy due to your bandwidth.

[00:09:58 - chat] Mary: Is there a handout for today's webinar?

[00:10:07 - chat] Webinar Administrator: No handout.

[00:10:24 - chat] Kathy: I'm using Google Chrome; however, I still can't hear or see anything. I must have a firewall blocking.

[00:10:24 - chat] Marybeth: marybeth from SC on

[00:10:34 - chat] Webinar Administrator: • If you are having issues with this platform, try watching on youtube: <https://youtu.be/Tz4C35GUkWs>

[00:10:44 - chat] Jasmine Freeman (to Kathy): Yes, they may block live video

[00:10:48 - chat] Ellen Miller: Im getting messages of "video unavailable with Restricted Mode enabled"

[00:10:49 - chat] Jackie: Kelly I am using Chrome and it is working here

[00:10:54 - chat] Jasmine Freeman (to Ellen Miller): If you aren't able to see/hear the event you may have a firewall blocking you.

[00:10:54 - chat] Lori: No sound - I've never had an issue with Joan's webinars before and nothing has changed

[00:11:17 - chat] Susan: I reconnected and sound is now much better, thank you!

[00:11:18 - chat] Jasmine Freeman (to Lori): did you try to clear cookies/cache on your browser?

[00:11:23 - chat] Chris: Hello from Cleveland, OH

[00:11:35 - chat] Jasmine Freeman (to Susan): Glad to hear that.

[00:11:40 - chat] LaKeisha: Hi, from Houston, TX. I can hear and see fine. I'm using Chrome. Initially it did not work, I copied & pasted link in a new tab and it started working.

[00:11:56 - chat] Genova: Well, will we be able to download it later from the website

[00:12:10 - chat] Winifred: Winifred

[00:12:18 - chat] Jasmine Freeman: If you haven't started with clearing browser cache/cookies, try that. It resolves the issues in most cases if the issue isn't a firewall.

[00:12:39 - chat] Faith : Hello From Nigeria

[00:12:41 - chat] Jasmine Freeman (to Genova): We will have a replay link (youtube format) available immediately after today's event.

[00:13:04 - chat] Denise: Coming into this a little late. Is Peggy supposed to be onscreen?

[00:13:06 - chat] Johanna: Hellow from Alaska!

[00:13:06 - chat] Balbina : hello from sunny Tampa

[00:13:10 - chat] Jasmine Freeman: We will have a replay link a YouTube format that you may view if you aren't able to catch the live video feed.

[00:13:17 - chat] Jasmine Freeman (to Balbina): Hello.

[00:13:28 - chat] Vanessa Davie: Joan, you look lovelier with each Webcast! Your look is very attractive today, shirt, jewelry, make-up, smile! :-)

[00:13:55 - chat] Jasmine Freeman (to Vanessa Davie): That is so sweet, Vanessa. I see your comment made Joan smile.

[00:14:28 - chat] Robin: Hello from Windsor, Connecticut

[00:14:36 - chat] Kristi: Hello from Pacifica, CA

[00:15:04 - chat] Stella Fry: Hello from San Jose, CA

[00:15:12 - chat] Denise: Unable to connect or see video

[00:15:16 - chat] Toni: Peggy is having technical difficulties and have to do a call instead

[00:15:23 - chat] Cindy: Cindy - Hi from West Hartford, CT

[00:15:32 - chat] Jasmine Freeman (to Denise): Please try clearing cache/cookies. If you aren't able to see/hear the event you may have a firewall blocking you.

[00:15:39 - chat] Besa: Hello from Macedonia

[00:15:50 - chat] Veronica: Thank you!

[00:15:53 - chat] Elizabeth: Hello from Liz in Las Vegas!

[00:15:57 - chat] Tracy: Good morning from Monterey, CA

[00:16:09 - chat] LaDonna Nelms: Hello from Columbus, OH

[00:16:10 - chat] Silvana: Zdravo Besa!

[00:16:11 - chat] Elizabeth: Just started a new job - this information is timely and a great refresher!

[00:16:14 - chat] Joanne: Joanne, Hello from New York,

[00:16:18 - chat] Susan Messner: Good afternoon from Boston

[00:16:24 - chat] Yetunde: hi, Yetunde from Nigeria, still cant hear any sound please

[00:16:35 - chat] Webinar Administrator: • Sound is working. The issue is on your end. Check your settings or get IT to help. Thank you.

[00:16:58 - chat] Marsha: Good morning from Walnut Creek CA

[00:17:06 - chat] Kimberly: Hello from San Jose, CA! and if you are still having issues with audio and video they shared this link earlier <https://youtu.be/Tz4C35GUkWs>

[00:17:09 - chat] Rosa: not working I cant hear a thing

[00:17:15 - chat] Rhonda: Afternoon from Prince George, Virginia

[00:17:21 - chat] Webinar Administrator: • If you are having issues with this platform, try watching on youtube: <https://youtu.be/Tz4C35GUkWs>

[00:17:23 - chat] Jasmine Freeman: You will see Joan on screen when Peggy is talking due to Peggy's not being able to connect this morning from her PC. She's on a phone line with Joan. We chose not to reschedule due everyone's busy spring schedules. We want to continue to bring you content, sometimes the format will vary but we hope that you still find great value in today's event. Thanks for your flexibility with today's situation.

[00:17:25 - chat] Dawn Hall: Denise, Peggy is not supposed to be on the screen, She is having computer issues.

[00:17:30 - chat] Rachael: Hello from Wilmington, Delaware!!!!

[00:17:39 - chat] Arnetta: Hello , Arnetta from Charlotte, NC

[00:17:53 - chat] Kandy: Hello from Titusville, FL - Space Coast

[00:18:08 - chat] Angela: Great point.

[00:18:30 - chat] Teresa McKenzie: Hello from beautiful Charlottesville Virginia

[00:18:35 - chat] Paula Sandritter: Better late than never! Hello from Disney World!

[00:18:41 - question] Kathi: How do I create an inner circle? My company is huge and spread out so I don't come into contact with other admins. I don't even know how I would set up meetings except through "cold" calls.

[00:18:45 - chat] Allison: Hello from North Carolina

[00:18:56 - chat] Carol: Hellow from North Dakota

[00:18:58 - chat] Jasmine Freeman (to Paula Sandritter): Welcome, Paula! Glad you are here.

[00:18:59 - chat] Webinar Administator: • Keep in mind that questions will be answered at the end of the webinar. Please save your questions for later. Thank You!

[00:19:16 - chat] susan: Hello from Minneapolis, MN

[00:19:20 - chat] Sandra: Just getting on...had some problems getting on. Glad to be on.

[00:19:21 - chat] Jennifer: hello from foggy San Francisco

[00:19:21 - chat] Jasmine Freeman (to Kathi): Thanks for your question.

[00:19:32 - chat] Cindy Lopez: Hello from Nashville!

[00:19:37 - chat] Jackie: I am in Washington and it sounds great - it has to be your settings on your streaming and sound -

[00:19:55 - chat] Candace: @Kathi I used my executive as a connection to the other admins. I would send an introductory email to other admins they knew of and respected, and that's how I would start the conversations. It proved to be wonderful and started some great friendships.

[00:19:58 - chat] Angela: Very true.

[00:20:02 - chat] Lisa: Hello from Omaha, NE

[00:20:11 - chat] Abasifreke: Hello from Abuja Nigeria

[00:20:13 - chat] Penny: Thanks for the you tube link! Helped a lot when the words weren't matching the screen. From Wichita

[00:20:17 - chat] Lisa: This is such an important thing to speak about, right on guys.

[00:20:21 - chat] Denice: Hello from Dayton, OH

[00:20:22 - chat] Candace: @Kathi - I should say, I also used to work at a VERY large company.

[00:20:24 - chat] Michele T.: hello from the Jersey Shore!

[00:20:35 - question] LISA: On Kathi's comment. We have the same format at my location. Most support is being provided virtually and connecting with leaders and other admins is not readily doable. Any suggestions other than conference calls which are frequently cancelled due to schedule changes.

[00:20:38 - chat] Daphne: So many distractions today... I will be watching the recording for sure! Your webinars are always so good!

[00:20:43 - chat] Kathy: Hello from sunny Florida. I am still unable to see or hear anything and my organization is not allowed to be on youtube. Will there be a downloadable version of this webinar for those that were having trouble?

[00:21:26 - question] Elizabeth Metesh: I am the only admin in a small-but-growing company. How do I meet other assistants or look for a mentor?

[00:21:33 - chat] Joanne: Hello from New York

[00:21:35 - chat] Webinar Administrator: • A replay link will be emailed after the webinar.

[00:21:36 - chat] Rhonda: Hello from VSCC in Gallatin, TN

[00:22:05 - chat] Webinar Administrator: • If you are having issues, try hitting the reconnect button at the bottom of the page. Chrome and Firefox are recommended.

[00:22:13 - chat] Lisa: Will there be a confirmation that we watched this webinar?

[00:22:24 - chat] Webinar Administrator: • If your company is blocking or restricting you from the webinar, try your smartphone or tablet to view the event as others have done.

[00:22:26 - question] Elizabeth: I too would love to hear advice for initiating a mentor/mentee relationship.

[00:22:46 - chat] Jasmine Freeman (to Lisa): Yes, it's pulled out through the webinar system we use that tells us who was on the live or replay and for how long.

[00:23:06 - chat] ANGEL: beautiful flowers Joan

[00:23:11 - chat] Yolanda: Yetunde - reconnect if you still can not hear the Webinar.

[00:23:20 - chat] Lisa: Okay great, and I am able to print that off?

[00:23:33 - question] Rhonda: Similar to Kathi's comment - How do I create an inner circle? I am a dept. of one in a small nonprofit organization. I am the only Exec Admin Assistant in the organization, I only report to one Exec but help many of the Leaders also.

[00:23:50 - chat] cathy: Right on, Joan!!! Some live for toxic gossip.

[00:23:57 - chat] Bibi Karim: This is very interesting!!!

[00:24:08 - question] Karen: Unfortunately in our profession, it is more often competitive than collaborative. How can we work past this to truly become supportive of one another?

[00:24:13 - chat] Jasmine Freeman (to Bibi Karim): Glad you are enjoying it, Bibi.

[00:24:23 - chat] Faith : if you are having issues with video or audio,just hit the reconnect button..

[00:24:25 - chat] Paula Sandritter: IT's never a bad thing to elevate and help your fellow admins; it builds a better and cohesive team!

[00:24:35 - chat] Tara Browne: A leader is someone who can teach another leader who can teach another leader: no fear of "will they become better than me"?

[00:24:49 - question] Kathi: Elizabeth, are you looking to be a mentor or a mentee? I also would like to find a mentor.

[00:24:54 - chat] Karen: One way to find your inner circle is to network and join professional organizations. That has worked for me.

[00:25:10 - chat] Shawn: Everybody you meet knows something you don't, learn from them.

[00:25:11 - chat] Nancy: If you are a solo EA in your company, reach out to your counterparts in other organizations.

[00:25:19 - chat] Nina Smith: In respect of building an inner circle or having a mentor/having a mentee, join a local PA Network, get to now PA's in other sectors and discuss issues that concern you - it helps, it really does (Nina from London, England)

[00:25:37 - chat] Patti: In my environment it would be competition

[00:25:38 - chat] Elizabeth: @ karen, I'd love to have someone to mentor me. I am mentoring someone new to the profession now and it's very rewarding for both of us.

[00:25:42 - chat] Mary: I agree with Karen. I have developed great friendships and upped my professionalism from associations.

[00:25:49 - chat] Bibi Karim: Helping someone to grow allows you room for growth also...

[00:26:19 - chat] Shawn: @Pattie:: Share something you know with them.

[00:26:22 - chat] Judy: Karen, that's so true about joining a professional organization. I've been a member of sdanational.org for many years. True growth potential: educational in the A/E/C industry, the networking, and the lifelong friends.

[00:26:25 - chat] ANGEL: We have a weekly huddle with our small team...to help and educate each other in our processes...as well as we have about 30 AA in our company that meet quarterly to talk about upcoming trainings, faq's and such.

[00:26:45 - chat] Nicole: Hi everyone.

[00:26:45 - chat] ANGEL: This webinar is a great

[00:27:28 - chat] Karen: Judy, yes, it is.

[00:27:32 - chat] Angela: When you share you get back so much. No need for each of us to reinvent the wheel over and over again.

[00:27:38 - chat] Becke: I think fears come from times when you've been compared to someone else.

[00:27:45 - chat] Jackie: That is a big fear in my company

[00:27:58 - chat] Paula Sandritter: I would think if your leaders see you assisting others, they feel that you're a leader.

[00:28:04 - chat] Candace: I have discovered that being a collaborative assistant and sharing great ideas does get noticed and appreciated by executives! It will ultimately make you stand above the rest and be viewed as an invaluable team member.

[00:28:07 - chat] Bibi Karim: I agree with you Becke

[00:28:08 - chat] Lisa: Why don't assistants share if the company is not reorganizing or downsizing?

[00:28:22 - chat] Marla: Kathi and Elizabeth I am also looking. Maybe we can form a group?

[00:28:25 - chat] Angela: Collaborative people are also the most engaged ones.

[00:28:32 - chat] Elizabeth: agree 100% - those who speak up and bring solutions are greatly valued by upper mgt!

[00:28:46 - chat] sheril: How do you express to the leadership team that you are indeed sharing, so often ppl. do not mention that.

[00:28:49 - chat] Jasmine Freeman: Question 1 1. Consider all the areas of your life and ask yourself, who is pulling you forward?

[00:28:54 - chat] Morenike: Yetunde try a restart

[00:29:06 - chat] Jasmine Freeman: 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively?

[00:29:14 - question] Kathi: Marla- that's a great idea. Jasmine, does Office Dynamics offer any mentor opportunities?

[00:29:26 - chat] Jasmine Freeman: 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life?

[00:29:40 - chat] Zuleika: Who is influencing you? Great rethorical

[00:29:47 - chat] Jasmine Freeman: 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:29:58 - chat] anita Steele: I gree Angela...more engaged and mindful of how you view the organization

[00:30:04 - chat] Tara Browne: I'm seeing talk about creating a group. Would anyone be interested in collaborating to develop an art journaling process around career development for admins? studiotaraerin@gmail.com

[00:30:05 - chat] marietza: This is a really good webinar will it be replayed

[00:30:10 - chat] Maria: This is so good. Please send notes

[00:30:16 - chat] Fallon: What was question 4?

[00:30:17 - chat] Angela: Interesting questions indeed.

[00:30:21 - chat] Wendy Stocking: can you repeat the questiosns

[00:30:24 - chat] ANGEL: Can you repeat the questions, please? I missed #2

[00:30:26 - chat] Jasmine Freeman: Recap of Peggy's Questions to use for your self reflection: 1.

Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:30:26 - chat] Celia : Thankd Jasmine

[00:30:29 - chat] Susan: Excellent questioms. Thought provoking...

[00:30:37 - chat] Elizabeth: My fear is that my company will decide that my team can do their own Admin work and they don't need the position at all. So in my slower periods, I ask for work from my fellow admins so that I'm adding value somewhere.

[00:30:41 - chat] Morenike: Jasmine, kindly do a print on those questions Peggy raised.

[00:30:45 - chat] Paula Sandritter: I'm going to share this webinar replay with my admin teams! This is a really great subject.

[00:30:52 - chat] Jasmine Freeman (to Morenike): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or

negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:30:59 - chat] Jean: Wweekly team meetings are absolutely necessary for team work. Collaboration and networking are fundamental to all other departments in your company, so why not your team?

[00:31:08 - chat] Marla: Sure Tara

[00:31:22 - chat] Rhonda: I LOVE that rule- talk to them if they make you feel better AFTER talking to them!

[00:31:24 - chat] Marla: mgarner@ywcanwo.org

[00:31:26 - chat] Jasmine Freeman (to ANGEL): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:31:30 - chat] Jasmine Freeman (to Wendy Stocking): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:31:36 - chat] Jasmine Freeman (to Wendy Stocking): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:31:43 - chat] Jasmine Freeman (to Fallon): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:32:04 - chat] Angela: Good point, Joan.

[00:32:10 - chat] Jasmine Freeman (to Maria): We recap all webinars with notes and support documents on our blog after the webinar within a few business days.

[00:32:13 - chat] Sunday: Thank you for recapping Jasmine

[00:32:16 - question] Roxanne: does my inner circle only includes fellow admin in the organization, or just my department

[00:32:46 - chat] Jasmine Freeman (to marietza): Yes, we allow all of our webinars to be replayed and accessed without an expiration date. We'll send the link later today.

[00:32:54 - chat] Karen: Whether we realize it, or accept it, someone is always watching us, and wanting to be like us. We are all essentially role models for someone.

[00:33:09 - question] Angie: Can those questions be repeated?

[00:33:10 - chat] Jasmine Freeman (to Roxanne): Addressing that one now.

[00:33:15 - chat] Jasmine Freeman (to Angie): 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negatively? 3. Who are you role modeling? a. Or are you just doing the same thing over and over and hoping for different results and a better life? 4. Are you modeling behaviors that attract meaningful connection? a. Would you want to connect with you?

[00:33:23 - chat] Robin: Role models can come from any profession. You can have multiple role models and mentors for all areas of your life.

[00:33:27 - chat] amber: Are you going to create a notes page jasemine freeman

[00:33:31 - chat] Webinar Administrator: Recap of Peggy's Questions to use for your self reflection: 1. Consider all the areas of your life and ask yourself, who is pulling you forward? 2. Who is influencing you? a. Are you mindful of their influence on your life? b. Are you closest friends & colleagues affecting you positively or negative

[00:33:35 - chat] Tara Browne: Marla: Thanks - got it.

[00:33:40 - chat] Tammy McCormick: In my Last experience, I was Human resources right hand I would collaborated all the time and end up doing all the presentations, fill in whenever she could not handle the stress of whatever task was given so I would back her up 100% and in the end I was the one let go excuse that I never gave 100

[00:34:39 - chat] Edith: I am getting a pause in transmitting is that on my end?

[00:34:41 - chat] Rachael: I'll lwatch the replay but reading and taking noes from comment section is very helpful while trying to connect. Thanks everyone!

[00:34:44 - chat] Tara Browne: Julie: Thanks :)

[00:34:51 - chat] Rhonda: Is there a way to print all these wonderful comments & suggestions?

[00:34:57 - chat] Sharon: Thank you, Jasmine. Notes will be truly helpful!

[00:34:59 - question] Patti: I believe one of the reasons why assistants don't all support each other is because of company performance review structures, which in some cases put us in competition with each other. Do you have any suggestions for those in this environment?

[00:35:03 - question] Elizabeth Metesh: That is my question also Sally!

[00:35:15 - chat] Bibi Karim: Peggy is touching on such deep spots, wonderful!!!

[00:35:20 - chat] Angela: @ Kathy. I am sure that you interact with other assistants within your group.

[00:35:27 - chat] Candice: Love this!

[00:35:33 - chat] Penney: i reallyh like your sculpture, Joan.

[00:35:46 - question] Tara Browne: PATTI: Great question. Also, how RELEVANT are reviews? Are there other things that are more important in practice, even if not formalized in process?

[00:35:56 - chat] Janie H: "win win" relationship

[00:36:08 - chat] Jessica: can the tips be repeated?

[00:36:14 - chat] trish: is there a discount code for the conference in October

[00:36:15 - chat] Fawzia: Can I print these great notes?

[00:36:30 - chat] Angela: @ Kathy. I have been exchanging tips with some of the assistants in other locations of the group I work for and eventually met one of them at a trade show earlier this year.

[00:36:43 - chat] Marie: Hi Everyone

[00:36:49 - question] Judy: Are there any other admins here who work for architects, engineers, or construction firms? Would like to join your network circle!

[00:37:06 - chat] Kara Johnson: Observe, learn, follow, tweak and repeat

[00:37:07 - chat] Kenisha: Can we get Peggy to repeat those tips?

[00:37:15 - chat] Marie: I am not hearing can anyone help

[00:37:17 - chat] Jasmine Freeman (to Fawzia): yes!

[00:37:23 - chat] Cheryl: Judy - yes.

[00:37:31 - chat] Jasmine Freeman (to Marie): It's a sound issue on your computer's end.

[00:37:33 - chat] Candice: Can you repeat those 5 tips in order

[00:37:33 - chat] Kandy: To those wanting to know what all has been said here in the comments section, just highlight all of it and paste on another page and print out.

[00:37:36 - chat] Lisa: repeat those

[00:37:39 - chat] Cindy Lopez: I work in a corporate office of a denomination of churches. What has helped me and the other admin assistants I communicate with regularly is that we started a quarterly video conference where we can all connect together. It is a time to share resources, get to connect deeper and celebrate wins.

[00:37:42 - chat] Lori: I work for an engineering firm, Judy - lbodesheimer@aldenlab.com

[00:37:46 - chat] Tammy McCormick: @judy, I work with engineers and PHD's on a daily basis, I would be interested.

[00:37:46 - chat] Vinnie: And you do have review relationships and see who perhaps you need to stop affiliating with...

[00:37:47 - chat] Barbara: we hold weekly stand ups. We go round the room and share the top 3 things we are all working on. its a great opp to get input and ideas from others. We also have admin offsite's where we learn and share with each other

[00:37:58 - chat] Bibi Karim: Observe, Learn, Follow, Tweak and repeat, AWESOME!!!

[00:38:01 - chat] Angela: @ Rhonda. i am in the same position. I joined a professional network and through it expanded my horizon and that is how I heard about this webinar.

[00:38:02 - chat] Jasmine Freeman: A year of gratitude kit: <http://www.live-inspired.com/A-Year-of-Gratitude-Kit-P1193>

[00:38:07 - chat] Becke: I'm not much of a tweeter, but I do enjoy responding to various posts that I see on LinkedIn through an assistant blog. I also posted a blog on LinkedIn and have been thrilled to see I've had over 1,500 views on my article. I think this is a great way to find assistants in other places.

[00:38:19 - question] Jessica: Yes. repeating the tips would be great

[00:38:45 - chat] Jasmine Freeman (to Becke): Peggy's tips (recap) • Make sure you are developing a give and take relationship. o (How can you help them?) • Ask to meet them for coffee, or go to lunch o Reach out to them • Let them know you respect them and think/feel that they could teach you a great deal. • Compliment them on how they live their life. • Observe, learn, follow, tweak and repeat

[00:38:52 - chat] Judy: Was it "tweak and repeat" or "tweet and repeat"

[00:38:54 - chat] Jasmine Freeman (to Becke): "tweak" :)

[00:38:57 - chat] Vinnie: I believe she said "Tweek"

[00:38:58 - chat] Angela: @ Nina Smith. good point about joining a professional network.

[00:39:04 - chat] Becke: My executive is my mentor and I really appreciate her!

[00:39:04 - chat] Laura: Tweak (as in, refine)

[00:39:07 - chat] Jasmine Freeman (to Judy): Tweak and repeat

[00:39:10 - chat] Paula Sandritter: I love the idea of the year of gratitude! Thanks for sharing the link Jasmine.

[00:39:11 - question] Elizabeth Metesh: Is there anyone here that works for a pharmaceutical? I am the only admin in a small one and could use a mentor!

[00:39:30 - chat] Judy: Jasmine - please type out the tips here so we can put them in our notes. Thanks

[00:39:50 - question] Karen: How long should it take to build your inner circle? How do you build trust therein?

[00:40:08 - chat] Jasmine Freeman (to Jessica): Here they are: • Make sure you are developing a give and take relationship. o (How can you help them?) • Ask to meet them for coffee, or go to lunch o Reach out to them • Let them know you respect them and think/feel that they could teach you a great deal. • Compliment them on how they live their life. • Observe, learn, follow, tweak and repeat

[00:40:13 - chat] Jasmine Freeman: • Make sure you are developing a give and take relationship. o (How can you help them?) • Ask to meet them for coffee, or go to lunch o Reach out to them • Let them know you respect them and think/feel that they could teach you a great deal. • Compliment them on how they live their life. • Observe, learn, follow, tweak and repeat

[00:40:15 - chat] Judy: @cheryl - I had to reconnect so lost some of the chats. I'm at judyabeebe@gmail.com if you want to hook up.

[00:40:16 - chat] Elizabeth Metesh: ...or a group to join!

[00:40:29 - chat] Sally: When an employee helps me out i have created online cards that i send them and be specific of what they helped me with by email.

[00:40:44 - chat] Elaine: @elizabeth, I worked for a pharmaceutical company for 8 years from startup to public

[00:41:06 - chat] Lindsay: Paula, I absolutely agree!

[00:41:08 - question] Marla: I work for a non profit, is anyone interested in forming a group?
mgarner@ywcanwo.org

[00:41:10 - chat] Judy: @sally, great idea about the cards. I do handwritten cards.

[00:41:12 - chat] Cheryl: @Judy - I'll send you a direct message

[00:41:19 - chat] Becke: Our company have electronic notes that you can send and copy a co-workers manager. I've found this the best way to recognize my co-workers.

[00:41:19 - chat] Webinar Administrator: Please submit questions by checking question box

[00:41:20 - chat] Dianne: I did that yesterday :o)

[00:41:23 - chat] Jasmine Freeman: Item One: 1. This week, observe your admin co-workers and recognize something great they are doing! 2. Send them an email of thanks, good job, and high five! a. And copy of their manager 3. Or ask their manager if you can recognize them at a group meeting 4. Or take them to lunch 5. Actively create a spirit of celebration and recognition for each other.

[00:41:29 - chat] Angela: @ Lisa. It is often a matter of confidentiality that you are not able about a company downsizing.

[00:41:49 - chat] Jasmine Freeman: I love seeing everyone start getting their networks established here today. You're all so cool. I love this.

[00:41:50 - question] Katrina Barry: How do you deal when your organization doesnt believe in celebration and recognition?

[00:42:07 - chat] Elizabeth Metesh: @elaine, How did you get mentoring/advice/a group to join??

[00:42:14 - chat] Jasmine Freeman: Item Two: 1. Undoubtedly, conflict or miscommunication will come. When it does 2. Instead of letting your mind fill in the blanks of "why did she or he do that?" and chase that negative rabbit, 3. Assume positive intent!

[00:42:17 - chat] faith: good to be back

[00:42:32 - chat] Jasmine Freeman: I will definitely recap these notes for the webinar in our blog in the coming week. Such great info!!!

[00:42:34 - chat] Elaine: @ elizabeth, you can email me at elaalejo@aol.com

[00:42:42 - chat] Jasmine Freeman (to faith): Glad you are here.

[00:43:00 - chat] Debi Libby from STL: My Leader just returned from a Conference where she was a speaker. She received recognition via email from one of the people who put the Conference on...so I

forwarded to her Leader (who is our CAO) because I know she never would have! My Leader deserves so much praise as she is FABULOUS!!!

[00:43:05 - chat] Julie: What's the difference between developing friendships and developing an "inner circle"? Are they basically the same thing?

[00:43:06 - chat] Dee: WWJD always works

[00:43:07 - chat] Becke: Peggy you're going to be swamped at conference!!!

[00:43:12 - chat] Kimberly Wright: Our company does not have multi-level administrative assistants. We often believe the company is intimidated by Administrative growth because they are fearful we will leave.

[00:43:13 - chat] Sharon: Our HR started a new program of "thanks" with little cards that have a small phrase, "great job!" etc and then place for writing and they get displayed on the desks. People notice the "thank you" cards displayed and then start new conversations.

[00:43:15 - chat] Elizabeth Metesh: @Elaine, Great! I will do that! Thank you so much!

[00:43:19 - chat] Jessica: We have an amazing customer service program at the hospital I work for. In our initial sessions we speak a lot about coworker recognition. In our new 2016 advanced customer service sessions we have introduced "assuming positive intent!" How cool that Peggy covered both! :)

[00:43:22 - chat] Angela: I'm in the same situation Katrina. Great question!!!

[00:43:23 - chat] Frances Sky: are there notes / tips? hard to listen/hear webinar

[00:43:50 - chat] ANGEL: Hey Marla...I work for a non profit emailing you now

[00:43:51 - chat] marietza: Hi Elizabeth I used to work in that field and I would love to be a mentor for you

[00:43:54 - chat] Nancy Holdefer: Thank you so much for the suggestions!

[00:44:10 - chat] Judy: @Sharon - wonderful program!!

[00:44:10 - chat] Gloria Deloney: gloria from atlanta ga

[00:44:28 - chat] Tara Browne: Ideas for connecting: use Meetup to create a regional Admin networking group.

[00:44:32 - chat] Elizabeth Metesh: @marietza, That would be great! My email is emetesh@grandriverasepticmfg.com

[00:44:38 - chat] Lisa: This was such a great webinar guys, you did great!!!

[00:44:45 - chat] Angela: I have one-on-one contact with other assistants in other locations.

[00:44:48 - chat] Agota: go to seminar and meet with other

[00:44:51 - chat] Leslie: I couldn't live without the other Admins in my division. It is hard to keep connected but we try to make time.

[00:44:58 - chat] Marianne: It is so difficult in my organization to establish a training program for admins. I've tried to implement this through our IT department and through HR. But I can't get a bite. I'm working with other admins to have a voice. Any suggestions

[00:45:02 - chat] Cindy Lopez: Zoom Conferencing works well.

[00:45:03 - chat] Wendy Stocking: You can connect by joining an organization like IAAP or ASAP

[00:45:05 - chat] Rachael: Appreciate the recap Jasmine! I just can't seem to get on from iPad or iPhone. Love love love my Office Dynamics inner circle!

[00:45:14 - chat] Kymberly: @Tara, yes I would love to!

[00:45:23 - question] LISA: We're across the country

[00:45:41 - chat] June: I have to exit now but thank you Peggy, Joan and Jasmine. Great webinar & loved reading some of the comments posted on chat. All the best, June

[00:45:45 - chat] Angie Lopez: I'm interested in joining and exchanging ideas too. My email is lopez@aisc.org

[00:45:52 - chat] marietza: Elizabeth my email address is marietza.brodie@prudential.com

[00:46:00 - chat] Angela: Or through EUMA, an international network with members in roughly 30 countries. www.euma.org.

[00:46:19 - chat] Althea : Lisa i suggest that you use a watsapp group

[00:46:36 - chat] LISA: Thanks. Good option.

[00:46:41 - chat] Karen: I heartily recommend to any of you looking to connect and network, join IAAP <http://www.iaap-hq.org/>

[00:46:45 - chat] Georgette: I work at a large school district and we had to change the mindframe of the administrators from thinking about supporting us as an expense to an investment. It worked because everyone love a return on an investment as opposed to incurring another expense.

[00:46:51 - chat] Angela: @ Sally, yes by all means.

[00:46:56 - question] carol: What if your position is eliminated / downsized?

[00:46:59 - chat] Tiffany: @marianne, We started a best practices committee at our office and asked for volunteers to come together and share their best practices and started there, then we meet quarterly

and share these outcomes as well as put out a newsletter to our admin team each quarter with tips and tricks

[00:47:03 - chat] Tara Browne: Anyone who thinks it would be fun to be part of an art journaling career development collaboration project can email me @ studiotaraerin@gmail.com

[00:47:21 - chat] Georgette: As a result we are able to network and attend professional development events with their support, including financial support!

[00:47:25 - question] Elizabeth: I'm in a small office with corporate and other locations, many states away! In addition to email and hand written notes to possible inner circle candidates, what suggestions would you have for beginning a monthly Admin call to help get to know the other admins? Thank you!

[00:47:30 - chat] Leslie: Networking groups with admins outside of your company is VERY helpful. Even those groups are not meeting in person as much but it is soooo helpful. Plus you get a different perspective.

[00:47:37 - chat] marietza: I would love a mentor outside of my company

[00:47:43 - question] Angela: What about if you work in a SMALL organization where your boss doesn't verbally recognize or support you?

[00:47:57 - chat] Sunday: Linked in has groups you can join as well.

[00:48:00 - chat] Kathi: I did join IAAP and tried to connect with others. I didn't get any responses.

[00:48:13 - chat] Georgette: That networking and ability to attend professional development events has resulted in many great relationships and positive experiences that have now benefited our district.

[00:48:13 - chat] Kristi: "A candle loses nothing by lighting another Candle" I love this statement and think it applies to Admins in all industries and levels. Helping others to grow and learn and succeed does not take anything away from you. You will actually be more successful by supporting your team.

[00:48:32 - chat] Toni: how do I create an inner circle where there are 4 people two are constantly trying to pull down the other two, seeming and creating havoc. The other two are passive and just take it. The two seemers have the hear of leadership because they are load

[00:48:35 - chat] Angela: Thanks for sharing Kristi

[00:48:36 - chat] Susan: We have a whatsapp group which connects with roughly 200 PAs across South Africa. We feel like a family. We share and ask. There is never a stupid question.

[00:48:53 - chat] Jan: My company is large and we just kind of reach out to each other when you need your exc to meet with another one - technology is great - we have email - instant messaging - and as roles have changed - I still occasionally talk to those who work for different exec. We have an intranet and we starte

[00:48:53 - chat] Georgette: We also provide recognition for our administrative professionals every chance we get...social media, tv, website and at board meetings.

[00:48:55 - chat] Karen: Kathi, what area are you in?

[00:48:57 - chat] Jasmine Freeman (to Susan): fantastic!

[00:49:11 - chat] Angie: Hi Elizabeth, I work for al large pharmaceutical company in Delaware.

[00:49:11 - chat] Becke: Joan's Inner Circle book is awesome!! If you haven't read it, please read it!!

[00:49:18 - chat] Jan: started an admin page - where we can post ideas and reach out to others

[00:49:37 - chat] Angela: Where is that page Jan?

[00:49:46 - chat] Angela: I'd like to view it?

[00:50:04 - chat] Linda: .

[00:50:06 - chat] Elizabeth Metesh: @Angie, Would you like to keep in touch??

[00:50:06 - chat] Judy: @Kathi - if you work in the architectural/engineering/construction industry, I know of an awesome organization that would respond to you!

[00:50:28 - chat] Angie: Elizabeth Metesh: My email address is angela.weeks@astrazeneca.com if you want to communicate.

[00:50:41 - chat] Marla: @Elizabeth, I am interested and a few on this webinar have emailed me. mgarner@ywcanwo.org

[00:50:42 - chat] Rhonda: That's a problem I sometime have- OVER COMMITMENT!

[00:50:43 - chat] Linda: .

[00:50:43 - chat] ANGEL: we are creating a mentor program at our location for our group of AP

[00:50:46 - chat] Sunday: Will we get any notes on the recognition part she mentioned

[00:50:57 - chat] Tara Browne: Kristi - I love that quote!

[00:51:01 - chat] christy: I've been an assistant for 16 yrs for the same large company. Things change and I find it a little difficult in the Admin role. I have Joan's book Become an Inner Circle Assistant and currently reading it and hoping I can take the next step into stepping up my game.

[00:51:03 - chat] Michelle: @Judy - Please share the orgainziation

[00:51:07 - chat] Kathi: Karen, I am in central eastern Wisconsin, between Green Bay and Milwaukee. No large cities for 40+ miles.

[00:51:15 - chat] Kathie: What about those of us that are the only admin for our company.

[00:51:21 - chat] christy: I'd love to join other assist networks foolsdayholm@live.com

[00:51:29 - chat] Marlene: Most Assistants do not like to share their knowledge, they are selfish and also show jealous attitudes towards other Assistants. I personally have been in this business for over 25 Years, My personal experience is Best to associate, exchange, network and work together and this brings TOP Team Spirit

[00:51:39 - chat] ANGEL: I'D LOVE TO JOIN A GROUP....AJACKSON@AECF.ORG

[00:51:39 - chat] Judy: @Michelle - it's Society for Design Administration (SDA) www.sdanational.org (our Seattle chapter is www.sda-seattle.org)

[00:51:59 - chat] Teresa: Teresa

[00:52:03 - chat] Nikki: Count me in nikiage.washington@grainger.com

[00:52:15 - chat] Kathleen: Will the chat comments be available for review after the webinar? There is a lot of good info that I would like to review afterwards.

[00:52:22 - chat] Tammy McCormick: I rather go to the person directly than email for everything, Great advice Joan...

[00:52:27 - chat] Karen: Kathi, I understand. Have you attended any virtual events. That is one way to connect. Are you going to IAAP Summit? I'd like to meet you for a coffee break.

[00:52:28 - chat] Stephanie: I totally agree with that comment about getting out of your seat - I walk my documents to others in the building just to say hi and be more personal.

[00:52:29 - chat] patricia: What are some sample questions / conversation breakers to use rather than "talking about" the (bad) issues with the company/bosses

[00:52:34 - chat] Elizabeth: This topic reminds me of Dr. Martin's 'ownership mentality' presentation and book.

[00:52:43 - chat] Toni: count me in toni.gale@nnsa.doe.gov

[00:52:53 - chat] Becke: The hardest part for me has been extending myself. I get overly concerned with criticism. However, I am finding that I get more positive input when I reach out than negative.

[00:53:14 - chat] Josephine: Thank you for encouraging us to visit with admins in different departments.

[00:53:21 - chat] Noreen: Thanks for sharing everyone, Noreen from Kingston, ON, Canada

[00:53:28 - chat] Karen: This is such a relevant topic. So much sharing in the chat. We need to support, network, and collaborate as much as we can.

[00:53:33 - chat] Chris: I'd love to join Admin network cxd199@case.edu

[00:53:37 - question] Lisa: There is an inner group in my office but I am not part of it. How do I join this group?

[00:53:55 - chat] Laurie: Be a change catalyst

[00:54:03 - question] Kathie: What if you are the only admin in the entire office.

[00:54:19 - answer] Jasmine Freeman (to Angela): I can follow up on this with you

[00:54:20 - chat] Karen: YES! A follow up webinar would be GREAT!

[00:54:30 - chat] carol: Some companies don't look at it that way.. They want you to stay seated and not walk around. Higher ups look at walking around as gosspiing.

[00:54:30 - chat] Tammy McCormick: @ Kathie, I am in the same position as you do we start a group?

[00:54:31 - chat] Cheryl: @ Judy I just sent my contact details. SDA - I just requested the details from them on Monday!

[00:54:33 - chat] Angie: Ellizazbeth, please feel free to email me.

[00:54:37 - chat] Nancy: @ Lisa - Is there anyone you know well in that group that you could ask to invite you?

[00:54:37 - chat] Nancy Eyles: This was very informative but i am going to have to log off. Thank you for the great job you do in getting this information out.

[00:54:44 - chat] Angela: Nice to see so much support in the chat.

[00:54:47 - chat] Kevi Jones: Great Calls!

[00:54:48 - chat] christy: Any follow up webinars would be great

[00:54:51 - chat] Angela: @ Katrina Barry. you just grin and bear it. In Germany we do not believe in Secretary's Days and awards.

[00:54:59 - chat] Kathi: Karen, I'm not aware of virtual events. Can you give me an example? I don't currently have plans to attend the IAAP summit or any of the Admin conferences. I don't think my company would send me and I can't afford it on my own.

[00:55:04 - chat] Kathie: @Tammy - not sue. My company isn't hiring admin's anymore. they are getting rid of all of the admins.

[00:55:25 - chat] Yetunde: Jasmine, i will appreciate to have access to the webinar again, i can view but no sound. thanks. im in Nigeria, guess its the network.. im using a blackberry Q10

[00:55:45 - chat] Karen: Kathi, email me at karen.swoopes@vanderbilt.edu

[00:55:51 - chat] Judy: @Cheryl - to the national SDA? Or to a chapter SDA? Did you get a response?

[00:55:53 - chat] Tammy McCormick: @was just talking about talking to exchange idea, and how to's as we were both single admin's,

[00:56:00 - question] Angela: Any assistants from Germany resp. Europe on here?

[00:56:01 - chat] Mary Henderson: I need to sign off now. This was good. Thank you.

[00:56:10 - chat] christy: I'd love if one of your conferences would come to Bentonville AR

[00:56:38 - chat] marietza: I would love to join the group as well marietza.brodie@prudential.com

[00:56:46 - chat] Stephanie: This is my first time joining a webinar and i have to say it has been great thank you all.

[00:56:59 - chat] vivian primeaux: What was the second action item?

[00:57:00 - chat] Jenn: @Kathi - IAAP does have scholarships. Check it out here <http://www.iaap-foundation.org/#!scholarships/f7u4p>

[00:57:02 - chat] christy: My first time as well and I'd been great

[00:57:03 - chat] Cheryl: @Judy - I will be the Chapter. :-) I have a call scheduled for next Wed

[00:57:11 - chat] Kandy: I also would love to join the group, kandy.avery@djj.state.fl.us

[00:57:19 - chat] Kevi Jones: I have scheduled calls with my mentors and mentees

[00:57:20 - chat] Kathi: I'm in for an admin group. kathi.poplar@kohler.com

[00:57:28 - chat] Sunday: to actively create a culture of recognition

[00:57:35 - chat] Tara Browne: 2nd action item was Actively create a spirit of celebration and recognition for each other

[00:57:36 - chat] Kathie: I'm in for the admin group - kathie.duso@siemens.com

[00:57:38 - chat] Kara Johnson: Add me too kara.johnson@dhgllp.com

[00:57:49 - chat] Elizabeth: will any of you be part of the IAAP leadership academy starting in July? I'm looking foward to it!

[00:57:50 - chat] Angela: angela.parker_beindersheim@yahoo.de. Feel free to contact me.

[00:57:56 - chat] Tiffany: add me as well tgmelancon@micron.com

[00:58:00 - chat] Lisa: ljfullerton@hotmail.com add me in also!!

[00:58:02 - question] Katrina Barry: It's so hard dealing with people who have been with an organization for many years and see things one way.

[00:58:06 - chat] Ana: @stephanie, sign in automatically like I do. They send you automatic e-mails when there is going to be a webinar.

[00:58:08 - chat] Tammy Teer: I'm all for an admin group: tammy.teer@us.interplex.com

[00:58:17 - chat] Judy: @Cheryl -- yay!! (beebe@pbworld.com or judyabeebe@gmail.com)

[00:58:18 - chat] Candice: I had an executive admin, who is sometimes harsh tell me once, "Don't let this environment change your attitude." Because in this business, people develop a hard exterior..and it's easy to get caught up in that. She complimented me on my demeanor and attitude with whatever was thrown at me.. :)

[00:58:22 - chat] Becke: I have to jump off as my granddaughter is graduating from Kindergarten in a 1/2 hour. Thank you Joan, Peggy and Jasmine for another amazing event. Can't wait for conference!!!

[00:58:28 - chat] Cheryl: gmail

[00:58:35 - chat] Darla: I used the idea of giving recognition from Joan and Jasmine on administrative professionals day when I wasn't recognized. Wow, was I pleasantly surprised by the reaction of those I recognized. Even though you are not recognized, it should not stop you from sending recognition. I does start with you.

[00:58:37 - chat] Katherine: Add me to the network too: Katherine.margard@ohiohealth.com.

[00:58:55 - chat] trish: my exec asked me once, I don't know what your threshold is. i said you never will, keep the tasks coming!

[00:59:06 - chat] Elizabeth: I took the survey... Knoxville, TN! :)

[00:59:08 - question] Maria: Joan when will you come to Dallas Tx?

[00:59:27 - chat] Tonya Davis: Kathi, with the new IAAP re-organization it is very hard to connect I think

[00:59:27 - chat] CJ: Where can I see/hear a recording of this....I missed most of it.

[00:59:30 - chat] Katrina Barry: Come to the caribbean!! We can use your expertise!

[00:59:31 - chat] Webinar Administator: Survet link
<https://surveynuts.com/surveys/take?id=64401&c=869155913DNFT>

[00:59:33 - chat] Angela: @ Angela. Contact me. I was in your shoes.
angela.parker_beindersheim@yahoo.de

[00:59:34 - chat] Becke: YEA CONFERENCE!!!!

[00:59:35 - chat] cathy: Thanks again for another great webinar!!!

[00:59:37 - chat] Althea : good webinar; useful tips....Hello from Jamaica!

[00:59:40 - chat] Sunday: I have to log off now. please send me the notes.

[00:59:43 - chat] Sunday: Thank you

[00:59:45 - chat] Laurie: Want to Thank Joan/Jasmine for the free webinars I won from Admin recognition

[00:59:47 - chat] Webinar Administrator: Survey link: Survet link
<https://surveynuts.com/surveys/take?id=64401&c=869155913DNFT>

[00:59:51 - chat] Lisa: Thanks guys! This was such an awesome webinar, Good job!

[00:59:59 - chat] Webinar Administrator: <http://officedynamicsconference.com/>

[01:00:06 - chat] Barbara: Please add me to the group too: barbara.renshaw@visionease.com

[01:00:22 - chat] Katrina Barry: Is peggy's book avail as an e-book?

[01:00:25 - chat] Toni: Thank you. Great Webinar and hoping there will be a part 2

[01:00:32 - chat] Grace: How soon will the survey be posted here?

[01:00:37 - chat] Webinar Administrator: Survey link: Survet link
<https://surveynuts.com/surveys/take?id=64401&c=869155913DNFT>

[01:00:38 - chat] Lisa: I would love to join an admin group too. Lisa.Bradley@bankersfinancialcorp.com

[01:00:38 - chat] Noreen: Another terrific webinar, thank you

[01:00:39 - chat] Lisa: Thank you all! Wonderful webinar

[01:00:41 - chat] Jenn: @ Elizabeth - I attending the IAAP Leadership Academy last year and will be a mentor this year. If you have any questions please email me at jfiss07@comcast.net

[01:00:42 - chat] Webinar Administrator: Survey link: Survey link
<https://surveynuts.com/surveys/take?id=64401&c=869155913DNFT>

[01:00:42 - chat] nina: Thank you for the Webinar

[01:00:45 - chat] Jennifer: what's Peggy's book?

[01:00:45 - chat] Laurie: Great webinar again. looking forward to the next. see you all then. Bye from Boynton Beach Florida

[01:00:52 - question] Grace: How soon will the survey be posted here?

[01:00:56 - chat] Cheryl: Great webinar today! Thank you!

[01:00:57 - chat] andrea: Thank you for the webinar

[01:01:01 - chat] Kenda Esther: This was a great webinar. Thanks for the positive shift in workplace culture and creating one that is one to grow in not backfire w/ backbiting. This is how it should be everywhere!

[01:01:06 - chat] Karen: The Facebook Live sessions have been great!

[01:01:11 - chat] Darla: Great webinar! Thank you!! Joan, Jasmine and Peggy you are wonderful!

[01:01:14 - chat] Elizabeth: @Jenn - awesome, thank you. I'm super psyched!

[01:01:18 - chat] Webinar Administrator: Survey link:
<https://surveynuts.com/surveys/take?id=64401&c=869155913DNFT>

[01:01:18 - chat] Nina Smith: Thank you - look forward to receiving the link so that I can hear it again as I am sure that I have missed something - thank you for organising much appreciated

[01:01:19 - chat] Denise Ivery: Thank you - informative webinar

[01:01:27 - chat] Rhea: How do you sign up for the fall conference?

[01:01:36 - chat] Webinar Administrator: <http://officedynamicsconference.com/>

[01:01:42 - chat] Jasmine Freeman (to Rhea):
<https://ho109.infusionsoft.com/app/storeFront/showCategoryPage?categoryId=11>

[01:01:50 - chat] Webinar Administrator: Register for conference here:
<http://officedynamicsconference.com/>

[01:01:50 - chat] Jasmine Freeman: Fall conference
<https://ho109.infusionsoft.com/app/storeFront/showCategoryPage?categoryId=11>

[01:01:53 - chat] Darla: "Not Just an Admin" is her book

[01:01:53 - chat] Nicole: nicole.blades@yahoo.com if you could add me to the network :)

[01:01:55 - chat] Elizabeth Metesh: How do we get to the FB Webinars?

[01:01:55 - chat] Karen: THANK YOU!

[01:01:57 - chat] Alene: Thank you for another great webinar!!

[01:01:58 - chat] Tammy McCormick: Great webinar, hoping this will be continued as a part 2. Have a great day all.

[01:01:59 - chat] Bibi Karim: Ladies, thank you for an awesome webinar today.

[01:02:00 - chat] Allison: Great Webinar Thank!!!

[01:02:00 - chat] Tracy: Thanks so much for these webinars. Love them!!

[01:02:00 - chat] Angela: Thank you Joan and Peggy!!!!

[01:02:02 - chat] Alyne Vallo: Thank you for the Webinar! was totally stoked to hear all these wonderful ideas!!

[01:02:06 - chat] Grace: I'm interested in connecting with others too! gracelazenby@boisestate.edu

[01:02:07 - chat] Nancy Holdefer: THANK YOU!!

[01:02:11 - chat] Katherine: Thank you for yet another informative and inspiring webinar!

[01:02:12 - chat] Candice: Thank you!

[01:02:13 - chat] Fawzia: Can I attend the conference online?

[01:02:13 - chat] Tammy: Thanks for your time and sharing of your wisdom.

[01:02:16 - chat] Denise: thank you

[01:02:16 - chat] Teresa: Thank you for this webinar -- it was great!

[01:02:17 - chat] Detrice: Periscope is a good avenue too

[01:02:20 - chat] Teresa: Thank you! Great information, Peggy and Joan. Enjoy your holiday weekend.

[01:02:20 - chat] Elizabeth: love to see another .edu on here! I'm emcfall@ortn.edu.

[01:02:21 - chat] Angie: Thank you!

[01:02:22 - chat] Lisa: Thank you. Again, a great and informative webinar!

[01:02:22 - chat] Rhonda: what's the facebook page again?

[01:02:23 - chat] Doronda Byrd: Thank you all for another informative webinar!!

[01:02:23 - chat] Morenike: i look forward to meeting Peggy in person at the IAAP conference this year.

[01:02:27 - chat] Diane: Thank you very much for a great webinar. :)

[01:02:28 - chat] Kari Anderson: Thank you for another informative webinar!

[01:02:30 - chat] Cherylann Romano: Thank you Joan, Peggy and Jasmine!!! Greatly appreciated!!!
Kepp up the great work!!!

[01:02:31 - chat] Genevieve: Thank you.

[01:02:32 - chat] Kay: add me to the network group justkaygonzales@gmail.com

[01:02:33 - chat] faith: Joan and Jasmine please come to Nigeria

[01:02:39 - chat] Webinar Administrator: We do have conference on demand.

[01:02:39 - chat] Annavene: thank you

[01:02:44 - chat] trish: no promo code fro Cali?

[01:02:45 - chat] Webinar Administrator: <http://officedynamicsconference.com/>

[01:02:50 - chat] Susan: Thank you. This was a great session. Would love to join more free webinars.
Good night from South Africa xx

[01:02:51 - chat] Debbie: Enjoy your webinars!

[01:02:57 - chat] Carmen: I missed 1/2 of the webinar, enjoyed the 30 minutes. Please send me the recorded version. Thank you./

[01:03:03 - chat] Balbina : thank you. see you at the conference!

[01:03:04 - chat] Tammy Teer: Found you on Facebook!!!!

[01:03:08 - chat] Grace: Thank you!

[01:03:12 - chat] Mary Jane: Great webinar. Thanks again Office Dynamics.

[01:03:12 - chat] Darla: I'm interested in the conference. I'm working on trying to get there!!

[01:03:13 - chat] CJ: What's the FaceBook address?

[01:03:15 - chat] Zekia: Thank you for this webinar. Such awesome, helpful information.

[01:03:16 - chat] Kathi: Thank you for the webinar. It was great and motivating.

[01:03:18 - chat] Bibi Karim: Good Night South Africa!!!

[01:03:25 - chat] Cheryl: Looking forward to reviewing the recorded version again!

[01:03:25 - chat] Fawzia: Thank you.

[01:03:26 - chat] Teresa: Jasmine - thanks so much for your help, and for adding the questions and tips in the chat. Enjoy your holiday weekend!

[01:03:27 - chat] Del: thank you!

[01:03:31 - chat] Webinar Administrator: <https://www.facebook.com/OfficeDynamics/>

[01:03:31 - chat] Ingrid Delaney: Thanks. I've enjoyed this Webinar!!! Looking forward to the next one!

[01:03:33 - chat] Kim: Thank you - great session.

[01:03:37 - chat] Webinar Administrator: <https://www.facebook.com/OfficeDynamics/>

[01:03:38 - chat] Ceola : Thank You

[01:03:44 - question] Kandy: How do you find it on Facebook

[01:03:50 - chat] Webinar Administrator: <https://www.facebook.com/OfficeDynamics/>

[01:03:52 - chat] Laurie-Jean: thank you

[01:03:54 - chat] Debbie Barker: Great topic, thank you!

[01:03:55 - chat] Tammy Teer: Just search Office Dynamics on the Facebook Chat.

[01:03:57 - chat] Debbie: Can you repeat the code for the book?

[01:03:58 - chat] Elizabeth: looking forward to see you at AdminPro Joan & Jasmine. exciting summer of PD!

[01:04:00 - chat] Shannon: wonderful info - thank you!

[01:04:09 - chat] Azmina : Please add me also. My email is azmina.sajwani@anthem.com

[01:04:11 - chat] Jasmine Freeman: www.facebook.com/officedynamics

[01:04:12 - chat] Laura: Great Information from the presenters!

[01:04:12 - chat] Emma: Thank you for all you do for us.

[01:04:23 - chat] Webinar Administrator: <https://www.facebook.com/OfficeDynamics/>

[01:04:28 - chat] Dianne Cordaro: Great webinar. Thank you again for offering these informative webinars

[01:04:35 - chat] Veronica: great webinar!!!

[01:04:36 - chat] LeKeisha: Truly enjoyed this webinar.

[01:04:37 - chat] Nicole: Thank you for a great webinar!

[01:04:47 - chat] Webinar Administrator: Sign up today and receive immediate access to more than 60 FREE educational videos for administrative professionals, presented by administrative expert Joan Burge! <http://officedynamics.com/educational-videos/>

[01:04:57 - chat] Diana: Thank you all!

[01:04:57 - chat] Morenike: thanks Joan and jasmine always. i appreciate that fact that you created a platform to discuss this 'sensitive issue' for admins

[01:05:08 - chat] Friend: Thank you, your team is the best.

[01:05:09 - chat] christy: Thank you this was great

[01:05:11 - chat] Sabina Pryor: Thank you! Very good information.

[01:05:11 - chat] peggy: Thank you Joan and Jasmine and everyone that tuned in!

[01:05:20 - chat] marietza: Thank you!!!!

[01:05:22 - chat] Barbara Corley: Great job ladies. Always a pleasure!!

[01:05:26 - chat] Kay: Great Webinar - Thank you ladies!