

Virtual Campfire Special Edition 2026 Ep.1

Transcript

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Tony Martignetti

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Amir Ghannad [00:00:02 - 00:00:07]

You know, I have it in me to deal with whatever challenges come my way.

Effie Parks [00:00:09 - 00:00:18]

At the end of the day, what we have to realize is life is not run on the same metrics that school is.

Dorie Clark [00:00:20 - 00:00:27]

I've heard people's stories for as long as I can remember, and I've always been listening. I've always been listening to them.

Tony Martignetti [00:00:37 - 00:01:10]

Around every campfire, stories have shaped who we've become. They remind us we're not alone. They challenge the way we think. And sometimes they change the direction of our lives. Welcome to this special series of the Virtual Campfire. I'm Tony Martignetti. Together, we'll explore powerful conversations inspired by the themes of Campfire Lessons for Leaders, uncovering the moments of transformation, courage, and growth that shape who we are and who we become. The fire is lit.

Tony Martignetti [00:01:11 - 00:01:52]

Let's gather where stories spark transformation. Sometimes we don't create our world by choosing comfort. Sometimes we create it by responding to disruption, uncertainty, fear, or pain, and discovering who we become in the process. This first segment is with Amir Ghannad. Before becoming a leadership coach and trusted advisor to organizations around

the world, Amir was a young man navigating loneliness, uncertainty, and survival in a completely unfamiliar world.

Amir Ghannad [00:01:54 - 00:02:45]

You know, I grew up in Iran and I came to the States when I was 16 years old on my own. I basically didn't know anybody here, didn't know the language. I'd taken a few years of English, but essentially I could not have a conversation with anybody in English. And basically what was going on was that there was a revolution brewing in Iran, 1978, and my parents wanted me to get out and get my education and then, you know, go back. The idea was that I would visit every year, this stuff was gonna blow over and, you know, all of that. But, you know, to fast forward, I essentially didn't get to go back home for 13 years. So I didn't see my brothers for, or other family members for 13 years. But anyway, so July 1978, I come to the States.

Amir Ghannad [00:02:45 - 00:03:13]

The only thing I have is the address to a high school. And I give this to a taxi driver in Boston, Massachusetts. He takes me over there. The school is closed. And it's raining like there's no tomorrow. A policeman comes and finally helps me understand that the school wasn't gonna open that day. And so he takes me to a hotel and I get a hotel room. And the next day I go back and sure enough, they're open and all of this.

Amir Ghannad [00:03:13 - 00:03:57]

And, you know, years later, after I wondered why Americans would celebrate my arrival every year, I actually figured out that 4th of July was a special day in America. So, Essentially, that was the day of my independence as well. And so I had a series of challenges. You know, the high school put me up in a dorm that belonged to a college, and a few weeks later, they kicked all the high school students out of the dorm. And so I was out there without a place to stay, found a few people, 3 other guys who were in the same situation. We found an apartment somehow, don't ask me how, but we survived. We made it through. But unfortunately, a couple of weeks later, I got beat up.

Amir Ghannad [00:03:58 - 00:04:54]

And I really got a fairly savage beating, broken bones and all of this kind of stuff. And so I tell you that part of my story to say that living a fairly sheltered life, I was the first grandchild in the family, everybody loved me, whatever else. And then I found myself in a situation where I had to fend for myself in a foreign country where I— and by the way, there was no FaceTime at the time, right? My only means of communication with my parents was every 2 weeks I would get a roll of quarters and go to a payphone and get 3 minutes, you know, with them to let them know I was still alive. So, sort of what, when you talk about flashpoints from a personal perspective, somewhere during those 6 months in Boston, it really occurred to me that, you know, I have it in me to deal with whatever challenges come my way.

Tony Martignetti [00:04:55 - 00:04:55]

Yeah.

Amir Ghannad [00:04:55 - 00:05:55]

Right? Because before that, I really didn't relate to myself as that. You know, everybody always took care of me, so on, but I went from this kid who really didn't have much confidence or was a very shy kid and so on and so forth to someone who says, you know what? If you're going to survive, you're going to have to fend for yourself. So that was sort of one flashpoint for me that showed up earlier in my journey of kind of becoming independent on my own. Every day you open your eyes and you kind of immediately realize, oh geez, I don't know anybody. And also there was a lot of homesickness. So this kind of feeling of being homesick and all of this. I guess what I would want to really leave your audience with on that particular topic is that, you know, now that when we, when we look back at those events and when I describe my experience, you know, we could look at it and say, oh geez, I don't even know how you made it or whatever. But the thing about it is we are far more resilient than we think.

Tony Martignetti [00:05:57 - 00:06:11]

What I find fascinating about Amir's story is that the hardship itself wasn't the final transformation. The deeper transformation came later, when those experiences began shaping the way he understood people, leadership, and connection.

Amir Ghannad [00:06:14 - 00:06:52]

But the second sort of flashpoint that I want to fast forward to is from a career perspective. And this is when I had already been in my professional career for about 19 years, and I'd had a fairly successful career. I'd done some good things and was rewarded for it. But I found myself in a situation where I was managing a plant that really wasn't doing very well. And the only thing worse than our results was our morale. And I thought, well, you know, I got this. You know, I'm gonna just go in here and motivate people and energize people, so on and so forth. But it didn't really, it wasn't happening.

Amir Ghannad [00:06:52 - 00:07:18]

So I really had to dig deep into sort of what it is that I bring and how can I use my gifts. You know, not just try to be like this person or that person, but recognize the situation and recognize what I can bring into this situation. And so for me, that was also a very important sort of pivot moment, if you will, for me.

Tony Martignetti [00:07:18 - 00:07:52]

Yeah. I want to take a moment, step back and say, what was it about you specifically in your story that you brought to that, to those moments, to that moment? You know, there's an element of like, you know, having persevered and gone through all the things you've gone through, you know, even from the early moments of coming into this country and dealing with all the resilience that you've built. And now coming into this situation, there must have been something about you particularly that made you the right person for this situation.

Effie Parks [00:07:52 - 00:07:53]

Yeah.

Amir Ghannad [00:07:53 - 00:09:05]

So, you know, I had discovered years before that, like when I first started my career, I was working in a plant in South Georgia, here comes a kid who is coming out of school, now managing, if you will, all of these people who've been around 15, 20 years. And I can just imagine that those folks are like, oh, here comes another person who thinks he knows everything because he has a degree, right? And so, what really showed up for me at that point was that my superpower was not necessarily that I was a super engineer and I'm going to come in and tell everybody what to do, but I discovered kind of a superpower, if you will, in empathy, right? In really listening, getting into people's world. And very quickly I got in, before I read any leadership books, I got into this mode of, look, how can I serve you guys so you can do what you're really great at? And to that, you know, for me to that end, I was listening a lot and I was absorbing and I was getting into people's world. Culture transformation has to start with personal transformation.

Tony Martignetti [00:09:08 - 00:09:44]

For Amir, creating his world began with survival and resilience. For Dori Clark, it began with reinvention— learning how to let go of one identity in order to discover another. Dori's story is a powerful reminder that sometimes the life we plan for ourselves suddenly changes direction. And in those moments, we're forced to rediscover who we are beyond the roles and identities we once held. Through uncertainty, reinvention, and the courage to embrace change, Dori found a path she never originally imagined for herself.

Effie Parks [00:09:46 - 00:10:32]

Flashpoint number one probably happened for me when I was in my early 20s because I was a newspaper journalist, and I thought I wanted to make a career as a journalist. And I ended up getting laid off from my job, and I couldn't find another one. And I didn't really understand what was going on at the time. I just thought it was a regular recession. But it turns out, as is sometimes the case these days in the world, it was a systemic disruption where the media industry was about to get its lunch eaten by the internet. And so no one was hiring, and I basically was forced into having to make a career change. Otherwise, I would, I would still be a journalist today, probably. But instead, I went on a different path when I lost my job.

Tony Martignetti [00:10:34 - 00:10:41]

So many of us imagine transformation as something dramatic or inspirational. But what Dori describes is something far more real.

Effie Parks [00:10:43 - 00:11:07]

Reinvention often begins with uncertainty, pressure, and the uncomfortable realization that My soul said I had to find a job so I could pay my rent. That was kind of the immediate thing. These cheap, cheap fucking bastards gave me a week's severance pay. It wasn't even a week, it was actually 4 days because I had already worked Monday.

Dorie Clark [00:11:08 - 00:11:09]

Yes, please.

Effie Parks [00:11:09 - 00:11:42]

It was really like this very urgent situation. And what made it even more urgent was that I had just been fired from More a job that I had been at for 10 years. urgent was that I got laid off on Monday, September 10th, 2001. So the day that, you know, my first day of unemployment was like really, really not a good day to be looking for a job. So everything felt very urgent and I needed to find work. So I started freelancing and I, you know, I did a bunch of stories for The Globe and that was fun. That was actually great. But as you can imagine, freelance journalism was not extraordinarily lucrative.

Effie Parks [00:11:42 - 00:12:03]

I could usually scrape together a couple of articles a week maybe, but that was, you know, \$400, \$600, maybe it was \$800 a week if I really had landed something good. So, you know, you're really scrambling to be able to get revenue. On the other hand, I mean, it was actually very good training in the sense that—

Amir Ghannad [00:12:03 - 00:12:04]

Exactly.

Effie Parks [00:12:04 - 00:13:29]

When we think about how people learn, right? You know, when you study sports or something like that, they always say, okay, what you need is concerted, regular practice. But the key part that a lot of people don't get is you need immediate feedback so that you're not practicing the free throw with your elbow in the wrong place, you know, 900 times, right? You gotta have immediate feedback and correction so you can be doing it correctly. And the great thing about freelance writing is that that's exactly what it is. You pitch ideas and the editor says yes or no, and you get that feedback, and it's just, it's quick, it's decisive, it's clear. And over time, I had to become very, very good at quickly determining what was interesting as a news story and what was not. And so I was able to hone my skills at that, which still is very valuable in terms of the writing that I do or helping, you know, I coach executive coaching clients on breaking into high-profile publications and helping them think through, what is their idea? What's the niche? What's the contrarian perspective, whatever it is? Having that deeply internalized to understand what is of interest and what is not is actually really great. It was harsh learning in the sense that like, all right, you're not getting paid if you don't come up with something good, but it's something that's been very valuable over the long term.

Tony Martignetti [00:13:31 - 00:13:44]

What makes Dori's story so compelling is that her transformation wasn't just professional, it was deeply personal, because changing direction in life often requires us to rethink who we believe ourselves to be.

Effie Parks [00:13:46 - 00:14:09]

What brought me out of freelancing was I got a phone call— this was in March of 2002— from a guy that I used to know. He was a person that I would interview fairly frequently when I was writing for the paper because he was a political consultant. And so I would often go to him for quotes or commentary or things like that. And so obviously he knew I had lost my job because I wasn't calling anymore.

Dorie Clark [00:14:10 - 00:14:10]

Yeah.

Effie Parks [00:14:10 - 00:15:14]

And he reached out because he got hired by a governor, a candidate for governor, and he was sort of in charge of like staffing up the operation. And so he reached out to see if I would be interested in applying to be the press secretary for this campaign. And this felt like a very fraught decision for me at the time, because now, you know, I mean, because journalism has just gotten so cocteau, this kind of doesn't even matter anymore. But 20 years ago, there was a very, very clear red line between being a journalist and working in politics. Now people go back and forth all the time. But at the time, it was, it was really a big deal that if you were a journalist and you crossed over, you were closing the door. You were not allowed to be a journalist anymore. And so it was a very sort of stressful decision for me because it felt like, God, do I feel ready to give up this dream that I've been harboring? And so at first, you know, when he called, I said no, that I was not interested.

Effie Parks [00:15:15 - 00:15:48]

But then I thought about it and I just realized, like, look, the Globe is telling me, oh, a couple more months and then our hiring freeze is going to be over and then we'll consider you. And I'm like, is that even true? I don't know. It might be a copy. And whatever they're offering might not be that great. They had instituted these dumb hybrid positions where it was like, what they were sort of talking to me about was like a sort of reporter junior kind of thing for you know, the regional, and they would pay you less. And I'm like, oh, that sounds ridiculous.

Amir Ghannad [00:15:48 - 00:15:48]

Yeah.

Effie Parks [00:15:48 - 00:16:31]

So, and the guy that I would be hired for, he was a, you know, sort of a very exciting candidate who, if he won, it could be sort of a big deal. So I was just like, you know what, I guess, you know, this is literally an opportunity. You know, it's, it's rare in our lives that it's so clear that there's like 2 doors that you can walk through. And okay, what's the choice? What's the moment. But I felt like, okay, this, this actually is a clear thing, and I probably should err on the side of saying yes. So I called, I called the political consultant guy back and said, okay, yes, I would be interested in, in coming in for an interview. And so I did, and I

ended up getting, getting the job and then spending a couple of years after that working in politics. So that was kind of the next pivot that I had.

Tony Martignetti [00:16:32 - 00:17:06]

And tell me about your experience there. I just— because I think this is really interesting. It sounded like when you were talking about this that there's— once you make the decision to go into that political arena, it's almost like I can no longer be— I have to be impartial. I have to be kind of open to leaning towards helping them be who they need to be, but also make sure that I keep my integrity, keep unbiased, if you will, from the situation. So tell me more about how that feels for you or how it felt at the time.

Effie Parks [00:17:06 - 00:18:07]

Yeah, so the kind of the conventional wisdom at the time, or the way that people in the journalism industry thought about things— I mean, again, now it's, it's really different with the rise of, of blogs. And, you know, now even in the regular news pages, I think honestly to their detriment, many prominent papers are injecting a little bit more opinion into the regular news coverage. But back in the day, it was really very sacrosanct that if you were, if you were a reporter, I mean, you know, some old-school reporters even, like, they literally wouldn't even vote because they're like, no, I cannot, you know, I have to be perfectly impartial. So I'm not even gonna, as a private citizen, exercise that right. I mean, that's always, you know, a little bit extreme. But the sort of more conventional view was like, okay, do what you need to in private, but you cannot ever do anything that is going to telegraph bias. And so having worked for a particular candidate, that, you know, sort of implies that you have a particular ideology.

Amir Ghannad [00:18:07 - 00:18:07]

Yeah.

Effie Parks [00:18:07 - 00:18:43]

And so, in theory, maybe I could have gone back to journalism if I was writing feature stories about restaurants or fashion or something like that. But I really would not have been able to cover politics with any credibility after that because people could just say, well, you know, it's obvious that you believe X, Y, and Z. Now, of course, you know, nobody's political beliefs line up perfectly. So even, even the staffers don't necessarily agree with everything that a candidate is standing for. But yeah, it was a big deal because you really had to sort of reconceptualize your identity and what your potential future path was in making that choice.

Tony Martignetti [00:18:44 - 00:18:44]

Yeah.

Effie Parks [00:18:44 - 00:19:18]

And just, you know, sort of jumping on board and saying, okay, let's, let's do it. So the next thing that was kind of looming on the horizon, so this was late 2002 was the 2004

presidential election. And I decided it would be great to get to work on that. So at that point, it was about, you know, it was 2 years before the campaign, it was about a year and a half before all the primaries. And I thought, okay, this is what I really want to do. Like, if you're working in politics, a presidential race is like the major leagues of that.

Dorie Clark [00:19:18 - 00:19:19]

So Of course.

Effie Parks [00:19:19 - 00:20:09]

I figured, all right, I'm gonna, I'm gonna max it out. So I tried really hard to break into a campaign. I mean, I, I had my sort of tiers of people that I wanted to work for, but, but I, you know, I would have, I would have been happy to get to work on almost any opposition campaign because, you know, I mean, at the end of the day, their, their opinions are not necessarily so different. So this was really an example of me networking like a maniac. trying to get in and trying to, you know, work connections and angles, because it's not a very clear process how one gets a job on a presidential campaign. It is very much like backroom, who you know, you know, who can put your resume on whose desk. So I was working a lot of angles, and it took quite a while. It took, again, you know, 6 or 9 months for me to be able to land something, probably 6 months, I guess.

Dorie Clark [00:20:09 - 00:20:10]

Yeah.

Effie Parks [00:20:10 - 00:20:49]

But eventually, I was able to get in with Howard Dean's presidential campaign. And in fact, one point that I think is really important is, so there was a guy who was during the governor's race, he was basically one of our chief opponents, this guy named Steve Grossman, who was running for governor. And so one thing I just thought was very classy about him, and I think that many people have sort of lost the art in the modern world, But so I was working for an opponent of Steve Grossman's. I knew Steve Grossman, I liked him, you know, we had a nice relationship. But, you know, it's kind of— it's my— it was my job to be advocating for his opponent, right?

Tony Martignetti [00:20:50 - 00:20:50]

Yeah.

Effie Parks [00:20:50 - 00:21:24]

So you might bear some ill will, but he was really just such a gentleman. And I want to call that out, because he was tight with Howard Dean. They went way back. And so he was actually really instrumental in helping me get in to work for Howard Dean and to be able to land that job. So I definitely appreciated that. And I think, you know, if all of us can have a little bit more of that sort of attitude of understanding that, you know, you might be on different sides for one race, but you can be on the same side for the next one, I think it's a helpful frame of mind.

Tony Martignetti [00:21:26 - 00:21:56]

Sometimes transformation begins with a choice, and sometimes it begins with circumstances we never would have chosen. For Effie Parks, creating a new world began in the middle of fear, uncertainty, and the fight to understand what was happening to her son. But through advocacy, intuition, and connection, she transformed some of life's most painful moments into a source of strength and purpose for others.

Dorie Clark [00:21:59 - 00:22:39]

We joke in our community that we're in the club that nobody ever wants to be in. Wow, that is so true. so true. It's also just been one of the most enriching and touching communities, clubs that I have ever been a part of. 4 and a half years ago, my son Ford was born, and we were so excited. You know, we had all of these ideas of what it was going to be like to have a son, have a child, what they would be like. You know, we had all of these things planned out for this Fictional person. As soon as we brought him home, we started having a lot of difficulty feeding him.

Dorie Clark [00:22:39 - 00:23:01]

I couldn't get him to breastfeed. We couldn't get a bottle down him. It would take 3 hours sometimes to just get a couple ounces down him. And most of the time the milk would be on his chest and would be coming out the sides of his mouth. And he cried. He cried all the time. And we kept going into the doctor and telling our pediatrician that something wasn't right. Ford wasn't eating.

Dorie Clark [00:23:02 - 00:23:27]

He was writhing in pain. And we got brushed off a lot as new parents and that we were— every baby cries and every baby stays awake and they're just colicky. That's it. Try this, try that, go home. But we kept going in. We were both on maternity and paternity leave. So we had— We had all the time to just keep banging down her door. And we kept going in once a week.

Dorie Clark [00:23:27 - 00:23:36]

We were seeing her, we were seeing lactation specialists, and we were We weren't taking no for an answer, even though we were continuously getting told that everything was fine.

Tony Martignetti [00:23:36 - 00:23:36]

Yeah.

Dorie Clark [00:23:37 - 00:24:15]

After 3-ish months, our pediatrician turned to us in our appointment of us complaining about the same things, and she had a look of— she looked horrified. And she said, Effie, I've made an appointment for Ford at Children's Hospital. I'm worried about him. And I remember that moment really vividly. I remember finally feeling validated that she listened.

And I also remember just being so angry at her and so betrayed by her. And, you know, that just kicked off a series of events. My son was immediately admitted into the hospital.

Dorie Clark [00:24:15 - 00:24:48]

We were told all of these things that they thought I had heard before. The doctor looked at me and said, yeah, Ford has microcephaly. He has hypotonia. Just rattles off these things, and I realized that she thought I knew. She thought my doctor had told me what her concerns were with Ford, and I had never thought about anything really serious. I just knew something was wrong. But did I think that any of these things had an actual name or a diagnosis? No, not in a million years. He looked like everybody else's baby to me.

Dorie Clark [00:24:48 - 00:25:01]

He didn't look like there was something really wrong with him. So hearing all this stuff was, was a shock. And those were some of the most traumatizing experiences that I've ever been through.

Tony Martignetti [00:25:03 - 00:25:18]

You can hear the instinct, the fear, and the determination in Effy's voice. And in moments like these, everything changes. The future you imagined disappears. And suddenly you're forced to navigate an entirely different reality.

Dorie Clark [00:25:20 - 00:25:30]

I don't remember a lot of the aftermath of those moments. I really have somehow— they've just evaporated. I don't know. They're buried maybe.

Amir Ghannad [00:25:30 - 00:25:31]

Hmm.

Dorie Clark [00:25:31 - 00:25:54]

Of just kind of the trauma in those moments of getting this information about my child. So, you know, thankfully we were in the hospital and we were getting this information. And when we were let home, They had set up things with early intervention programs to get ahold of us, and all of that got the ball rolling to find out what was wrong with my son.

Effie Parks [00:25:55 - 00:25:55]

Hmm.

Dorie Clark [00:25:56 - 00:26:30]

So I feel lucky in that this did happen the way that it happened, as soon as it happened, because I know families like mine sometimes don't get these answers for years. They don't push for answers. They don't get told answers. It can be an extremely difficult world to navigate, and it still is. But luckily, a geneticist took some interest in my son because he's

extremely white. He actually has a lack of pigment. His hair is white. He has eye issues from transillumination.

Dorie Clark [00:26:30 - 00:26:52]

His skin is so white that she thought it was a fatal type of albinism. So she was intrigued and helped push for the tests to get that answer, which thank goodness, because I don't know if I would have a diagnosis for Ford if she hadn't been— if something hadn't piqued her interest, like a unique diagnosis of albinism.

Tony Martignetti [00:26:53 - 00:27:08]

What's remarkable about Effie's story is that even in the middle of isolation and uncertainty, connection became part of the healing. Because sometimes the people who help us most are the ones who simply understand what we're carrying.

Dorie Clark [00:27:09 - 00:27:32]

The geneticist called us and told us Ford did indeed have a diagnosis, but it wasn't what she expected. She said it was CTNNB1. She read 2 papers on it. Some of the kids could say a couple words, and some of the kids could take a couple steps. And he was 1 in 30 in the world. Period. End meeting. We weren't offered resources.

Dorie Clark [00:27:33 - 00:28:16]

We weren't offered hope. We were just told the limits and the gloom isolation. Luckily, I found a Facebook group and she was already wrong. There were 50 people in the group, not 30. And there was a group that was huge, right? Like there was other parents like me. There was Not a lot necessarily to look towards since the ages of the kids were all very young. So I don't have an older kid necessarily to get all of the insight from, but it just felt so good to have someone who knew this foreign word. It's not even a word, right? The gene.

Dorie Clark [00:28:17 - 00:28:56]

And I felt comforted in that. And I discovered this world of groups, Facebook groups. I didn't know that was a thing. I found groups for parents who had kids with feeding tubes. I found groups for parents who had kids with microcephaly, all of the symptoms that my son had due to CTNMB1. And it started to really open some doors for me because aside from this, I was so alone and isolated. All of my friends who had kids the same age, their kids, the gap between the development was miles now. They were going to the park and I was holding my son down to put the feeding tube back down his nose because he just vomited it up.

Dorie Clark [00:28:56 - 00:29:28]

Like, I couldn't relate and they couldn't relate back. And the aloneness and the fear in that just— it just grew and it grew and it grew. And I got to the point where I was even ignoring phone calls. Like, I didn't want to talk to anyone. I didn't want people to ask me any more questions. where I had to seem strong and capable, it just got to be too much. And I started waking up with this tightness in my throat, and I felt like I couldn't breathe.

Tony Martignetti [00:29:28 - 00:29:28]

Yeah.

Dorie Clark [00:29:29 - 00:30:14]

For a really long time. And I had never felt that. And the longer it continued, the more aware I was that it was— this stress, this isolation, this ickiness was manifesting in my body because I hadn't necessarily let all of it move through me. I was in the car for at least 4 hours a day, especially with Seattle traffic, getting Ford to and from appointments for a couple years. He had appointments 5 days a week. And so I would listen to podcasts. I would listen to stories, and I found a few on the topic of what I wanted to hear, right, of other families like me or anyone talking about this lifestyle. And when I found podcasts, everything changed for me.

Dorie Clark [00:30:14 - 00:30:21]

It was the very first time I actually felt like someone understood what I was going through.

Tony Martignetti [00:30:23 - 00:30:57]

What connects all of these stories is the reminder that creating our world doesn't mean controlling every circumstance we face. Sometimes it means discovering who you become in response to them. Amir found resilience. Dori found reinvention. Effie found purpose through advocacy. And each of them reminds us that transformation often begins in the moments we never saw coming. Creating your world doesn't mean controlling everything that happens to you. It means choosing who you become in response.

Tony Martignetti [00:31:00 - 00:31:58]

I want to express my deep gratitude to Amir Ghannad, Dori Clark and Effie Parks for sharing their stories, insights, and experiences so openly and generously. And to all of you listeners, thank you for joining us on this journey around the virtual campfire. It's been great to have you with us. If you'd like to learn more about today's guests, connect with their work, or explore their books, organizations, and resources, you'll find links for each of them in the show notes for this episode. If this conversation resonated with you, I encourage you to reflect on this question: What part of your world are you being called to create next? Before you go, please subscribe to the Virtual Campfire Podcast. If you enjoyed this episode, I'd love to hear from you. Leave a comment or review and share this episode with someone who would benefit from listening. And if you're ready to take the next step in your own journey, journey or would like to learn more, visit tonymspeaks.com.

Tony Martignetti [00:31:59 - 00:32:14]

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