

FINDING BRAVE

with Kathy Caprino

Transcript

Finding Brave Episode #14

How To Support Our Children to Navigate A Brand New World, with Tim Elmore

Kathy Caprino:

Hello, everyone. This is Kathy Caprino and welcome to my podcast, *Finding Brave*. I've created this show for everyone who longs to create something bold and brave in their life, to rise up, speak up, and stand up for who they are and to reach their highest and biggest vision. Each week I'll be speaking with inspiring guests from all walks of business, leadership, entertainment, the creative arts, and the entrepreneurial world. They'll be sharing their intimate stories of finding brave and offer their best strategies for building your most rewarding, joyful, and meaningful life, business, and career.

Hello, everybody! Kathy Caprino here and welcome to this week's episode of *Finding Brave*. I am so excited to have, as our guest, oh, I'm so honored, Tim Elmore, and boy do I have a story about Tim and how much his work has impacted me and my community. But before we launch in with Tim, I just want to share with you a quick little something.

Last episode, I shared with you that I was having a really bumpy week that was requiring me to be braver than usual and yikes, it was bumpy, but I want to tell you this. What I'm finding, having brave on the radar, is that you begin to prioritize more clearly, what you will give up anything for. I just had a discussion, a situation that happened that I said to myself, "If I speak up about this and I lose this project because I'm being brave and speaking up, I'm okay with it." I'll tell you folks, the clearer you are about what you'll give up anything for and what matters most to you, it makes you braver and it makes you actually calmer and you can come from a place of centeredness and love. Can I say that word? Because you're not all wracked with confusion, so I leave that as something to think about, where you can start prioritizing more deeply, because I think it changes our lives.

All right, that said, welcome, Tim. Tim Elmore is here with us. I'm so thrilled. From Atlanta now, right, Tim?

Tim Elmore:

That's right, Kathy. Great to be with you today.

Kathy Caprino: Thank you so much for making this time. So, everyone, before I read Tim's bio I have to share with you. It was January 2014, I'll never forget it. Before that, a client of mine said, "Have you ever read any of Tim Elmore's books? He is amazing." And this was about parenting young people to grow into leaders. I said, "Let me reach out," and we did our interview together on *Forbes*, "Seventeen Crippling Parenting Behaviors That Keep Children From Growing Into Leaders." It now has 7.7 million views, my most viral interview post ever. I still go back to it. It still gets so many views every year, Tim, and it's so ... You know, if I think about why that has rocked the world, well, what do you think? Why do you think that touched so many people?

Tim Elmore: Kathy, I think it's because today's parents have a new report card that we've not ever written down, but it exists, that we think we've got to lobby and give our kids the best benefits they can get and then we're always afraid that we're not doing it right.

Kathy Caprino: I think that's it.

Tim Elmore: It's going to be in therapy at thirty, you know, because we didn't do everything we were supposed to do. In reality, I think we unwittingly cripple them because we overfunction sometimes. We don't let them become the leaders they are capable of becoming. So anyway, I think that —

Kathy Caprino: I think you're right. And I think we're actually not brave enough because we're so insecure about these challenges because we never faced them as young people, right? These are so new. Yeah.

Tim Elmore: In fact, I commonly, when I'm in front of parents, I'll commonly say, "We're a generation of firsts and they're a generation of firsts." My own parents couldn't teach me how to raise a child with a portable device in their hand. They never raised a child with a portable device in their hand. So yeah, we're making it up as we go and we're a little ... You're right, we're not really brave. We're insecure.

Kathy Caprino: That's it.

Tim Elmore: We're scared all the time and then I think we need to take your advice. We need to be brave and raise brave kids ourselves.

Kathy Caprino: Oh, I love it! Oh, thank you. All right, everyone, let me tell you a little more about Tim so you can understand the impact he's making. Dr. Tim Elmore is the founder and president of Growing Leaders and the author of 32 books. I'm falling off my chair. I mean, I've got my second book in the works and yikes, I want to hear from you about how you do that. But it's all about, his work is all about equipping you and me to prepare young leaders in our workplaces, schools, athletic departments, and our homes. Growing Leaders is a nonprofit organization, established to partner with companies, schools, and universities to prepare the emerging generation of leaders. How important. Your latest book is *Marching Off the Map: Inspire Students to Navigate a Brand New World*.

I love it! So Tim, let's just launch right in. Why did you write *Marching Off the Map*? What's the point? What do we need to know?

Tim Elmore: I wrote it because I feel like today's parents, teachers, and employers, we're on the brink of a world that we are not yet prepared for. I don't even know if I'm prepared for it, Kathy.

Kathy Caprino: Oh my, that's scary.

Tim Elmore: The board that we are working around the country and really the world now, with various organizations, I'm seeing that we're still doing the same things we once did, hoping that we can polish it and it's going to be fine. I actually borrowed the phrase from Alexander the Great. Remember studying about this man in the history? He used this phrase as he led his troops, his armies, across the known world, conquering every bit of territory along the way. But he didn't stop there. He continued to march into lands for which we had no maps and he was known to frustrate his soldiers as he transformed them into mapmakers. They were literally mapping as they marched.

Kathy Caprino: Wow, I didn't know that.

Tim Elmore: Yeah, quite a picture that is for us today, as we march in a new territory and we're realizing we've got to draw new maps because we're in real new territory. Kids today are going to get jobs that don't even exist today and here we are moms and dads, educators, employers and we're thinking, "What in the world is going on here?" The book is meant to be a bit of a guide to help people make new maps.

Kathy Caprino: Can you tell us, what is maybe the top 5 areas, and we're winging it here, folks. We didn't script this, so if it's ten or two areas, you tell me. What are the areas that are off the map? Where are we really at sea, as, and we're talking here, folks, parents of young Generation Z or millennials, employers, colleagues, and educators, right? And young people themselves but, where are we out of our element, thinking "What the heck is this?"

Tim Elmore: Well, let me say one obvious thing, Kathy, then we can take this wherever you want to go. The biggest area, that I see everywhere I go, is our mental health issues. Anxiety that young people face today. Mamas see it, in their children sometimes, their teenagers. I think employers are seeing it in their young employees. Just consider this, Dr. Leahy, who is the head of cognitive psychology today says that teenagers have the same level of anxiety as a psychiatric patient did in the 1950s.

Kathy Caprino: No way.

Tim Elmore: Yeah. If our teenagers today were living back in the 50s they'd be in a psychiatric ward. Needing mental health help.

Kathy Caprino: Oh Tim, it's incredibly horrible.

Tim Elmore: Now, why is that? A number of reasons, certainly, not the least of which is they don't feel safe in schools today. We just had that huge issue in Florida, in—

Kathy Caprino: God. And now more shootings. You know, in, it ... Three days went by.

Tim Elmore: Yeah, crazy.

Kathy Caprino: Okay, so it's safety. What else is unraveling people?

Tim Elmore: Clearly safety, mental health issues. Social media. If you track the rise in mental health issues, Kathy, you'll see they directly parallel the rise in social media. Now, you and I both know that social media is not all evil, but we just were not made to take in 10,000 messages a day and some of it good and some of it not good. We're just in a world now where just our anxiety and depression levels are high and we're not quite sure what to do about it.

Kathy Caprino: I want to build on that. Can I? I'm way into social media and everyone who's heard me knows this story, that I posted something on feminism. Oh my God, Tim. I put it on YouTube and my daughter, who's 23 said "Mom, take it down. Don't you understand there's no filter there?" But the rage and vitriolic hatred, Tim, that I got from men and women, was scary. What you realize is it's not just one person at the top, in leadership, that may be spurring this. It's there and we hadn't seen it. I'm a trained therapist, for goodness sake. You'd think I'd have the boundaries to ... I didn't. Like, I fell apart that week. So, I'm with you.

Can I go back to something and, this may not be questions you fully feel equipped to answer but you, better than anyone, will. Do you think if parents were more equipped in dealing with all of these things then the stress would be mitigated and the children wouldn't feel so scared? Or do you think it's not really about how well equipped parents are? It's just the world has gotten scary.

Tim Elmore: Kathy, this is probably going to be not a helpful answer. I'm so sorry. I think it's both. Yes. In fact, I was just on Headline News, CNN's Headline News, with—

Kathy Caprino: Gosh, great.

Tim Elmore: And I said, "We've got to find a way to equip parents." Because I think we could mitigate at least half the issues if we were just, well, this sounds crazy, but if parents were just sitting down at a table on a regular basis with their children. Food, games, whatever, but we were processing, "What are we going through?" I think we could help at least half the issues. But I will say this, even if we did that, there will still be issues like mental health issues, around the world just because we're exposed to everything that's going on. A middle school kid today, knows what's happening in Belgium. The shootings, or whatever. Even if Mom and Dad were fully equipped, they would still know and I don't think a thirteen year old was meant to know what was going on in Belgium, the terrorist acts or whatever. So, I think it's a little of both. Yeah.

Kathy Caprino: Right. So what you're touching on is boundary development and social media has stripped us from having that boundary unless we create it ourselves and put a restriction on what our children are going to watch or read. Oh my goodness. Tell me, let's start with parents if we can, and then I think we should talk about work, the workplace. Is your job here, then, in writing this book, what would you want the ultimate outcome to be, that young people are stronger and healthier and there's more wellbeing? What would you want to happen?

Tim Elmore: Yes, you just said it. No doubt about it. For every established adult, whether they're in their twenties, thirties, forties, whatever, to feel like they've got a bit of a game plan as they manage, mentor, parent, or teach this emerging generation, which are now being called "Generation Z", or "The Homelanders". It's the kids that have grown up since the Department of Homeland Security.

Kathy Caprino: They're called "Homelanders?"

Tim Elmore: Yeah, their generation started at about the same time as we launched into the 21st century. We're all trying to grapple to keep up with the new realities that we're facing. Again, I don't think I'm the answer man on every issue, but we partnered with about 8,000 schools and organizations across the country, trying to help the you and me, Kathy, really know how to parent, lead, and teach this emerging generation. Yeah.

Kathy Caprino: How amazing. I have another question for you. My world is how to lead braver, happier, and more successful lives and careers, right? Do you see that all of this influx of incredibly stressful stuff that's hard to understand and process, do you see that that's impacting Generation Z and millennials, even in formulating what they want to do for a living and what their future's going to look like? Does it impact that as well?

Tim Elmore: No doubt about it. In fact, Kathy, I could keep you laughing or crying for an hour. Let me just give one quick story.

Kathy Caprino: Please, I love stories.

Tim Elmore: Human resource executives and one woman came up to me at the break and she said, "Tim, I thought this was an anomaly, but it's happened six times in the last month." She said, "I just handed a job offer to a recently graduated college student, who's now a young professional," and she said, "Each one of them took the offer and said 'Thank you,' but then after pausing they said, 'But now my parents are going to need to interview you to make sure you're a suitable boss for me.'" Yeah. And all six were ushered to the door. They didn't get the job.

Kathy Caprino: How old were these people? These kids?

Tim Elmore: 22, 23, 24 year old young professionals. But Mom and Dad were wanting to intrude, I'm sure with the right motives. I'm sure they were well intentioned, but they weren't allowing their young adult child to be their own person. That's the scenario that we could unpack for a long time. That's what I think is happening. We have well intentioned parents who really mean well, but who are not allowing their child to really grow up. That's why I wrote the book of *12 Huge Mistakes Parents Can Avoid*. Because we're intruding, well intentioned, but we're just not letting them grow up.

Kathy Caprino: Can I add that I call that, and I learned this from marriage and family therapy training where we talk about over-functioning. I coined the term "perfectionistic over-functioning." You're trying to do more than is healthy, necessary, and appropriate and you're trying to get an A+ in all of it and you're making everybody around you crazy. That kind of behavior, I'm going to use the word, cripples a young person because the subconscious message is

"You're not equipped to lead your own life. You're not equipped to decide for yourself." Parents, listen up. You may be doing this out of love, but it's crippling and hurtful and damaging because that's the message that these poor people have, these kids. That I need Mom and Dad. Get out of the way.

Tim Elmore: Yeah, right. Yeah. You're absolutely right and think about the message it sends to the child. We mean to help them, but it's almost like we're Superman, they're Lois Lane or Jimmy Olsen. We're flying in and it's sending the message to them, "You can't do this, but I can." My goodness gracious, maybe at seven years old they can't. But at 10 and 17 and then 25, they can and we need to be sending the message, "I believe in you and I'm going to step back and believe and cheer you on as you become the man or the woman you're meant to become."

Kathy Caprino: I wonder if you see this about risk, the midcareer people I talk to are, in many cases, terribly risk-averse and that means that they're terribly nonresilient. One course member today asked me, "Tell me more about risk. Are you actually saying, in our course, that I'm going to need to take more risk?" And I'm sensing from her that that's a very scary, scary thing. She asked me, "Define the right kind of risk." I bet you do this in leadership a lot, in leadership training, right? We're not talking "go off and do a crazy" I don't want to use the word "stupid." I don't believe in that word ... "Unexplored risk." There are ways to make smart risks and even when you do it and assess it best you can, it sometimes bombs. But that's life, isn't it? If we're going to stay all hunkered down in our bunker and never risk, you're never going to grow. You're never going to have the life you want, right?

Tim Elmore: Kathy, you're right. Our whole nation was founded on risk, wasn't it?

Kathy Caprino: Right?

Tim Elmore: It was an experiment and we thought, "I think we can do this." Democracy was a big deal back then and we did it. Now, I'm afraid we're looking for insurance policies and guarantees that may not exist, when we start a new company or start a new family. I'm saying, yes, you're actually right, not reckless, of course, but calculated risk and being brave to try it and realize that "I may fail, but that's okay."

Kathy Caprino: Right.

Tim Elmore: You're absolutely, I'm on the same page as you.

Kathy Caprino: Oh good. Now, here's a touchy question and we're not going to get overly political here, but I would love to ask you, do you see anything that's happened in the last two years in terms of leadership, in our country, that's created more stress for people?

Tim Elmore: Yeah, I do and you're right, we shouldn't get political, but absolutely. We are so afraid. I think, in fact, in many ways we're operating out of fear. As parents, as employers, and I don't think that's wise. That doesn't lead us to the best wisdom at all. I often tell parents, or employers for that matter, the further out I can see into the future, the better the decision I make today, for my own life and for my kids. We've got to chuck this fear thing out the window and say, "I'm going to venture out into the unknown, where there are no

maps yet, but we're going to make wise decisions and take risks and then if we fall down, we get back up and we try it again. That's the best mindset to have.

Kathy Caprino: Let me understand this. You said the better we can see into the future, the better we can manage our lives. Well, how do we see into the future, which is probably exactly what your book tells us. But what do we do? What do we do, practically?

Tim Elmore: All right. Here's two concepts I offer in the book and I talk about practical steps for how. We need to be both timely and timeless.

Kathy Caprino: Ooh, I love it. That's a quote.

Tim Elmore: Yes, so timely means I need to stay up on what's happening in culture, absolutely. I need to know for, let's say, I'm going to talk of parents for a minute, for my children. What are they facing today? Social media, but also what are the issues they're facing today? Why are they afraid? Why is fear such a big issue? Then I need to know how to help them navigate those timely issues but then at the same time, I need to be timeless, which means I need to understand what are those timeless values and virtues they're going to need, whatever era they live in? Whether it's 2020, 2025, 2030.

Here's a good example: I was just with some university students recently and I said, "Folks, as an employer, I will always hire a disciplined employee over an undisciplined one, every time, no matter what day you live in. I will always hire an honest employee over a dishonest one, any day of the week, any time." Now those are obvious, but we're living in a day where we're almost not even sure about, is there a right and wrong. I may sound like your grandpa right now but there are a handful, not a lot, but a handful of things that are definitely right and definitely wrong and we're going to have to help our kids navigate both the timely and the timeless. I'll stop there because I'm not the—

Kathy Caprino: I love it! Well, let me ask this. Why have we slipped in knowing what the timeless is? I'm going to go out on a limb. I think a lot of adults have slipped.

Tim Elmore: Yeah, we have.

Kathy Caprino: What's happened that's made us slip in terms of values?

Tim Elmore: Well gosh, Kathy, where do we begin? Let me just start with some that I think our listeners would say, "Yep, that's true." First of all, we are living in a day that's both exciting and nerve wracking. We have the capacity, let's say with technology, to invent things that we've not been able to civilize. Okay?

Kathy Caprino: What does that mean?

Tim Elmore: Kevin Kelly, I think, said it first. The founder of *Wired* magazine and he's written a wonderful book that I used for research, called *The Inevitable: 12 Technological Forces That Will Shape Our Future*. He says artificial intelligence for instance, for one, is allowing us to do things that we've not yet been able to civilize yet.

Kathy Caprino: By that, you mean there hasn't been a moral code or ethical code that could even relate to it because it's unfathomable, like cloning a human being or something, right?

Tim Elmore: Right. Exactly. I'll give you a good example. Last May, Kathy, I took my family to Europe for a celebration. It was really fun. We were celebrating two graduations. My daughter was graduating with her Master's and my son with his Bachelor's so we had a week in Europe. We had a ball, you could imagine. But one day I was at a café, getting some coffee and I heard two gentlemen talking about something that I was not yet ready for. They were talking about cafes that were popping up in different places in different countries in Europe, where you could go in as a gentleman and be served by a robot. But it was not Rosie, on *The Jetsons*, like you and I remember. This was a robot that was a female looking, runway model looking female. Beautiful. A gentleman could be served a coffee and a sexual favor.

Kathy Caprino: Oh my God. Oh, it's like *West World*.

Tim Elmore: Yeah. It really is like *West World*. The debate that was going on, between these two guys, were, one was saying "Well, that'll be wonderful for marriages. The men will be having their sexual needs met by a robot", and the other was saying "No, that's horrible for marriages. We won't have the intimacy right ... In fact, it's going to be done by a machine." I'm thinking, "I don't even think we're ready for that conversation yet." So certainly, moms and dads listening would go "Holy smokes, I don't think we are." My feeling is that's where the timely and timeless comes in. We're going to have to be able to have conversations around a table, with our children or our young employees and say "Let's talk it through. How do we make wonderful, moral decisions? How do we have a moral compass in a day where we think 'Hey, have at it.'" I don't think we need to have that. I think we need to be having ethical conversations about these subjects that we're now able to do, but I don't think we're able to make moral decisions for.

Kathy Caprino: Oh my gosh, that's really awful. I want to give an example quickly of how this works. I did an interview with Terry Real, a couples therapist, Episode Four. He was talking about the patriarchal society and how in a patriarchal society, we split ourselves between the masculine and the feminine within us and we shun the feminine. I was talking to my son about vulnerability and what Terry said, from my son's comments was, "While your son was raised in a feminist environment, he's had the vulnerability kicked out of him."

My son's in London, studying abroad and I had a conversation with him and he listened to that. And I swear to you, the next week he said "Mom, I was on the bus with my friends and my friend's younger girlfriend, and she's a slight person, and to make a long story short, there was a guy on the bus who was drunk and aggressive and scary." And he said, "Mom, honest to goodness, for the first time I literally felt what it would feel like to be in her shoes and the vulnerability that she felt." So, he said "It was really eye opening for me." And he said "I could only think if she got off that bus and if I were her, I'd be scared in the dark alley."

The point is if you never have these conversations, you never help your children or your spouse, or your sister, or your parents understand a different world than the one you possess, the one you inhabit, right?

Tim Elmore: Yeah, no, you're spot on. I really think you are and this is where I think we need to help the emerging generation, not only have the conversations, but do the brave things. Like we saw those students do on March 14th, when they laid down on a school campus and, you know, whether you agree or not, listeners, with what they did—

Kathy Caprino: I agree completely.

Tim Elmore: They were brave to say we've got to begin to take action. My hat's off to those kids. You know, they—

Kathy Caprino: I agree and to me, they shamed us in the best possible way.

Tim Elmore: I know! It's good.

Kathy Caprino: Now I'm like, "What a haha." And they don't have the skepticism we have that, oh, we'll never ... They were like "This is unfathomable and intolerable and we're not sitting down for it. Well, we're laying down for it." Oh! It's so ... I mean, I was inspired that okay, we're in the right direction here.

Tim Elmore: Yeah, except I was listening to NPR and I heard one student say, and this was brilliant. I'll try to get this right. He said "When leaders are acting like kids and kids are acting like leaders, it's time for a change."

Kathy Caprino: Oh my gosh.

Tim Elmore: And I'm thinking, "Oh my gosh, you just ..." Yeah, yeah.

Kathy Caprino: Great. Great quote. Oh, you're giving us a lot of Tweetables. I'm aware here, that we're coming to the end of our time. What tools have you created in your company, your firm, working with all of these constituents, to help us through this, Tim?

Tim Elmore: Yeah. Well, Kathy, thank you for asking that. First of all, there's a lot of free things on our website that you can just download on, how do we build ethical kids. But you and I have talked about this before. We created something called "Habitudes." It's a funny word that, it's a real word in the dictionary.

Kathy Caprino: It is?

Tim Elmore: Habitudes are images that form leadership habits and attitudes. We teach timeless leadership principles that you can use at work, at school, or at home and every image represents a timeless principle. Pictures are worth a thousand words. These principles, whether they're an iceberg or rivers and floods, each represent a principle. Rivers and floods, I just talked to my son about this one. Rivers and floods are both bodies of water but they're different, aren't they? Floods are water going every direction, all at once, and causing damage. Rivers are flowing in one direction and you can use them to get a lot of good things done. You say, well are you a river or a flood? Are you flowing or are you flooding? Most of us are flooding, you know. We're five miles wide and one inch deep. How do we put banks up to be a river, not a flood? Well, that's the conversation.

Kathy Caprino: Wow. I like that one.

Tim Elmore: Yeah, that's a tool that, whether you're a mom or whether you're a teacher or you're an employer, that's starts a great conversation. How do we put banks up? What are those values that help us flow, not flood. I just think we've got to begin to have those conversations in our homes and our schools and our workplaces.

Kathy Caprino: Oh my gosh. So, everyone, check out GrowingLeaders.com, and we're going to have Tim tell us where else to look. I'm going to ask you one more question and it's tough. What's going on for and with women today? How do you see that in terms of the fabric of what you teach? What are you seeing there?

Tim Elmore: We're seeing exactly what you're seeing. Men are not quite sure what to do with women that are feeling empowered and I'm glad you are, by the way. But we're not quite sure what to do, so we're getting angry. That's often what happens. Like your son talked about, "I just think I just now felt what females might feel," in a dark alley. I think that's happening. We are just now in a dialogue with the Pat Summit leadership group. Remember Pat Summit, the great coach, the Tennessee Vols women's basketball team? We're beginning a dialogue where we're hoping to enter a time where we can create leadership tools for women, and specifically women athletes, because that's part of our world. But, we're wanting to use these images to really help ladies find a way to stand up and step up where they need to in their world, yet do it with bravery, in a world that commonly has been male dominated.

Kathy Caprino: How wonderful. What would you say to all the men listening, Tim?

Tim Elmore: Yeah, a lot.

Kathy Caprino: What would you say if, and I, and no one says that men are angry now, but we know that. They're tired now, they feel beleaguered, they're sick of it, they're asking "Have I ever done anything that someone's going to misconstrue, that I didn't mean?" Let's face it. You're angry. What do you say to the men in your life, young and old?

Tim Elmore: I think the biggest issue we men are going to have to wrestle with, and this is worth more than a minute that we have but, I think we're going to have to become secure enough to allow for women to be the women they need to be and were designed to be. Yet, we men can play our role as men. That's hard because you don't become emotionally secure overnight, but sometimes it's our own insecurities, Kathy, that prevent us from this happening. In my own marriage, if I become insecure, I don't let my wife, Pam, be the woman she's meant to be. When I am secure, I am able to let her be the person she's meant to be. But I need to make the changes, not just her and that's where we men need— We're going to have to make those changes because we've been chauvinistic too much sometimes.

Kathy Caprino: That's marching off the map, too, Tim.

Tim Elmore: Yeah, it is. We're in new places. We need new maps and maybe better yet, new compasses with a true north that even when we're in uncharted territory, we're able to do

the job.

Kathy Caprino: Oh, how beautiful. Just hearing you speak, I know how powerful your work is and how grateful we are to have your work in the world. So Tim, again, where can people learn more and take a course? And you have an exciting event coming up in Atlanta. Will you tell us about it?

Tim Elmore: Yeah, we do. The best place to find us is GrowingLeaders.com. You mentioned that earlier, thank you. There are lots of free things that can be downloaded, just to put your toe in the water. But we do have an event for secondary school principals, called The Roundtable for Principals, coming up in Atlanta, Georgia, June 21 and 22, and we'd love to have folks, if they're in education that way, to join us. Kathy, I so believe in your work. I love the fact that you're challenging people, both women and men, to be brave. This is the need of the hour, is bravery, because we're in new territory and whenever you're in new territory you tend to shrink back and say, "Let me just do what I used to do." We've got to go to new places and do new things, so my hat's off to you, Madam, for all that you're doing. I'm your fan. You know that.

Kathy Caprino: Right back at you, my friend. If we can help you in any way, let us know. You're doing a fundraising event though, right? Is that the Principals? Is that something new, something different?

Tim Elmore: That's for anybody, on April 12th, in Atlanta, Georgia. We have Jeff Foxworthy, the comedian, joining us and we're going to laugh that night, but we're going to cry as well, tears of inspiration, as we interview people from all over the world that they're working with the next generation. Then we're going to interview the next generation, as well. We're going to have young people up there with what they're inventing, what they're doing. So, it's April 12th, and that can be found at GrowingLeaders.com, as well. April 12th, Evening With Jeff Foxworthy.

Kathy Caprino: We can donate something, right? To a fund that you're creating.

Tim Elmore: Absolutely. If you go to GrowingLeaders.com/theGrowingLeadersInitiative

Kathy Caprino: Oh, that's what happened to us, right?

Tim Elmore: It's the Growing Leaders Initiative. It's the word you're looking for. Yeah

Kathy Caprino: That was it.

Tim Elmore: You can donate online and we would love for people to join us in this great cause.

Kathy Caprino: Oh, I can't wait to spread the word. Thank you for your time, Tim, and your inspiring work. Come back again soon, will you?

Tim Elmore: Will do, Kathy. Thanks for all that you do, as well.

Kathy Caprino:

Thank you. Bye, Everybody, I hope this motivates you and inspires you. Share with us. Tim and I would love to hear from you. Go to our [Finding Brave Facebook page](#), write a review on iTunes. Any way you want to share, we would really love your feedback. Thanks for listening and have a very brave week.

Thanks so much for joining us today and please don't forget to check out [FindingBrave.org](#) for more programs resources and tips. Tune in next time for your weekly dose of *Finding Brave*.