

Something Extra EP 119 - Mary Jo Gorman

Lisa Nichols: Chromosomes, little strands of nucleic acids and proteins are the fundamental genetic instructions that tell us who we are at birth. Most people are born with 46 chromosomes, but each year in the United States, about 6,000 people are born with an extra chromosome, making them a person with Down syndrome. If you've ever encountered someone with Down syndrome, you know that they are some of the kindest, most joyful people you will ever meet. They truly have something extra.

My name is Lisa Nichols, and I have spent the last 24 years as both the CEO of Technology Partners and as the mother to Ally. Ally has something extra in every sense of the word. I have been blessed to be by her side as she impacts everyone she meets. Through these two important roles as CEO and mother to Ally, I have witnessed countless life lessons that have fundamentally changed the way I look at the world. While you may not have an extra chromosome, every leader has something extra that defines who you are. Join me as I explore the something extra in leaders from all walks of life and discover how that difference in each of them has made a difference in their companies, their families, their communities, and in themselves.

I'm thrilled to have Dr. Mary Jo Gorman on the show today. Mary Jo is the CEO of Healthy Bytes, a tech enabled services company in the nutrition market. Mary Jo, I am so excited that we were able to make this work. Thank you so much for making the time today to be on the show.

Dr. Mary Jo Gorman: Well, I'm excited to be here. Thanks for having me, Lisa.

Lisa: We're going to have fun. You're in St. Louis, I'm in St. Louis, you've done a stint in New York, but we did not meet each other in St. Louis. Do you remember where we met?

Dr. Gorman: Yes, we met at Ernst & Young now EY, Strategic Growth Forum in California. It was a great event and it's a great organization. It really celebrates entrepreneurs.

Dr. Gorman: I love a team member who knows a part of the business that I may not know as well and then has this insight and then takes the initiative to bring that to the team. We actually had an employee recently who had some insights about how they thought we could help some growth. She came to us, she said, "Why don't we try this? What do you think about that?" She'd already thought about what are some of the steps we would need to do to do that. That ability to take the extra initiative and be brave enough, raise your hand, "I've got an idea." We all kick that around and we have executed on that idea. I love that people will come forward with something that they thought of and really make that contribution.

Lisa: Yes. I just know you, and I know that you've created that kind of culture that gives people the permission to do that, Mary Jo. I think that's a very good leadership tenet too, right? Because in some cases the culture may be that, "If it's not a good idea, I may get penalized," but that's not how we're going to be the best.

Dr. Gorman: That's right. It doesn't mean there aren't bad ideas but you should still have a conversation about it.

Lisa: Yes, absolutely. What do you believe is the something extra that every leader needs no matter who you are?

Dr. Gorman: It's so important that everybody who leads recognizes that everybody on their team is contributing. If they're not contributing, they shouldn't be on your team. Everybody makes a contribution. I really learned that lesson at Advanced ICU Care because we had these clinicians doing this amazing work. Then we would have people who might be in a department where they're-- Maybe they're in the accounting department or they're in the tech department or even doing credentialing or things like that and they're like, "Well, my role isn't important." If all of those people don't make their contribution, our clinicians couldn't have done their work.

Trying to articulate for people. "This is how you fit in to the collective effort,"

Lisa: All right, very good. Well, Mary Jo, this has been so much fun. Thank you so much for making the time to be on the show today, I know that it's really going to help our listeners.

Dr. Gorman: Thank you so much, Lisa. I really appreciate the opportunity to be here.

Narrator: Thank you for listening to today's show. *Something Extra* with Lisa Nichols is a Technology Partners production. Copyright Technology Partners Inc., 2019. For show notes, or to reach Lisa, visit tpi.co/podcast. Don't forget to leave a review on Apple Podcast, Google Play or wherever you listen.

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