

Seattle Metro Chamber – Under Construction with Adriane Brown

Marilyn: [00:00:00] Welcome to Under Construction. I'm your host, Marilyn Strickland, CEO, of the Seattle Metro Chamber. In each episode we take you behind the scenes with the people and companies who are shaping our evolving region. Today, we are thrilled to launch this effort and welcome our first guest, Adriane Brown. Welcome to the show, Adriane.

Adriane: [00:00:19] Well hello, and thanks for having me here.

Marilyn: [00:00:21] Great, well Adriane you know it's really interesting that you're our first guest because as I look at the evolution of your career, you have been the first in many situations. You are now a venture partner for Flying Fish Fund. You're on the board of directors for Raytheon, for eBay and you serve as chair of the board for the Pacific Science Center. Could you talk a bit about your past experience and your early career and really what it was like when you started at Corning back in 1980?

Adriane: [00:00:49] Well that really takes me back. I started this career of mine as a shift supervisor and, you know, I did not really imagine myself every day walking into a factory, but I was drawn because of the character of the company and because I wanted to see how things got made and to see what is underlying business. And so I started as a shift supervisor. I rotated shifts for 26 months and that was quite an ordeal to really come in and you know every month I would shift. One of the things that really fueled me in that role was kind of putting to real purpose some of my values, and paramount in that was a very strong belief in dignity and respect for all. I'm coming in as a young professional. They asked me my age, but of course I wouldn't tell them, because I didn't want that that age bias thing to come in because I had people who were younger than me to people who were older than my parents. And I treated them truly the way I wanted to be treated. There were others who didn't necessarily bring that approach to working with people. But what it reinforced for me was the power when people feel respected, the power of results when you, every day, make people know that what they do is important and that you matter to them. And I always got great results as a consequence of that. So I think that first 26 months of my career was something that I could not have predicted. But it really showed me the power of people and the power of dignity and respect.

Marilyn: [00:02:39] It's interesting because you talked about, we talked about 1980 is when you started that career, and in many ways you know you were very much a vanguard when it came to how you treat people in the workplace. And as you know that's what gets you good results. So in 2012 Adriane there was a piece in The New York Times and a key quote that I found was, 'Discomfort breeds growth.' And that was a quote that was attributed to you and it taught you, you talked about what it was like being eight years old and stepping into a difficult position of switching to an integrated school. That's a very fascinating story. Could you share a bit of that story with us please.

Adriane: [00:03:16] Sure. So it's 1966 and it's segregated Virginia. And we were coming out of segregation in a voluntary year to integrate the school system. Well my dad was an educator and he wanted to move as quickly as possible to have that happen for us. So in that voluntary year, my brother and I and three neighbor kids were the first five students to integrate Bellwood Elementary School. So I really wasn't about that at all. I was looking forward to going to Carver High School, where my dad had taught and I was his shadow. And you know, the realization that that was never gonna happen, that I had to go to school with these kids that I didn't know the youngest of the five.

Adriane: [00:04:07] I just couldn't believe it. And after bawling my eyes out my parents sat me down and sat my brother down the night before the first day of school and talked about this journey,

that in order to effect change you have to take action. And we weren't there just as students, we were there as role models because people had perceptions about what black people were and what we were about. And I was there to help change that.

Marilyn: [00:04:34] Well you know it's interesting, because you know, you step into this school. You were, you know, it was basically being integrated and you were part of that. And when some of us look back on that period in America and we think about images we think about hostility and people being really mean to you. What was the experience like? How were you received by students and parents there?

Adriane: [00:04:53] It was mixed. First of all, there were no National Guard standing at the door. So from that regard it was peaceful, but getting on that school bus, things were said to us that were not pleasant and were not appropriate but they were said nonetheless. And my parents said you know you're just going to have to turn a blind eye to some of that. But of course my brother and I and the three neighbor kids had our little comebacks that he would try to thin things off. But even the school bus was a really tough place because there was one boy who had like a safety pin and he had it open. And as we were walking by he would try to stick us, you know, I don't think he was really gonna stick us but he provided that action of sticking. So I mean so it's not just words.

Marilyn: [00:05:42] He was trying to do you physical harm.

Adriane: [00:05:44] It was it was a threatening circumstance. So I mean that's a little thing. But when you're 8 years old and you're not supposed to fight and you're supposed to stand and treat people with dignity and respect, it's not easy.

Marilyn: [00:05:58] Especially when someone's not treating you with the same respect.

Adriane: [00:06:00] The same way. And they said we're, part of our job was to be a role model.

Marilyn: [00:06:04] Right. So it's interesting though because you actually became a leader at the school. So talk about that. What ended up happening? This is your introduction on the school bus and then you're at the school and then you actually evolve into position of leadership.

Adriane: [00:06:15] Well I can still remember my first white friend, Donna Alexander. She just immediately embraced me at the school and I found that with her perhaps sponsorship that I became accepted in my grade. I didn't feel like I was the odd duck because of her support.

Adriane: [00:06:34] And it was interesting the next year when integration fully occurred in the school system the five of us were kind of like the rock stars because we had set that example. Going into the sixth grade a teacher approached me when we were working on class elections and suggested to me that I run for sixth grade class president and I really hadn't thought about it and I said you know I will. So I went home that night and talked to my parents and they said yes you know please proceed and go forward and how can we help you. And so I launched my campaign to run for president and in a school that was majority white. It was not that the black kids could have just voted me in. It was the kids overall who voted me in because they saw me as someone who stood for everyone who stood for fairness who stood for a voice. And it was just that kind of opportunity that you know I realized many years later how profound that was.

Marilyn: [00:07:32] Absolutely. And you know you had this friend and she was really you know she was your ally and that really helped open doors for you. At the same time understanding that you were still very much in the minority but you rose to leadership because you were respected and you treated people with respect. So again this common theme in your leadership journey.

Marilyn: [00:07:46] So let's fast forward a bit to 2017 because you were actually with Intellectual Ventures and running that organization and it's a really interesting place because it's where big ideas blossom and companies become, go to market. So talk a little bit about how you ended up in Intellectual Ventures and what your time was like there.

Adriane: [00:08:06] Well after 30 years in corporate America--20 years at Corning, 10 years at Honeywell, I had risen from shift supervisor starting on the factory floor to corporate officer at Honeywell. I was leading a global five billion dollar business and I had some 40 plus plants around the world. So you know I had it going on. It was a wonderful job. I loved business and with the economic downturn that we, the recession that we went through in the, 2008, 2009, I restructured my business and I restructured myself out of a job. And having this opportunity to think about being a free agent. So my mindset was this is another great opportunity for me to figure out what I want to do next. And the one thing that I know was so strong in my mind was that I wanted to do something different. I couldn't define what that was. And my my idea was I would know it when I saw it. So with the support of our CEO I left the company and with him as my biggest advocate I started the job search and I got some exciting opportunities and it came down to two offers. One of them more traditional. And the other Intellectual Ventures. And the the thing that drew me to the company was throughout that prior 30 years my career had been fueled by innovation, by patented products that we brought to market that made a difference in the world. And as I saw this company that had invested in the whole concept of invention that had brilliant people had an iconic CEO, very interesting founders. How could I bring this 30 years of leadership to be their president and chief operating officer? And I felt like on day one, I had some of the fundamental background to to do well in that role. But I also knew that it would keep me learning. And for me lifelong learning was so important and continues to be important. So it was great to come in and do a lot of aligning. Alignment has been one of my core strengths it's how do you get everyone focused on the right things. Marching together. Operating as a team. Understanding that we are all part of a whole.

Marilyn: [00:10:36] How many I guess like I would call it a startup or an incubator for lack of a better term. But how many different ideas and entities were actually at Intellectual Ventures when you were there?

Adriane: [00:10:45] Well there were four core funds one that purchased patents one that and that was our invention investment fund. We had some 40,000 high tech patents and that fund that we worked to license another fund our invention science fund really used experts to invent based on very specific problems that the fund had identified. The third fund was the invention development fund focused on nurturing some thousands of inventors around the world. And companies would come to us with a problem. Perhaps it was difficult to solve it in-house because of you know in-house thinking, and we would take that problem turn it on its side, push it out into our network of inventors, and come back with the best solutions worked with that company to bring that solution to light.

Adriane: [00:11:41] So that along with the next fund, which was the Global Good Fund, which worked closely with the Gates Foundation to invent problems where they were working on a particular area but there wasn't an available solution there needed to be something created in order to solve it. So those were the four basic funds that existed within IV to really foster invention.

Marilyn: [00:12:05] So you know it's interesting so you know we you talked about being in the segregated South. You broke barriers there. You know you went to Old Dominion you were Sloan Fellow at M.I.T. And now here you are in the Pacific Northwest leading innovation and you said you come from a traditional background. So what do you think what is the one quality that you think you had that really helped launch you into that area?

Adriane: [00:12:27] When I interviewed with Nathan Myhrvold the first time, he reflected the fact that I didn't exactly fit the job description that was presented.

Marilyn: [00:12:37] As far as your CV.

Adriane: [00:12:38] Yes that, that my career didn't line up but he knew that I.V. was a special place and it was going to take a special person who could come in and work with a CEO, one of the four founders and this disparate group of funds that had its own unique mission and make it all make sense. And he would ask questions and I answered them and I think it was through him understanding my management style my sense of judgment how I treat people. He actually saw that the softer skills, along with the experience, perhaps was more powerful than someone that may have had that perfect CV but didn't have those cycles of how do you work with people to get things done.

Marilyn: [00:13:22] No, it's interesting too because you know you hear us talk a lot in this region about tech companies and tech needs and STEM education but in many ways you know, to a lot of folks who are outside of that bubble, tech is very mysterious and sometimes we overthink what we think it takes to be successful in tech. And so what I think I heard you say is, those soft skills are just as important when it comes to being successful in that field as the technical expertise.

Adriane: [00:13:46] Exactly, we sometimes call it EQ. We call it interesting things. But if you can't work through people you can't get your job done.

Marilyn: [00:13:53] That's right. That's right. So I wanted to talk a bit now about the new phase of your career. You recently joined Flying Fish as a venture partner. You're serving on a number of very high profile boards and again including Raytheon, Allergan, eBay and so talk about Flying Fish as a venture partner. What made you interested in that particular venture and what specifically as an investor are you looking for in an early stage company?

Adriane: [00:14:20] So when I was approached by Flying Fish, it kind of piqued a couple of things. Number one it was flexible because I have a full plate and I didn't need a commitment that would be restraining. As well, I have always had this bias without being an engineer to understand technical movers and shakers in the world and looking at the objective to invest in machine learning, artificial intelligence, data management is an area that I think is so important because these are the tools of the future and we are looking for startups that focus in these areas and it's not just the idea but it's the management team. Who is the CEO and can we not only fund it but can we provide support and coaching to ensure that this company has a strong chance of being successful. So it kind of ties together you know all of the things I've done it was just a perfect little nugget to say, 'Hey, this would be exciting.' And I think I can make a difference.

Marilyn: [00:15:24] So you know you in your response you talked about the tech movers and shakers. What is it about the tech movers and shakers that we should know?

Adriane: [00:15:33] Tech movers and shakers can come in all flavors and I think we like to put them in a box. I think the best ones are those that have a managed ego and it takes a bit of ego to to do bold things and to take on you know something that's never been done. But I find having a managed ego being able to listen to others being able to solicit ideas makes for the most profound tech leaders.

Marilyn: [00:16:01] That's great. So as I mentioned earlier you're serving on a number of high profile boards. You have this amazing expertise to bring to those boards and the data tells us that just over 4 percent of Fortune 50 seats are held by women of color. So what advice would you give

to companies looking to diversify their boards and to women who are looking for these types of opportunities to serve?

Adriane: [00:16:27] The piece of advice that I would give to any nominating and governance committee is never say, 'I can't find her.' It's not true. And it is demeaning to have anyone say that.

Marilyn: [00:16:43] Yeah my reply to that is, 'Then you're not looking hard enough.'

Adriane: [00:16:46] Exactly. Never say that. Ask a different question or ask someone else to go through the work to find the talent you're looking for.

Marilyn: [00:16:54] All right. And to women looking to serve on these types of opportunities and boards what would you say to them?

Adriane: [00:17:00] Prepare yourself, and I think you can do that in a couple of ways. When I was coming up there weren't programs for women to get a view of how board work goes what is, what is it about. What are your, what do you need to do. How do you prepare. There just weren't many programs available to do that. So now there are and if you don't have the opportunity in your day job to be exposed to a board to understand how a board works take the time. If you're so interested in doing that. The second thing that I would suggest is to understand what boards are looking for. You need to have a board that you're connected to because you're gonna bring a value that makes sense and many times that means an operational background. It may mean global it may mean growth it may mean customer interface.

Adriane: [00:17:55] It could mean a number of things so the companies that you might be interested in, you should understand how your experience would bring value not just from an operating standpoint but from a governance standpoint so focus on your day job and what you do and love and then find companies that match that rather than it being the other way around.

Marilyn: [00:18:16] Adriane, you're enjoying this amazing career which really wasn't linear. So what advice would you give to a young person graduating from college who wants to have a career here in Seattle? Knowing what you know.

Adriane: [00:18:28] Well I think sometimes young people grow up and they know exactly what they want to be when they grow up and that's great. But there's also a wonderful space for the mindset of, I'm not sure yet. And it's going to evolve and it's going to develop over time. And I think it's important to know that fit is one of the most important things when selecting a company so once you've defined that career goal and the company perhaps that you'd like to work, make sure that the culture of that company fits who you are and what you stand for and what you represent because that temperament and that fit that ability to come in and feel embraced and supported. Some companies are very demanding and they expect you to work a whole lot of hours. Well if that's who you are then go in knowing that and give of yourself and work those hours and not find yourself complaining about them. If you want to have that 9:00 to 5:00 then you need to be a part of a culture that expects you to work 9:00 to 5:00. If you need flexibility and you want to be able to work from home then you want to have a company that has work from home policies. So to young people, take the time do the due diligence to understand that the company that you want to work with is a company that fits who you are and your interest in life.

Marilyn: [00:19:57] So you are the volunteer chair of the board for an institution that many of us grew up with and have known for a long time: the Pacific Science Center with its CEO Will Daugherty. And you really help them push their boundaries and expand beyond their traditional role and take on more of a startup mentality, which makes sense given what we've spoken about in our

interview. How is that going? And tell me how that's being received by both your fellow board members and the public?

Adriane: [00:20:22] It's amazing to have stepped on this board several years ago with its reputation and it is truly an institution in our community. So these were exciting building blocks to move forward and to perhaps contemporize. So when you've been around for you know since the 60s you want to make sure that you're being fresh and with Will coming on as our CEO, the one thing that I think he has unleashed in our guiding principles and how we think about the science center is about curiosity. And when I think about this region, this high tech, this growing entrepreneurial community of Seattle, we want to fuel the young people the middle aged people the old people about curiosity and to keep curiosity as a fundamental principle and in doing things like opening up an incubator for startups particularly in virtual reality because so many people don't have exposure. So a grandmom or granddad can bring their kid and have a virtual reality experience and they now have a foundation to talk about it.

Adriane: [00:21:36] And those are the kinds of things that we're excited about. I think the other big shift was taking advantage of our outreach that had been around for many years and that's Science on Wheels. Our access to science is a big thrust. So we now have family access membership where a family that does not have the means to be a regular member can get a family access membership for nineteen dollars. We have a youth access membership for foster kids who don't have the means, they can get a family membership for nineteen dollars. It might even be for free. But we have wonderful exposure because of this.

Adriane: [00:22:24] And what this has done for us we've been able to bring in more corporate donors and I think it's not just what we're trying to do inside but how is it relevant to companies. They're seeing that relevance and they're now helping us to invest because the Pacific Science Center needs to continue to evolve and to be fresh and to be contemporary.

Adriane: [00:22:44] So we're now getting that support and we encourage more companies to help us bring that relevance to bear.

Marilyn: [00:22:50] No and that's really interesting because you know it's the relevance of a place like the greater Seattle area. Recognizing that you know we need more talent for the pipeline and we typically look to our institutions of education but we forget that we have this asset and this is really a way to get people of all ages but especially some of our younger residents excited about science and technology and just the great things that can happen.

Marilyn: [00:23:11] So I'm gonna turn this to a bit personal so I recently attended an event at your house and Valerie Jarrett who is Special Advisor to President Obama was the guest of honor and she was there to talk about the legacy of President Obama. Can you talk a bit about that evening and why you think that the work that they are doing is so important Adriane?

Adriane: [00:23:31] When I first went to an event and heard about and got a chance to better understand the goals and objectives of that, the Obama Foundation really to build the Obama Center in Chicago, I wanted to share that message with a broader group of people. And we were just profound, Michael Parham, my dear friend and I co-hosted this event with my husband Darrell and we were just so pleased with the number of people who were willing to give up their evening to come and see this wonderful woman who is quiet and bold in the same moment. She's smart. She stood by President Obama before during and even after his presidency and is a great leader. And so it was wonderful to be able to have her be there to share this future extension of hope and impact not just for Chicago or for the United States but the Obama Center is going to be worldwide in its scope and its focus on leadership and how we develop leaders who continue to live his principles.

Marilyn: [00:24:49] And I think what was interesting was when Valerie Jarrett was speaking you know she talked about the fact that you know presidential libraries tend to be more historical and they're archiving the past whereas this is very much about the present in grooming leaders for the future and very accessible and open to the public and really focusing on youth. And so it was really exciting to hear the dimensions of how this library is going to be a little different than you know what we think of when we think of a presidential library.

Adriane: [00:25:15] In fact they're going to take the archives and put them online and digitize them. So really taking this time to push the technology as well.

Marilyn: [00:25:25] So I'm going to ask you on the topic of challenging assumptions and you know here in this region we like to think of ourselves as progressive and forward thinking. But as a woman of color I've had more experiences than I probably want to think of where someone assumed I didn't belong somewhere or someone talked around me or above me or through me or didn't see me. Do you want to share an instance where that may have happened to you in your career and what was your reaction?

Adriane: [00:25:53] It is so hard to even imagine sharing one story because they, they happen all the time. It's, sometimes they're big things that are in your face and sometimes they're micro-inequities just those little slights that, that occur but they're, they're very real. And I think one that was probably more profound for me than, than I really understood at the moment. At the moment I was kind of mad but it was just so sad. It was Halloween and we were a Halloween friendly home. And my daughter is doing candy duty she goes to the door there's a lovely father mother and two kids maybe, 3 and 5. And she passes out the candy and the dad looks at her and says, 'Are you the nanny?'

Marilyn: [00:26:44] And what happened after he said that?

Adriane: [00:26:52] Well two things. My daughter said, 'No, I'm the daughter.' In this very nice home that's giving your kids, OK not that part. But you know, she said, 'I'm the daughter,' and the wife looked at him and said, 'You're an idiot.' That automatic you know reaction to, well, you must be something. And the lack of awareness to have it not only just be thought of but to say it out loud. And I just think we need to sometimes keep those comments to ourselves and be open and willing to see the world through a different lens. And I think that day maybe he was embarrassed enough to maybe hopefully think again before he asks such a question.

Marilyn: [00:27:39] So as a business leader sometimes people presume that all business cares about is the bottom line. And it's important to be profitable but also we know that good business and doing good can actually help the bottom line and do good things in the community. So can you share with us an example of a company that you think is really living the values of doing good in the community?

Adriane: [00:28:06] I would start by just addressing a number of the companies who are donors at Pacific Science Center. I'll mention two. One is Amazon.

Adriane: [00:28:21] They are funding our science on wheels program and their contribution this year will help us increase our reach of students we serve, over 120,000 students last year. Where these vans go into the school they do an assembly they do a workshop with the kids they go into the classroom and it's amazing to see how this works. I actually went on a science on wheels day because I wanted to see firsthand how the program worked and I was so pleased when Amazon and Alaska Air took the time to say, 'We want to focus our contributions here.'

Adriane: [00:29:02] We have a number of companies who are donors have been long term donors and we're trying to cultivate even more because of the impact that I shared of having this type of exposure for, especially for our young people to better understand and be curious about science.

Marilyn: [00:29:20] You know that's great that's very exciting. So let's talk about this region. You know we named this podcast Under Construction because every time you turn around there is a crane in the sky. We're building light rail we're reconstructing our roads you see buildings going up apartment buildings and so we are definitely a place that is literally and figuratively under construction we're evolving. The Seattle region is not what it used to be at all not even 10 years ago or five years ago. What are some of the biggest changes you've seen in Seattle since you've been here so tell us how long you've been here and then just some of the changes you've seen in your time.

Adriane: [00:29:53] Well I moved here with my family in 2010 and at that time you know Seattle was a growing city but I think we were, we're now fourth on the fastest growing cities in the country. So one thing that I would say is the result of that growth is the number of startups that you see happening lots of companies taking root here and growing and calling Seattle their base. And I am so excited about that. The second is when I think about what the companies in this region do they are bringing real solutions to the world. You know sometimes you look at Silicon Valley and I look at what's the next app that's coming out of Silicon Valley but here there's such fundamental benefit in the kinds of solutions that companies are bringing forward in the work that they're doing.

Adriane: [00:30:45] On the other hand you know of course traffic is a big shift. It was kind of bad when I got here and it's, and it hasn't gotten any better in fact we know that the point of maximum constraint is ahead of us and we'll get through it. Homelessness just the visible signs of homelessness in our community and the disenfranchised the people who you know are struggling are becoming more apparent. And I think that is something that we as a community have to continue to find solutions for. You know growth comes with challenges. I think of you know we're no different than kind of like the human system of growth. There is a point where you're growing and you need braces and so you have to do something to change the way the teeth are coming in. You have to have to take that under construction. You know you have to continue to shape the mind. And you get gangly and your body doesn't work in the same way and you have to stretch and learn how to re-, you know redo the things that you took for granted and so you're not tripping. The voice changes for boys. I mean there's so many things that changes and it requires intervention. And so I think in that same way as our city continues to grow we need intervention to ensure that we get to the healthy adult that thrives that I know we can be.

Marilyn: [00:32:14] That's a really interesting comparison. So you know we talked about the challenges that come with growth and we know from housing to transportation to you know gaps and disparities in income and you know to be honest with you even some of the, our ideals to be more inclusive. But when you look at the reality that's really not who we are. Let's talk about the optimism. What are you excited about in this region?

Adriane: [00:32:41] Well growth while it has its challenges also brings opportunity. And when I see what's happening on the waterfront that we're going to take the viaduct down and actually bring our coast into view. I think that that's exciting to just see the city transform from a beauty standpoint and from an appreciation and from an access you know those are the kinds of things that are very positive. I see Sound Transit you know coming in with light rail. That's a big positive because we want to make sure that everyone has access to move. I worry about you know the cost of housing and how so many people who are in these middle wage jobs don't have the ability to live

close by and they have to commute. Well, light rail can help change that and I hope we can continue to do those things that will make a difference but we still have a lot of work to do but I am optimistic that we are starting to one, see the power of business and not the the negative side because some people can see, well growth is not good and I'm optimistic that by coming together the work that the Chamber does, the work that happens in our community to put bridges, build bridges rather than build barriers that we can fully realize the real potential that exists in the Pacific Northwest.

Marilyn: [00:34:10] No, you know you said that your family moved here in 2010 and I've lived here longer than I've lived anywhere in my life and you know I still remember the days when we were reading about you know what they called, what they called the Boeing Bust at the time and when Washington Mutual may collapse and so you know you've seen the roller coaster of an economy and how it can affect a local community and so in many ways you know we had this prosperity and we can't take it for granted but at the same time we acknowledge that that prosperity is not being shared by everyone. And so you know when you think about things that we can do to help ensure that our economy is in fact more inclusive and more equitable you know you talk about your work at the Pacific Science Center what are some other things that we could do collectively as a community? You know that's partnering with business schools nonprofits, what can we do better?

Adriane: [00:34:56] When I look at something as simple as the Central District. I had reason to better understand the history there and that was the land of our native people then it was home to the Chinese then the Japanese and then African Americans. It was a red line district. And right now the Central District is struggling in some respects because people who have had their homes there for their entire life and their prior generations now can't afford the taxes to remain in their home. And that's one example of policy can change that. We have a homelessness challenge and yet we're doing things that actually displaces more people. And I would love to see us to think back about the history and not allow what appears to be maybe a good policy or good legislation in one respect but don't understand the negative consequences and find things that are more built upon dignity and respect for those people. So that's just one example I think of how we really need to make sure that we look at the whole picture.

Marilyn: [00:36:17] Absolutely. OK, so now we're going to go to what we're calling The Lightning Round slash you get to know you better. So Adriane what is something that people would be surprised to know about you?

Adriane: [00:36:29] I'm a grandmother. I have a stepson and I have four grandchildren.

Marilyn: [00:36:33] Oh my gosh, I did not know that. So what is the last concert you attended?

Adriane: [00:36:38] Beyonce.

Marilyn: [00:36:41] Love it. If you could do a job outside of your expertise for one day what job would that be?

Adriane: [00:36:49] Pete Carroll step aside.

Marilyn: [00:36:53] That's awesome. So I take you're a football fan.

Adriane: [00:36:55] I am a Seahawks fan.

Marilyn: [00:36:57] OK. You heard it here first not a football fan a Seahawks fan. What's on your playlist when you're driving or walking?

Adriane: [00:37:05] My daughter will laugh because it's smooth jazz. So that takes me back. But yeah that's, that's what's probably going to pop up first.

Marilyn: [00:37:16] If we watch baseball games you know that when people come up to bat there's like walkup music and so I've heard you know, This Is How We Do It when someone comes up to bat. I've heard Hip Hop Hooray by Naughty By Nature. What's your walkup music when you come up to bat?

Adriane: [00:37:29] My walkup music is James Brown, I Feel Good.

Marilyn: [00:37:37] Very positive very uplifting and fun. And you know what. It's the godfather you can't go wrong with that.

Marilyn: [00:37:41] All right, well Adriane we want to thank you for being on our inaugural podcast. You are our first guest. And as we learned about your career we know that you are a leader. As I say of people you are always honored to be the first but you never want to be the last. Any parting words for our audience?

Adriane: [00:37:59] Well it has been so wonderful to be a part of the Seattle community. And I just encourage people to honor the work that's happened before us and to bring that dignity and respect in everything we do. I think that there's a lot going on in the world right now that gets us down or makes us concerned. And I'd like to see us to find those positive steps that allow us to make positive forward movement.

Marilyn: [00:38:29] You've been listening to Under Construction with Marilyn Strickland. Thanks for being with us. And please join us again. To learn more about the podcast, please visit SeattleChamber.Com/UnderConstruction.