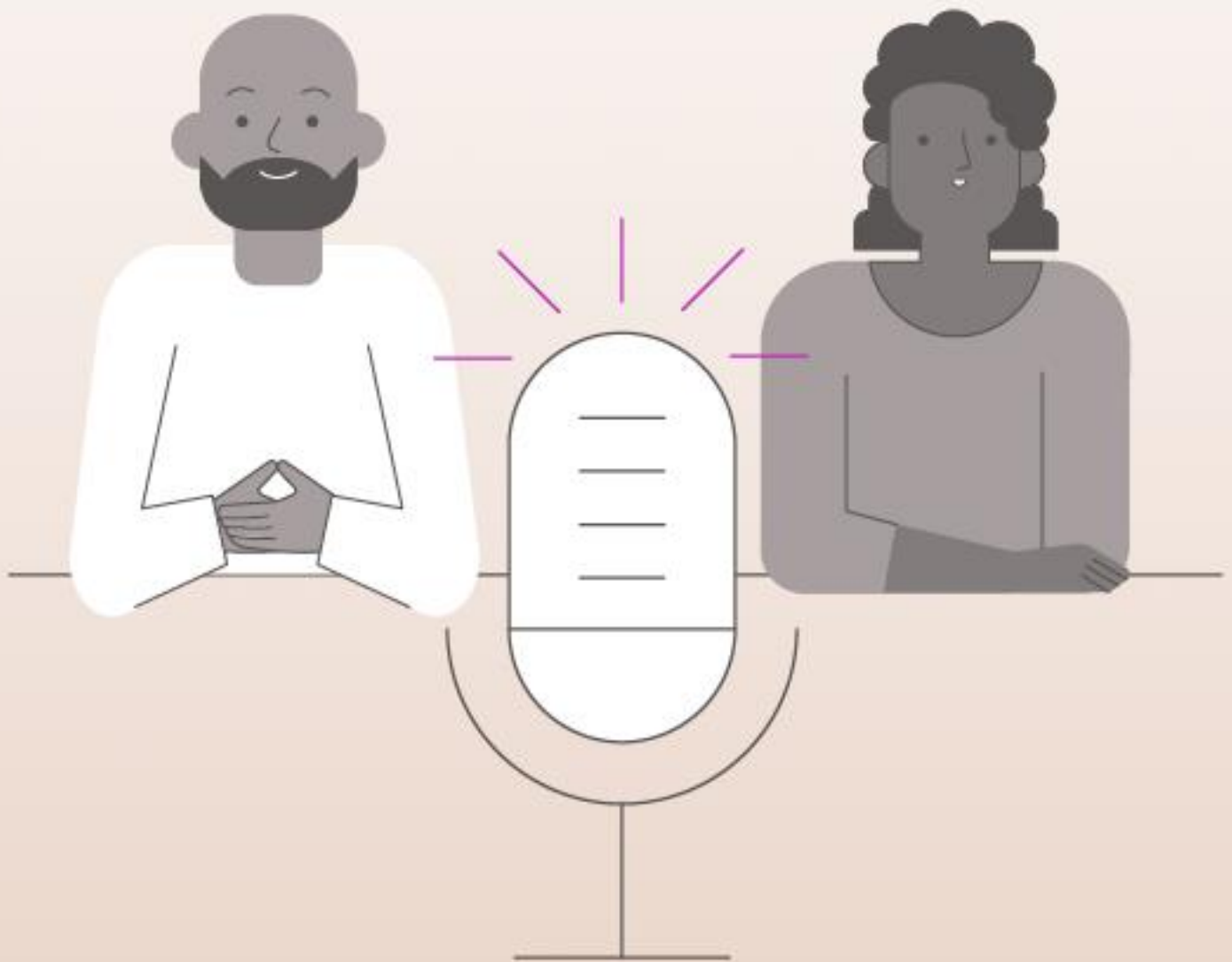


BOLD Innovators

Podcast series

Sponsored by Bristol Myers Squibb



BOLD Innovators podcast: Season II - Passion S2E3 Transcript

Bryant Powell:

Hello, my name is Bryant Powell

I am the host of Bristol Myers Squibb's Black Organization for Leadership and Development Podcast series BOLD Innovators.

This is an open conversation with the BOLD community members and allies throughout BMS that are true leaders in and out of the office who stand with our mission to foster an inclusive environment that values the contributions of Black employees equally with others.

This season we'll be focusing on a new Bristol Myers Squibb core value. Last season our focus was on innovation this season we'll be focusing on passion and how it has driven our guests throughout their careers.

Today, we have the pleasure of speaking with Gaetano Crupi, general manager of Brazil and Fernanda da Silva Joao, senior manager of global procurement and BOLD Brazil chapter lead.

Gaetano, Fernanda, it is a pleasure to have both of you on the program today.

Gaetano:

Thank you, Bryant great pleasure for us as well.

Fernanda:

yeah thanks for the opportunity I am very grateful.

Bryant Powell:

yeah, me too, me too.

Bryant Powell:

Before we learn more about your individual stories and the BOLD 10 questions, we want to speak to the fact that we are also celebrating Hispanic Heritage Month. Because of that, I want to ask you, Fernanda, especially since you are currently living in, and working in Brazil, "como é a diversidade e inclusão no Brasil?" what does diversity look like in Brazil?

Fernanda:

Yeah, thanks for the question, Bryant. Diversity in Brazil it's a big topic, and it has been growing in the last decade, especially in the workplace. In Sao Paulo where our BMS office is located, we have around 35% of the population being Black or Brown, but it's not part of many segments of our society. We generate social economic and health inequalities. Our society has been promoting parity of other underrepresented groups such as gender, sexual orientation, generation, people with disabilities and Latinos. So, the rest of this situation in Brazil is a little different than in other countries especially in the U.S. I think for a long time we have not been vocal about this issue, and this is because of our culture, that really promotes relationship, this is a very important topic for us, so we want to be nice with people, we want to be cordial with the people and sometimes this was preventing us to bring to the table what it was so important to discuss. And this is exactly what it has been changing and I think by bringing awareness and also why the Black and Brown population is not in the same level as

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

the others and we really need to put an additional effort to overcome and achieve their objectives, it's why we have a lot of companies and especially BMS in Brazil playing a very important role to make this an important topic in order to change our society and in the future where we can have a better place to live. In the last 4 years, BMS Brazil has increased the racial workforce representation from 12 to 70% and we want to keep leveraging this number.

Bryant Powell:

Well thanks, Fernanda, for giving us that little bit of a background of what D&I looks like in Brazil. Before we go into your guys stories, we like to ask our guests the famous BOLD 10 questions. And these BOLD 10 questions are fun questions we like to ask our guests to get up tidbits of who they are in a very interesting way. So, Gaetano, Fernanda, are you ready for the BOLD 10 questions?

Gaetano:

Yes, I am.

Fernanda:

Yes, I'm ready.

Bryant Powell:

Alright let's go. Gaetano you are the first up.

Gaetano:

Oh, ok!

Bryant Powell:

Question number 1: What kinds of things do you like to cook, or are good at cooking?

Gaetano:

Well let me start with the end. By definition, I am not good at cooking, ok? And I think my family is very grateful that I don't try that much. But if I had to pick and choose one thing that I kind of tried to cook and tried to really get better, every time I try to do is spaghetti a carbonara, so that's the kind of thing that I like to cook, but I am definitely not good.

Bryant Powell:

That sounds good, next time I meet you I might one to try it out one day.

Bryant Powell:

Question number 2 what's the most recent show you binged watched?

Gaetano:

Well I need to make a confession here. First, there is one show that I never stopped watching. It starts with chapter one of season one and goes you know around the clock, which is Friends. I think I can only sleep when I watch Friends. So, I love Friends, I watch Friends every

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

day, that's an ongoing thing ok, that's some background. But the most recent one, that I am really kind of hooked, is Manifest. I don't know if you have watched Manifest, it is about that airplane that was gone for 5 years and then they returned, so that's something that I think season 4 is coming in November.

Bryant Powell:

What's the worst hair style you ever had?

Gaetano:

Oh, that's an easy one. I don't know how old I was, maybe I think I was 8, 9 or 10 yrs. old, I think I... my parents told me to go to the barber to have my hair cut and so on, I was a little bit... I didn't want to do it, anyway as a statement of not agreeing with them I went bald. And I tell you that put me in a lot of trouble, so when I got home and I was totally bald... and I didn't like it, nobody liked it, so I did it once in my life, I never would do it again, I hope God is good with me and don't let me go bald because it's not a, it's not it's not a pretty thing so that was not a good idea.

Bryant Powell:

Good to know.

Bryant Powell:

Next question what's the worst film you've ever seen.

Gaetano:

Actually, I could say that I have like a theme of movies that I don't like in films. I don't like horror. I mean I am not a friend of Halloween, so I can tell you Rosemary's Baby, Poltergeist, I mean I don't like those films. I love romantic comedies, I like history, but you know, any scary movies it doesn't fall into anything I want to watch.

Bryant Powell:

I agree with you on that, and I'll take a rom-com over any Halloween or horror movie any day.

Gaetano:

No none at all.

Bryant Powell:

And last question what's the one book you believe every person should read?

Gaetano:

Ah, that's an easy one as well. I would say, I would say the Bible. I think every person should read the Bible. Specifically, if you have any questions on where to start, read the book of proverbs. Out of the 16, 66 books that make up the bible, I would say that, that the book of proverbs written by King Solomon is a lot of good tips, a lot of good wisdom, so that would be the book that everybody should read.

Bryant Powell:

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

Fernanda you are the next up on the BOLD 10 questions

Fernanda:

Yeah, ok I'm ready.

Bryant Powell:

Alright, so question 1. What topic can you spend hours talking about?

Fernanda:

Well diversity, I think. I am sorry you know for that's not a surprise but it's something that is so huge how many possibilities and things that you can learn in so many different aspects that I really love to know more about diversity and especially I mean to discover new things about culture, other cultures so it's really something that I can discuss for hours.

Bryant Powell:

Now I know why you are the BOLD lead, it makes sense.

Bryant Powell:

Second question: what is the most anxiety induced thing you do on a regular basis.

Fernanda:

It's running. I mean I think it's really... it's really challenging for me, and it's something that helps me with health, with the mental health, I think there are so many benefits. I think running it's my thing.

Bryant Powell:

Who do you feel you know, even though you never met them?

Fernanda:

Oh, this is interesting. I think it's something that I felt, you know when I lived in the U.S. and then I connected with the Black communities there and that even though it was my first time living in the U.S., everything was really new for me and my family, I think we got this kind of connection in a very different social context and challenges and everything, but I think I could connect with them pretty easy and I think it's something that it's hard to explain but it was really a good experience for me.

Bryant Powell:

And the last question: do you usually go with the flow or do you like things planned out?

Fernanda:

I really like to plan things out so, I mean in my personal life I always have 5 years ahead what I want to do, what are the plans that I also think for my kids, for my family in general, so I really like to plan everything ahead, but I am also able to adjust and try to really be flexible because I think sometimes life just is full of surprises so if we just stick with the plan

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

sometimes we lose opportunities of enjoying and better things that we didn't plan, but in my case God plans for us so I like to plan but I also like to be surprised by what life can bring.

Bryant Powell:

That makes a lot of sense, you are very structured but can be agile depending on the situation.

Fernanda:

Yeah.

Bryant Powell:

Gaetano, Fernanda, thanks for answering the BOLD 10 questions that we got a little bit of more of a sneak peak of who you both are, look Gaetano obviously we have to go see a rom-com together and Fernanda we are going to go working out one day running.

Bryant Powell:

Since we got a little bit of a taste of who you guys are it would be great to learn more about your story and how you got to Bristol Myers Squibb. So plainly speaking tell us your story and I guess we can start with Gaetano first.

Gaetano:

Well I think your professional story starts since you are born as a child and something that starts forming you. So, I am a Brazilian-Italian. I am a typical son of a couple of immigrants that immigrated from Italy to Brazil and the first thing that I remember from the time was the fact that the world was a smaller world because I had family in Italy, family and friends in Brazil and growing up with a different two cultures. I think that gave me a passion for really having an international career. So, I think I grew up, I was the first member of my family to graduate from the university. I think my parents were definitely very proud of that. I think that's changing the course of a trend, of a family, I mean I think that's the typical work of people immigrating to another country. I fell in love with pharmaceuticals through a friend. I made my career in pharmaceuticals working through 3 different multinational companies. Most of my life was in the United States, so I think that was part of my childhood to really have an international career. And, I joined BMS in 2012 as a general manager for Bristol Myers in Brazil and for me what was unique about Bristol Myers Squibb was the biopharma strategy. I thought that was a very smart idea. This whole idea of immunology treating the lives of patients with cancer. Professionally, I love to be a general manager, my background is, I am a bachelor's in business administration, I did start my MBA in marketing, but just having the opportunity to touch every single function in the company. Looking at the overall development of talent, that was a great passion for me. So, I think establishing, developing the biopharma strategy in Brazil, putting Brazil in the map of priorities for Bristol Myers was one of the greatest reasons why I joined the company and why I really love working for the company. And going back to the first question you asked Fernanda, regarding I&D in Brazil. In terms of inclusion and diversity, I think the PBRGS are a great idea. One thing I can tell you about the PBRGS in Brazil is BMS is really ahead of the pack when I look and compare ourselves with peers not only in the pharmaceutical industry, but all the industry. The way we organize ourselves is also something that I love and have been very involved. So, in a nutshell

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

this is who I am, I am married, I have 2 sons, both are Americans, they live in the U.S., they live in Connecticut, and myself and my wife we are here in Brazil, but we do connect a lot with them. So, that's it.

Bryant Powell:

Well thanks Gaetano for telling us your story and I would love to touch on a couple of things you said a little bit later in the podcast.

Bryant Powell:

Fernanda, I guess can you tell us a little bit of your story and how you got to BMS?

Fernanda:

Yes sure, So I am from Rio de Janeiro, and I was raised by a very strong woman, a single mother and I had an autistic brother. I lost my father at 9 years old, and I must confess that we haven't had time to think about discrimination by that time, because we were too busy figuring out how to achieve our goals in this context. My mother was the first in her family to get a degree from a public university and I also followed in her steps, graduating in business from a federal university in my hometown. I have always been in procurement and in the early stages of my career I had an opportunity to leave Rio de Janeiro and move to Sao Paulo, where I have been living and working for the last 20 years with a few international academic opportunities and assignments, work assignments, in other countries, such as Switzerland, to do my masters, Emirates and England for work and the U.S. to follow my husband who has been doing his doctorate and I took the opportunity to study innovation at Stanford for 2 years. And when I came back to Brazil in 2020, I joined BMS, which was a very good decision to work for a company that has the patient at the center of everything we do, and a place where I can also work towards my passion and purpose. In addition, I was almost forgetting, I am married, and I have two kids, a daughter with almost 8 years, and a son with 4 years.

Bryant Powell:

That's great, well thanks Fernanda for telling me your story and your whirlwind ventures to the U.S. and to Brazil, to the U.S. to Brazil again, so thank you for telling your story and... Obviously, we brought you both on to the podcast because of your passion for what you do as well as your innovative mindset. I know, Fernanda, you kind of touched on your passions a little bit in this I&D space, so just plainly speaking starting with Fernanda first, what are you boldly passionate about?

Fernanda:

I think I am passionate about supporting others to succeed in their careers and the diversity and the diversity organization by being inclusive in the sourcing process, which is part of my role. And I really, when I think about that, I am really grateful for the people who have mentored me during my journey, provided constructive feedback that was essential to my career and also my personal development. So, I consider them as part of my achievement and when I think forward I really would like to be part of someone else's careers and journeys in this sense, so it's really what fascinates me, and also in the positive impact that these inclusive initiatives can generate on the ecosystem by empowering communities from social and economic aspects. When we think about the diverse suppliers and how we can also

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

provide innovative solutions for our patients and for sure a healthier workplace environment and ultimately a BMS business objective. So, I think it's something that it's always a win-win situation when we are working towards diversity and inclusion.

Bryant Powell:

Is there a time you can think of that that passion came to fruition within Bristol Myers Squibb or a story you can tell that really enlightens that passion?

Fernanda:

Yeah, I think this is recent. This year we were very fortunate to implement a mentoring program called "soul boat" in Brazil. Where we connected with 51 Black professionals with the intention really to support their careers and hopefully be able also to share our career talents and tips that we believe that can help them to achieve and get a better work position or opportunity. It has been a pleasure to be part of this as a mentor and to not just connect to our employees here in Brazil that are very engaged with that, starting with Gaetano, but also to be able to connect with our diverse suppliers and strategic suppliers that are also engaging in this mentoring program with us as mentors. I think this is something that I we can never forget how we can sometimes in a simple way that we can really help the others and give back.

Bryant Powell:

Yes, how did it make you feel to create the "soul boat" program and to impact 51 employees that you work with to really get the mentorship and the forward progress in their careers that they all wanted? How did it make you feel?

Fernanda:

I think it goes beyond myself. it's something that is really... you can see that it goes beyond your career. You know what you are doing for yourself is really something that we hope we can impact our society positively and also provide a kind of legacy to other companies to also not just understand how they can develop their employees but also how we can help the community as we are doing with these Black professionals that are coming from different states in Brazil.

Bryant Powell:

Funny you mentioned community I know you are the BOLD chapter lead in Brazil. Can you talk about what that community means to you and how you've led it over your time in the leadership?

Fernanda:

Yeah, so as I mentioned the Black population, Black and Brown population are the majority in Brazil, but when we think about opportunities, unfortunately, we have a situation with a lot of racial, gender and other inequalities, so when we think about the community and really how we can connect with those that sometimes are unseen by the others, so how can we connect with them and also create a connection with other companies and for sure with BMS in order to attract a more diverse workforce. It's basically what community means to me, and we have seen good examples, good results from these experiences.

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

Bryant Powell:

What did that passion come from? Did you always have it while you were growing up or is it something you had an a-ha moment in your career? Where did you get that passion from?

Fernanda:

I think that I just come from a very different background than where I am right now with my family. I am really happy to see how many more opportunities my kids have comparing to what I had when I was their age. I think this empowerment, this passion really comes to the mission to really empower other women especially the Black women to really pursue their dreams and we know that it's hard. I am not saying it's a romantic journey, but I think it's something that you need to really believe in yourself and understand that you need to overcome a lot of challenges, but you can really find people along your way that can help you. I think it's going to make you stronger in a lot of sense also not just to help yourself in your objectives, but also how you can help the others that are around you. If I can explain this was my purpose.

Bryant Powell:

That's great to hear. This one last question as the BOLD lead in Brazil what's one piece of advice or one action item you want your organization to take, not only during the Hispanic Heritage Month, but an act that they can take to really improve upon I&D throughout the organization?

Fernanda:

Yeah, I think, as Gaetano mentioned, I think we have been leading a lot of good opportunities as the one I mentioned with the "Soul Boat" mentoring program. I think we have been doing a fantastic job here and we have a very engaged leadership and the team in general, but I think it's something that is going to be an opportunity for us moving forward. It's really how we can advance and leverage the resources that's going to help us to develop the diversity workforce that we want to attract because attracting is one thing, but then you need to ensure that the people that are working here are really being able to develop themselves and pursue a career. So, I think it's not just a BMS challenge in Brazil, I think it's really a challenge for all the organizations as we want to leverage, we want to involve the number of diversity employees that we have if I can say it like that. So, I think we are in a very good path and I am sure that compared to everything that we have been doing and the team that we have, we are going to succeed in this as well.

Bryant Powell:

I can't agree more on that, thanks Fernanda for talking about your passion and answering those few questions I really appreciate it.

Fernanda:

Thanks to you.

Bryant Powell:

Gaetano so you're next. So, what are you boldly passionate about?

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

Gaetano:

Well first of all, I think there is one thing that always has in me, a passion for which is to really avoid abuse. I mean, I grew up as a son of immigrants, I saw the hardship that my parents went through and this notion of abuse is always something that bothered me a lot. And I think that what I am passionate about is how can I really influence my environment to really minimize or eliminate any kind of abuse? So, I think those are drivers that I have that doesn't make me feel comfortable if I am surrounded with situations that I can't influence to really stop abuse, to minimize, or eliminate, abuse of any kind or source or any kind of abuse. So, that's definitely something that I am very passionate about.

Bryant Powell:

Is there an instance that you can recall that you saw, that really stuck with you and how you were able to influence, retroactively to improve upon that and make sure that's mitigated moving forward?

Gaetano:

I think that in general not looking into the overall... my overall life and what was for me a great eye-opener in terms of abuse is when I left Brazil and moved to the U.S. So, I grew up in Brazil and in Brazil you always have this notion that in Brazil there is no racism. In Brazil we are all happy, everything is ok, when you look at the Brazil of bossa nova, the Brazil of Copacabana, Rio de Janeiro, football you know soccer, so Brazil, you look at Pelé and there is no racism in Brazil. When I moved to the U.S., I really for the first time I saw what affirmative action meant. And then I started looking, whoa! wait a second, what do we have here? And I looked at my children going to school and in a diverse environment and I just kind of went back and said we do have a problem in Brazil, and definitely there is an abuse of racism in Brazil and that I was part of it. And I think that what the time in the U.S. gave me was this discomfort of I got to do something about it. So, after almost 20 years outside of Brazil, I came back to Brazil and what I felt was that I had a mission in my position. I came back as a general manager for another pharmaceutical company and started looking into what this movement can be, and this was back in 2006 and Brazil was kind of starting to talk about diversity and people looking into how can we really look at things in a different way and I would say that my role and since that, and with BMS definitely because of the way we are organized with the PBRGs, we were the second country in the world to open up a chapter of BOLD. So if you ask me what I think the influence that I can have not only inside of BMS but also in the industry where we at, you know raising a voice that we do have an issue, look at with my friends socially speaking, I mean this was an eye opener when you talk about you know we got to fix this. We had the 300 years of slavery you know this is something that is not going to happen by chance and I think for me I think that one of the key things I heard about diversity and inclusion at BMS is if you are not consciously including you are going to be unconsciously excluding and I think this act of thinking about inclusion is something that I would say as far as I can help, I think I am going to be able to really influence the environment to stop the abuse from a racism perspective as much as I can. So, one person at a time, one job at a time, one mentorship at a time, I think this is going to be a ripple effect when I'm looking into the future.

Bryant Powell:

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

That's great to know, and how important was it for you to be the second market to open a BOLD organization chapter, how important was that for you?

Gaetano:

It was very important because once we opened with the chapter, I remember I mean Camila, Camila was she is a Brazilian employee. She now works in the U.S. She is the strategy ops for corporate affairs and Aldemir, he is our strategy ops director. When they came to my office and said what you think about us opening a BOLD chapter in Brazil? I mean before they finished the phrase, I said yes let's do it. I think what it was I remember as it was today. We had a breakfast with all the employees in our cafeteria and I started talking about it and I... I tell you this was a very hard thing to do, but it was when we start talking and say guys joking about racism is not funny, because the joke is not on you and because we do carry this legacy of phrases that are not acceptable. But it was like again, as I said, when I was living in Brazil that was kind of a normal thing. I couldn't see the difference until I could leave Brazil and say oh my god look at the kind of issues we had. So I think that just embracing that and being able to speak up about it of the things that were not acceptable and creating an environment where we would really try to change that trend, that was amazing and again I think we started giving opportunities where, every time that we that had an opening, you know a headcount, we want to make sure do we have females participating for the job? Do we have Black candidates coming? And again, you hear things like 'oh they didn't come, they didn't appear, there's nobody out there.' I said no! I think you heard Fernanda saying that 56% of the Brazilian population, 54, 56% are black. I mean in Sao Paulo we have over 35%. So, you know yes, let's go after and once you start that process, one thing that is true, talent attracts talent and we start to see people talking about it and we became one of the great places to work for Black employees to work, for females to work, and we are a great place to work in general, so you can see the benefits of that is a virtual cycle and I think we are in the beginning of really making a difference for our environment.

Bryant Powell:

That's great to hear and you mentioned that some small impact that you made already is more of awareness and education. I guess, what impact have you seen since creating the BOLD chapter and having this education lens when it comes to D&I for the Brazilian market?

Gaetano:

Well, first let's talk about language for example. We used to make announcements for starting jobs in Brazil requiring English. We are an American company, and usually what would happen is people would come in and their English was kind of... needed a lot of improvement, and we are not paying for English classes so they could improve their English. And we realized that if you, if you want... the probability of a Black student being able to manage or handle a second language in Brazil because of the history, because of the entire situation, it's minimal. So every time that we would advertise English is required, the probability of having a Black student to apply for the job was close to zero. So one thing we said is why we do this and then we end up paying for it? Why we don't open up for even people that have such very basic or no English and they can apply for the job because if they have the right indication, they are prepared for, we are going to help them so that was one way to influence and we started getting more and more candidates and we do have an English program for that. So those are

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

things that we have done that can make a difference. We look at succession planning and we look at where is the talent, how can we develop the talent for tour of duties and again what I could say is we were able to attract a talent like Fernanda just two years ago and so you know that's the difference and I think I am sure that she did the research to find out how was the environment at Bristol Myers Squibb, so I think that's.. (I did) Yeah, I mean Aldemir for example. Aldemir has been in the media, he has been interviewed, he was one of the top Black executives, and he could share his career. You look at Camila, Camila you know was willing to have an international career, now she is working in Princeton so we can really show that kind of development this is a great story.

Bryant Powell:

Thanks for, for talking about that, it's a big initiative for us enterprise-wide having increased D&I engagement as well as employees. I think we can learn a lot from what you've done Gaetano, in Brazil simply throughout all our major markets in the continental United States as well. So I guess asking both of you what is the one thing you would want to tell the organization and the world what we can do to really drive D&I specially with some of the things you've already done in your market already.

Gaetano:

Yeah, I can get started. I think the one question that I believe we can, oh! do a better job is every time we have an opening every time, every time we have an opportunity to advance someone, is look at the number of candidates you have internally and externally, and do you have the right to representation? I don't know if you were part of the patient week kick off this morning, we heard from one of our scientists saying how important diversity is not only the diversity we are talking about like race and gender and everything that we have, but the diversity of thought process. So I think one thing we can do is do we have enough representation for us to be more inclusive with the diversity of our representation? Look at our customer base, look at our society, so we will need people to talk to them to prepare strategy, tactics, everything that we want to make sure that we do to make our products available to the public for the patients. I mean there's so much just don't settle for not having enough representation from a diversity perspective when you have a chance to offer someone a job, to offer someone a promotion, to offer someone a tour of duty, so just make sure that you have enough representation of the diversity groups that we support.

Fernanda:

I think that everyone that is willing to be part of this you can find your way. At BMS we have so many examples, so many opportunities to make the difference and support the development of a better society, so this would be my advice.

Bryant Powell:

I like how you phrase it, the development of a better society. That's a good way of putting it, Fernanda.

Fernanda:

Thanks, Bryant.

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BOLD Innovators podcast: Season II - Passion S2E3 Transcript

Bryant Powell:

Gaetano, Fernanda, thanks again for coming on to the podcast today. It was great to hear your story and what drives your passion simply in D&I and education. But before we end today, I want to ask you one last question that we ask all of our guests what's one piece of advice, life or career would you give to your past, present or future self and I guess we can go with Gaetano first.

Gaetano:

Well, so if I would have a chance to talk to my persona in the past and say what I would do differently. I would say you should trust more your intuition. I think we all have those gut feelings and things that you know what you should do and maybe I didn't pay attention to those as much as I could early on in my life. I think I would trust more my gut feelings if I could go back. For my present, one thing that I am getting very selfish now is to really make sure that I take care of my balance, and balance for me means taking care of my body, my health, that I can really be at my best, take care of my emotions and take care also of my spiritual life. I go back and I see when I was at my best is when those three areas of my life were in balance. I was taking care of my health. I was taking care of my emotions, my mental health, but also was taking care of my spiritual life. So, finding balance on that is something that I am doing at my present. And if I, I look at my future self I would say I would go back and I would like to see how much I have influenced my environment to help my passion on race and on everything that I want to go back and do in Brazil. So for my future I would like to be an eternal kind of mentor as much as God allows me to be in this world just that I can have that influence, that I can share that passion with my environment, with the people around me anywhere that I'm going to be.

Bryant Powell:

Thanks Gaetano. Fernanda?

Fernanda:

I think I can touch a very important point for me, so I think that for my past, I would really try to be more careful about my mental health and also how we can sometimes keep all the things together, but also be able to say you know what I think I can do this now. Try to really find this balance and sometimes it starts by saying what you can do and what you cannot do. So, I think the mental health is something I would like if I could come back in time. I think I would have been more careful with that. And to my present self, as I mentioned before, be grateful maybe have additional opportunity to thank everyone that has been helping me as a mentor or just someone as a part to knowing in the challenge that I have been facing in my life, so I consider them part of my achievement and I think that moving forward is really how I can work with the challenges that I have because I think the challenges are always good for us to reflect to stop and to see how we can improve ourselves not just professionally, but also personally speaking and sure to do my best with this new opportunity that are coming as a tour of duty.

Bryant Powell:

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Well, great. Thanks again Fernanda, Gaetano, for spending time with us today and thanks to everyone for listening to the BOLD Innovators podcast. We look forward to speaking with you soon, take care and have a BOLD tomorrow.

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About our host

Bryant Powell, MBA

Associate Director, WW Commercialization Operations; Worldwide Commercialization Strategy Operations, BOLD Social & Digital Media Lead

Bryant Powell, MBA, is the associate director of Worldwide Commercialization Operations at Bristol Myers Squibb. Corporate strategist, podcasting lead and content creator are just a few of the many words that describe who he is and what he aspires to do daily. But simply put, he is a Storyteller.

Bryant is a passionate advocate for uplifting people within a workplace with the goal to put individuals in a place where they can achieve their biggest successes and thrive. Whether that be building culture within an organization, providing mentorship for those finding their way or giving individuals a platform to speak to their personal brand, giving back and building up a community is at the forefront of his drive.

He is a guide that empowers individuals to understand as well as speak to their personal brand, allowing them to articulate what makes them a unique leader within their industry. Drawing from his experience in media, strategy and people management, his work allows individuals to speak to their true story in an authentic and impactful manner.

Bryant earned his bachelor's degree in telecommunications from The Pennsylvania State University and his master's degree in business administration from Washington University in St. Louis. He has years of experience in corporate strategy, podcasting, and media.