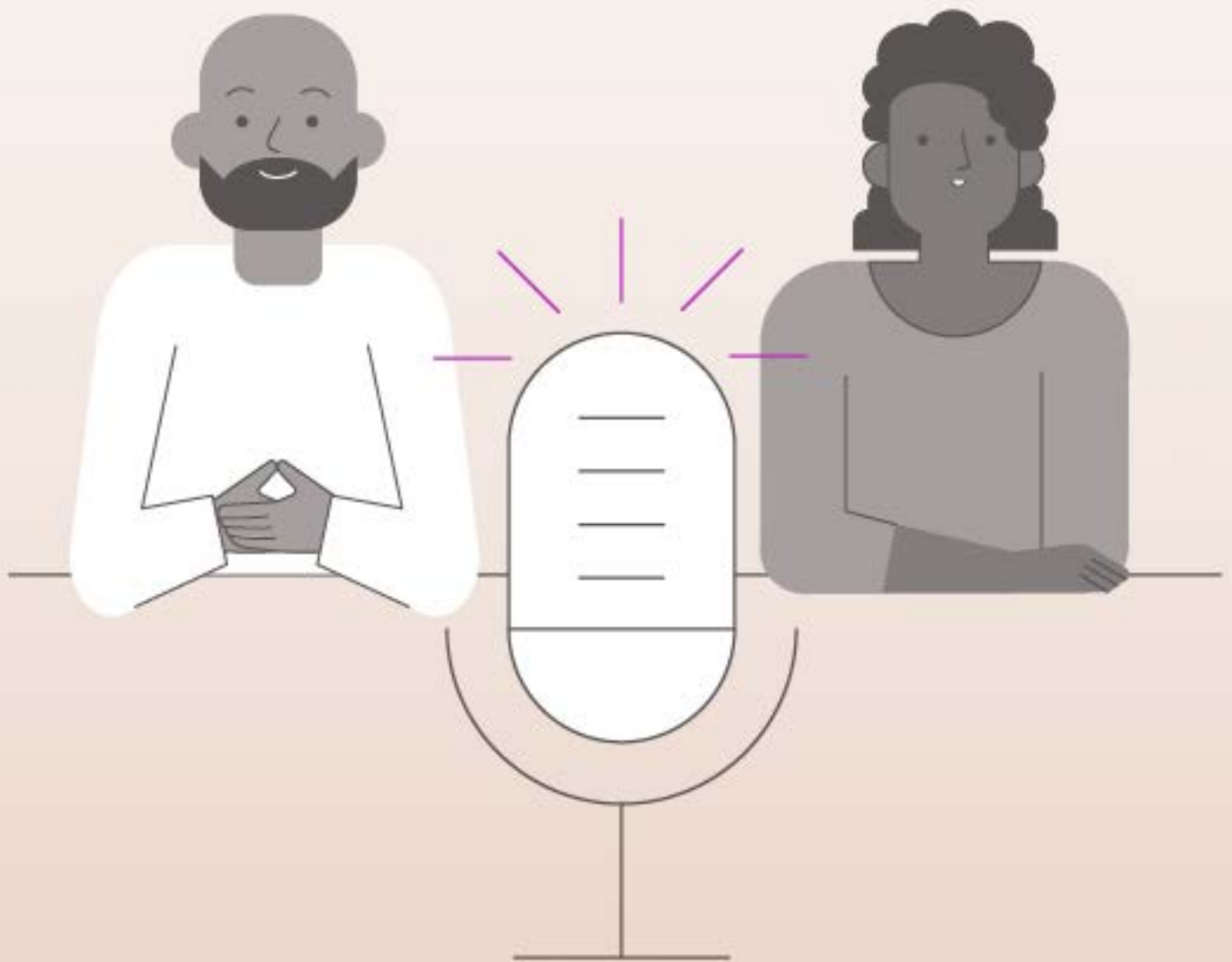


BOLD Innovators

Podcast series

Sponsored by Bristol Myers Squibb



BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

Bryant Powell:

Hello, my name is Bryant Powell. I'm the host of Bristol Myers Squibb's Black Organization for Leadership and Development podcast series, BOLD Innovators. This is an open conversation with 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. In the first part of a two-part episode, we have the pleasure of speaking with two recent early career hires here at BMS.

Bryant Powell:

Creating a pipeline of future diverse talent at BMS is a priority for the organization, and when it comes to great young talent, we can't get any better than these two guests today. Today we have Stefan Ade, Business Insights & Analytics, MBA Rotational development program, and Carla Ayala, manager of GPS Emerging Leaders Program. Stefan, Carla, it's a pleasure to have you on the program today.

Stefan:

Thank you for having us.

Bryant Powell:

As recent, highly valued early career employees, I think our audience would like to learn more about your background, where you went to school and what has driven you to where you are today. So, it'll be great if you both can tell us your story. Carla let's start with you.

Carla:

Perfect. Hi again, Bryant, it's a pleasure to be with you this evening. Of course, I can start from the very beginning. So once again, my name is Carla [inaudible 00:01:52]. We have two last names where I come from. So, you can start guessing. I'm Latina. So, I was born and raised in a tiny country back in the South of America called Ecuador. When the time for me to go to college came by, I was sure that I wanted to study abroad. Nevertheless, due to economic issues I not study in the US and in Canada. So, I looked for my next best option and that one was actually Mexico. So, I ended up moving to Mexico when I was 17 and pursuing a bachelor's in biotechnology engineering over there, which at the moment was my dream. So, when I got started with my career, I genuinely thought I would end up being a scientist and working in research for my life.

Carla:

But, of course, life does change, which is great, actually learn to embrace the change and the [inaudible 00:02:46] as we go through it. So, as I moved through the completion and the pursuit of my degree itself, I actually got the chance to work in a biotech company that is actually originally from Germany in Mexico. Worked over there for a year and fell in love with life in industry itself, which was something really different to what I initially envisioned myself doing. But since I was getting towards the end of my career, my degree itself in Mexico, I did want to give it a shot to what my initial dream had been. That was working in academia. So, working with some of my professors over there, I got the chance to actually

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

come to the States, to Boston and work for Harvard Medical School as a research intern for a year.

Carla:

And it was amazing. It was a really nourishing opportunity, really opened my eyes to these other field for people that regularly are in STEM. We have like two big fields. You can either once again work mostly in manufacturing and on production services itself, or you can work in the academia lane. So, to me it was uncovering this ball of what this would be, which was of course great, but it did help me understand that was not what I wanted for my life moving on, which of course was a great moment. So over there I kind of had an internal exploration encounter with myself and was like, okay, so if this is not the way we're going, what are we doing? I was already in the States and had understood that I definitely wanted my career to kind of evolve and take the next step here in the States.

Carla:

So, I knew that immigration was in my close future, but then how do I immigrate as a professional into the States? What does it take for me to take that step? So, the company I was currently working for, actually the institution, Harvard, they let me know that if I was to take over the journey as a researcher, they were going to welcome me with open arms. But since I knew that was not the path for me, I started looking for like another tangent options and I got to understand that what I could do was actually take a next step in my education attempt to get new credentials in the States, and then explore.

Carla:

So that's what I did. I ended up pursuing a master's in biotechnology at a small private university in Boston called Northeastern, which I recently graduated from. And while at it, I started even exploring a new area within the industry realm of biotech, which is business. And that's what I'm currently doing and how I actually ended up here at BMS. I, as I'm mentioning, I kind of also pivoted within my career in these last two years and it has been amazing and BMS has enabled me to like take that jump and keep on growing at it.

Bryant Powell:

I love when you said the internal exploration of your career. I think I might take that phrase when the next section of my career comes about. That might be the phrase that I use.

Carla:

Okay.

Bryant Powell:

Thank you, Carla for telling us your story and seem to be very interesting from Harvard to Bristol Myer Squibb. That's a great transition. Stefan, it's be great to hear your story as well.

Stefan:

My name is Stefan Ade. I was born in Cameroon, which is located in West Africa. I got my bachelor's at UMBC, which stands for University of Maryland, Baltimore County, a science school in Baltimore. And while I was in school, I ended up getting my first job as a technician, at [inaudible 00:06:17] Pharmacy. And through that experience I got curious as to figure out

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

how drugs work, and that led me to when I applied to pharmacy school, which is when I applied to Howard Pharmacy and I got in. So, while in school I learned about how drugs work and I wanted to figure out the next step of my career.

Stefan:

While in school I got to intern at Pfizer, which was a very interesting experience because I feel like it was what pivoted me to pursue a second degree before I graduated, which is what led me into my next thing to get my MBA because I was trying to push myself. I was trying to see what is there that I can do or add to my passion for going to school and trying to figure out how drugs work, can I do something else? Can I merge it with something else?

Stefan:

So, through that experience I got to meet a lot of people. I got to talk to some of my mentors that went through the same experience and one of them had told me about applying to an internship at BMS and I said, why not? Because he was, I think a couple years ahead of me in school and he always said good things about the MBA and also how BMS is a good company. So, I did my research and I spoke to him, spoke to a couple other people and later applied and I got the internship, which was last summer. It was an amazing experience and I was praying to come back because I was shown so much respect. I was given all the help I could ever need to succeed, and to my own opinion, I succeeded because I was offered a full-time position later in the fall. So, I'm excited to be back at BMS and I'm looking forward to working with the people that helped me last summer. Also, to network and make an impact in my own way and I just decided to be back and I'm looking forward to working with everyone.

Bryant Powell:

Well thanks Stefan, I'm glad to hear that your prayers were answered and you're working for BI&A and BMS.

Stefan:

Yes, yes, definitely.

Bryant Powell:

So obviously you are both guests on the podcast because of your passions and how those have driven your early accomplishments throughout your young career. So, before I specifically asked about your individual passions, out of all the organizations out there, what was the main reason why you chose Bristol Myer Squibb? And secondarily, what type of impact would you like to make within the first few years of your time here at BMS? Stefan let's go with you first.

Stefan:

That's a great question. So before I applied to the internship last summer, I think I previously stated this, I had some couple friends that worked for the company already and as a third year student in pharmacy school, you have one more year to graduate. So, you're looking, you look into like okay, what's next for me? What's my next career path? And then through my mentorship and people that I talked to, they told me about how much they enjoy working for BMS and how the culture was amazing, and how they felt included and valued. And this is not to say the companies don't have the same thing, but if people that are in my life, that we

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

shared similar background, similar upbringing, is saying good things about our company, then I'm pretty sure I would definitely like to be there as well.

Stefan:

So, I was fortunate enough to get selected for the internship and to be honest I experienced what they said. I felt welcome, I felt valued. I was able to talk to anyone. You would think as an intern, people may see you as just an intern and they might not want to take time at the day talk to you because sometimes it's like, we all have our main jobs. That everyone was very, very open to want to talk to you, learn about your experience and just also help you with your project but also, they were interested getting to know you as a person. Which is something that stuck with me and made me want to definitely come back more on a full-time basis. Through my entire experience I learned that BMS has a lot of smart people, a lot of unique diverse thinking people, and an opportunity to learn and work with them was one I wasn't going to deny. It's a no brainer at that point. So, the people that spoke to me about BMS and my experience with the internship last summer was what made me want to come back. I'm happy to be back.

Bryant Powell:

That's great to hear, Stefan. I actually can attest, I was one of those people you were networking with as well. But just a follow up to that, what type of impact do you want to make at Bristol Myer Squibb in your time here? Least the first couple years?

Stefan:

The first couple years potentially like to bring my experiences, I have a very diverse experience where I'm in the pharmacy school, I learn about the drug side. I went to business school, I learn about the business side. I want to bring those experiences and my work ethic to help make a difference and making a difference can be in any different way. It can be my main project, my involvement with PBRGs or just being the best person I could be to help my manager. And in regards to my project, I definitely want to excel because I know that the projects that we get are unmet needs in different functions and I feel that if I'm able to excel on that project, I am helping bring value to that unmet need, which is definitely going to help strategic planning for next year. It doesn't matter role you are, I feel like if you're doing work and you're excelling, you're helping BMS create that innovation to help the company create medicines to help people that have diseases.

Bryant Powell:

A lot of impactful things you're bringing to the table, Stefan, look forward to seeing where you are in a year or two from now.

Stefan:

Thank you.

Bryant Powell:

Carla, I guess same question. Out of all the places, why BMS and what impact would you like to make the next couple years?

Carla:

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

Of course. I think the main reason why I chose BMS is because coming in, when I got to hear from BMS, I had already been living in the states for three years. And during those three years honestly it struck me that I was all of a sudden, a minority. When I moved to Mexico, of course I was moving to another fellow Latin country. So, I did not feel any different whatsoever. So, all of a sudden, I started finding myself looking and craving for that sense of community, of backup. I was looking for mentors that looked like me, that spoke me, even just reference figures because I could not see me elsewhere. Super sad. But at the school I was currently completing my degree, I was the only Latin student in my generation.

Bryant Powell:

Oh wow.

Carla:

Which was unbelievable to my standards. And at the lab I was currently working when I just moved to the states, I was one of the two, literally one of the two non-American collaborators. We started having what, shortly after we arrived from my fellow alma mater over there, which [inaudible 00:13:44] lab in Harvard Medical School, we started having a lot more international students coming over, which to us was great. But still those were mostly Asian, which was amazing, but they had definitely a bigger community to kind of back themselves up. We were like 2, 3, 4 people tops. So, we started seeing ourselves repeating these behaviors of creating that community. So, when I once again got to hear about BMS, I'm really good at doing my research. So, I was doing my due diligence on my end reading, about values and I was like, of course these read awesome in paper but what are they currently doing to foster them within their community? Then I got to hear about the PBRGs and I was in love.

Carla:

No honestly, I saw what the campaigns were actually doing and how there were so many driven people itself within the company. They were doing more than just their job. That was what I needed, that is what I was looking for because I know that's people that are like-minded and that's what I felt that I needed on my next step. On top of course a community itself where I could my professional skills and grow my professional skills, but also a community where I felt like I could have reference points, people that could inspire me to grow on that end. So, I can tell you that honestly on why I chose BMS, and what impact would I like to make at BMS? So, I feel like that really deep questions of that.

Carla:

I feel like the program I'm currently part of, it's incredibly competitive and well heard of. I did not get to mention this while I was making my introduction, but I started at BMS as a co-op while I was finishing my master's degree. Then I got the chance to apply for a rotational program, an internal rotation program, that's called Emerging Leaders program. So this program, just as Stefan's program I believe, has really small cohorts that they're hosted every year and everyone within the program, alumni or even steer committees, they are amazing people that are really looking forward to helping you develop as a professional. So, I feel like of course I want to leverage this. That is what the program is bringing to me at the moment. But the way I want to leverage it is making, enabling, and taking advantage of the community I'm going to be in touch with all that amazing talent to create more opportunities for people like me. For people that may be professional, international professional talent that are willing and looking forward to maybe immigrating and they don't know how to. And honestly

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

from my side I can tell you it's extremely difficult but there should be easier ways and ways we can work around that if we do, if we're willing to create those opportunities from within.

Carla:

Right? So hopefully that's the impact I can bring to BMS. So, more opportunities for people like us.

Bryant Powell:

That's great that you mentioned that and PBRGs as well. Cause I came through with my interest in PBRG in work and it's allowed me to do a lot of great things in my career. I glad that you saw that from the outside as well.

Bryant Powell:

On that note, being born and raised in Ecuador and educated in Mexico, you came to BMS with a global and inclusive mentality already. How do you see yourself and your passions of bridging the gaps for up and coming intervals such as yourself to BMS and STEM opportunities?

Carla:

Of course. Well the way I see it, once again, I think that the one thing we are meant to do is if we're able to walk a path, we have to make sure that we're building a sturdier, nicer path that those are to come and walk through that path behind us. So once again, I believe strongly and broadly in creating opportunities. So, what we're currently doing, cause we're already working on it, we're working already with an initiative with OLA, which is one of our PBRGs, which is called Organization for Latino Achievement. And we are working on creating bridges or connections between highly competitive academic institutions in Latin America, vastly for a STEM kind of careers. So, we can create programs, co-op programs where a talent from these universities can come over to the states and actually participate in six years to one-year programs over here in the states.

Carla:

So, we can prove we have global talent that is properly qualified that can come from elsewhere and could shine and pull the company through, just by giving them this kind of small opportunity to gain visibility. So, we're already working on that. We're already working on that program with my alma mater and we're hoping to have our very first cohort get started on the summer 2023, so more to come on that end. But once again, all of that linked to us being able to create more opportunities for Latino population in my end for example and I work even closely to women. I do mentor women and even kids because I feel like they do have a great impact on what's to come up next for us. And I think that's the main way how we can bridge the gap and it's by empowering more talent to take over challenges like this one.

Bryant Powell:

Where did that passion come from? Did you have it as a kid to bridging those gaps specifically with STEM or did it come out over time?

Carla:

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

I think those linked to STEM came a lot through me walking the path of becoming a woman in science. But I think that that passion about itself just being really in tune with my community and not being insensitive to problematic that we have really close to us, I believe come from my mother and I call her up every second but she was a woman ahead of her time. She was a lawyer early in a time where in my home country that was a niche, an industry that was not penetrated but women yet. So, she had it really hard and she really was able to teach me on the way through how not giving up can help us pave the way for others. So, she had her own battle and hopefully helped some women in the way I also want to have and take the opportunity to have my battles not only serve me but serve a lot of people hopefully. And hopefully that'll make us more and louder and better and happier.

Bryant Powell:

The parents and mothers are very important in influencing us. So, is there one piece of advice your mother gave you that really has lasted a test of time throughout your life?

Carla:

She always would tell me I always deserve a place at the table and I cannot take that from anyone. No one can tell me that I don't deserve a place at the table.

Bryant Powell:

Interesting. Was there a time in which that was a challenge for you to get the place at the table?

Carla:

Of course. I felt like that had a huge impact on me mainly because for a long period of time, I've been an immigrant since I was 17, so for a long time in different points of my life I feel like I don't belong. Maybe I just chose a really hard way to do things. But I think in those harder moments, for example, while I was at college, for me, even looking for a full-time opportunity while at college in Mexico was hard. I still had to find a sponsor that would be able and willing to sponsor my working visa. Same was true when I came to the states. So when I saw that the journey getting harder, for example, I totally felt when I left Mexico, thank God I already had a company willing and expecting to become my sponsor and then I decided to say like, "Hey, so by the way, I'm not going back to Mexico."

Carla:

But when I moved to the states I had no certainty, no guarantee of how I would stay here. So, the things did get a little harder than expected. I do have to even invest in myself farther, blindly getting [inaudible 00:22:03] over here to attempt to make it. At those points I'll doubt myself, right? I'll be like, "Do I really need to do this? Why am I doing this? Is there another way I could do this? Maybe it is that I am just not good enough for America. Maybe I don't have the talent or I don't have what it takes to succeed here in the states. And over there I'll remember my mom and "I belong, I do belong, and we do belong." Cause I also don't see anyone that looks like me here. So maybe it's just that we don't belong and no, we do belong. It's a harder path but we do belong.

Bryant Powell:

I couldn't say it better myself that best things in life you have to work for, to go overcome challenges to get to it. So, thank you Carla for telling us your story and giving that words

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

wisdom from your mother. I think it'd be very important for all the listeners to learn and understand and really take with us because people with diverse backgrounds, we normally don't have a seat at the table so we have to fight tooth and nail just to get a chair up there.

Carla:

Oh yes. And that's the last and final goal. So hopefully daydreaming, right, and dreaming big? They're in greatly, right? Someday we'll get as well, a seat at the table. At the big table.

Bryant Powell:

Exactly. Exactly. So, Stefan, as many of you know, BMS currently started the Tomorrow's Innovators HBCU initiative with the goal to build a pipeline of talented HBCU students to our organization. Now Stefan as an MBA and PharmD graduate at one of our membership schools, Howard University, how has your work ethic and the passion for the power of mentorship gotten you to where you are today and how important will it be to pay it forward for the next generation of tomorrow's innovators?

Stefan:

That's a great question. Being a hardworking student has opened a lot of doors for me, from scholarships and internship opportunities and even to my full top job placement right now. I've been able to connect with a diverse network of people who have also shared some type of interest in helping me develop to the best version of myself. Through this many different experiences, I was able to get mentors that already had the experience of like where I was trying to go and they had the guidance, so they helped me succeed in every step of the way to my journey to BMS. During my internship last summer, I was also fortunate to have two amazing mentors that helped me excel. They helped me with just a lot of advice because coming from Maryland to coming to Jersey, a whole new company, the certain nuances that you don't know as either an intern or someone in the RDP program, you have to learn on the job.

Stefan:

But having someone to give you the advice on what to do when certain things happen really, really helped me along the way. But just through my journey in general, I've been able to benefit from guidance from my mentors and do those through networking. That's one thing that I would say helped me get the right mentors to a certain extent. It really helped me solidify like okay, because as an intern sometimes or at RDP, you come to a new organization, you kind of have to map out where you want to be one year from now, two years from now, three years from now. And sometimes it's hard to do by yourself. But having someone, not just someone that's close to you, but a mentor that has known you for a little bit of time and a mentor who also works for the same company because they're more likely to give you real life experience or real life advice on certain scenarios.

Bryant Powell:

Power of mentorship is integrable to a lot of our careers, but Stefan, how do you see yourself as a mentor? What are your mentorship characteristics? Obviously, you've been mentored a lot coming into this program and throughout your academic career. What type of mentor are you?

Stefan:

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

I'm very open. I don't really think that just cause somebody may be above me or below me, I cannot relate to them on a personal level. So, I try to help people... also that look like me because when it comes to opportunity, I always say when people looked like me, we kind of have to know somebody to get somewhere. You can work hard, you can work hard, but if you don't know the right people... to say your network is your net worth. If you don't know the right people, it's going to be hard for you to get a seat at the table. So, I'm the type of mentor which I want to share my experiences.

Stefan:

For example, last summer I was fortunate enough to be part of one of BOLD's initiatives, the W. E. B. Du Bois annual Pharma Day event. I was able to present to the scholars about the importance of the social media footprint and your personal branding as you're leaving high school to pursue whatever career they want to head to. So that's the type of mentor I am. I'm always going to talk to the next generation because I feel like if I didn't have that person in my life, that guidance, the mentorship, I wouldn't be here. So, it definitely, definitely inspired me to definitely want to talk to anybody I can. It doesn't just have to be someone that wants to come from RDP program, it can be anything. Even at church sometimes. It doesn't really matter where you are in life because you don't know what impact you have on someone's life.

Bryant Powell:

Exactly. One connection can open up a world of opportunities for someone. That makes complete sense. And just a follow up question to that, obviously you did some work with the W. E. B. Du Bois when you were an intern, but what are you doing now as a part of the Tomorrow's Innovators Initiative to bring in that next generation of innovative minds?

Stefan:

Wow, a lot actually. So, I'm currently on the pillar for the BMS and Howard team. I'm on the execution team where we basically we're trying to increase their visibility of people of who look like me, into pharma. So, I sit on these calls where I give my advice because their main goal is to go to Howard to recruit and I just left Howard. I've been at Howard for five years and I know a lot of people. I know who I can talk to. So, I definitely have been given my perspective as a student and that someone who has made to the other side. So, I'm definitely paying forward by being involved and I plan to go back to Howard and help recruit for the next generation. And I'm also involved in, last summer and this year again, I'm definitely looking to get more involved in BOLD. Right now, I just started my dissertation, so I'm kind of thinking things, I'm kind of thinking things slow. But I definitely have a passion for mentorship and helping getting people that don't have the opportunity to a better place in life.

Bryant Powell:

That's great. I understand the business of you first on that first rotation, but let's put you in a situation here. So, you're going to Howard University, you see a bunch of great undergrad people that are possibly interested in pharma. You're sitting right in front of them in the big classroom area. What's the one thing you tell them to bring them not only to the biotech or big pharma industry but to Bristol Myers Squibb?

Stefan:

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

One thing wouldn't be too fair. It's a lot of things. First you have to know about a company that you're interested in working for. Cause I remember I've been told sometimes my friends that did interviews, they would say that a student would come to talk to a recruiter and they wouldn't know nothing about the company. So I would say definitely do your research in the company and also even though you may feel like you're not, I don't want to say enough, because sometimes as a student you may feel like when you look at a job description, there's a whole lot of technical words that you don't understand, and sometimes you may write yourself off even before giving yourself a chance. Definitely don't do that, because from my experience if you miss up on a lot of opportunities where you cancel yourself out because you never know what experiences that you may have that a manager may believe can be leveraged to help know the unmet need.

Bryant Powell:

Yeah, those are two great pieces of advice. If I was a student at Howard University and you were going to talk in front of me, I'd be very impressed and wanting to get your LinkedIn afterwards so you can mentor me down the line.

Stefan:

Definitely.

Bryant Powell:

But Carla, Stefan, thank you for your time today to coming onto the podcast. I think your passion for mentorship, Stefan, and Carla for you, for paying it forward and bridging the gap has been very imperative for us bridging the D&I gaps that we have, not only within the industry at large but then in the workforce. But before I go off on the podcast today, I always ask one last question of all of our guests before I leave and that question is, what one piece of advice, life or career, would you give to your past, present and future self? And I guess we can start with Carla to answer this question.

Carla:

I'll advise myself to extend the kindness I extend to the world to me sometimes. I feel like I could use that in retrospective, but if anything, also give myself a pat in the back because, girl you've persevered. You have no clue where you're going or the places you'll be at later. But yeah, I think mostly that. There's a lot of people, me mostly, I feel like of course we don't have a promising career, but I feel like my calling ever since I was young, I knew it was people. I felt like of course I was also smart of goals, I was also going to invest in my career. But mostly what I was going to drive me in life was to work towards people for people.

Carla:

So, I feel like I found my passion, I found what it is that is going to drive me, but while at it to also learn to be as empathetic as I can be with everyone else. To also attempt to learn to extend that to me sometimes. Cause I'm really hard with myself. But besides that, just to keep believing. Sometimes people believe boring me, that I actually believe in myself. But yeah, I think we'll learn as we go, but I think I'll leave us with that.

Bryant Powell:

And Stefan?

BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

Stefan:

So, for my past self, one thing that I was thinking about, not knowing where you want to be in five years, it's okay. Not knowing where you want to go sometimes isn't the end of the line, because your experiences are going to definitely going to shape what you do in life. So I feel like one thing that I struggled with from a young age was just not knowing that I want to be a pharmacist yet, not knowing that I want to go to business school, not knowing where I want to end up. And life just worked itself out. Through my experiences, through my pluses and my minuses, I was able to figure out a path for myself. And that's one advice I give my past self is that not knowing what you want to get from the future, it's not a bad thing. For my future self, coming into pharma, one of the things that I've learned from reading some books that to help people, people in the new profession succeed go first 90 days.

Stefan:

One thing that I've learned is you should never stop being curious. Never stop asking questions. And there's not a thing such as asking too many questions, because asking questions shows that you are interested, you're focused and you want to know more about whatever topic that is. And preparation goes a long way. That's another thing I'd tell my present self, even though you have meetings, even though you have certain things for the week, definitely just prepare for everything. If you're going to be one on one with somebody, have an agenda. That's something that I didn't do until I learned recently. You should definitely have an agenda for every one you go on because sometimes you may forget what you want to talk about. But having agenda kind of keeps you in the scope of things.

Stefan:

And for my future self advice, be open minded. Don't sit in a certain place because of what you like, because I know this. Don't segregate yourself from everything because of what you know. Definitely have a diverse set of experiences.

Carla:

I think I really relate to something that Stefan was just mentioning and it is so true. When we are early on our career, we're really desperate to attempt to draw a path, right? Attempt to draw a line of how life is going to look like for some period of time. Of course, because after we are off school, it's kind of like our very own show. So, we kind of have to pretend even that we have some sort of control of what's going on.

Carla:

But I feel like my advisory there as well to past and even future me, making me humble, it's embrace that path, embrace those changes of heart and those changes of mind. Because that means that you are understanding yourself better, that you are changing as well. And that is for good. That is always for good.

Bryant Powell:

Change is always good. Thank you for those extra tidbits of advice, Carla.

Bryant Powell:

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BOLD Innovators podcast: Season II - Passion S2E2 Part 1 Transcript

Thank you both so much for coming onto the program today. We really appreciate it, and thanks everyone for listening to the Bold Innovators podcast. We look forward to speaking with you soon. Take care and have a bold tomorrow.



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.