

March 25, 2020

With their permission, I'd like to share a few of many responses from Members to my recent communications since the COVID-19 crisis. These responses demonstrate the **Generosity, Innovation, Leadership** and **Growth Mindset of our Learning Community!**

Thank you Sally. Our core business is cut in half. However, we quickly pivoted in this time of need and will begin [manufacturing and selling these badly needed face shields](#) starting this Tuesday. Hopefully it'll allow me to hold onto the 40% or so of my staff I was planning on laying off.

Tony van Deen, CEO
[DiY Media Group](#)

Thanks, Sally. I appreciate the words of encouragement. We definitely didn't have COVID-19 in our 2020 forecast!

We are exceedingly blessed with a great group of employees and shareholders and in times like this they shine! We anticipate the day when we look back and remember the strength of the team as we traveled through the COVID-19 situation.

God is good... Always.

Rodger Weaver, CEO, [P. B. Zimmerman, Inc.](#)

*Thanks for your note Sally
Our sons have plans in place for the next few weeks to address communication to our staff and customers and to cut fixed and variable expense as needed
We will get through this, stronger*

Tom Bellia, [Bellia](#)

G4 is working diligently in handling this shutdown. This is new territory and they are researching and communicating. G3 are all retired and do not have to come in and help. We are blessed. This year we have a huge backlog. Somehow we will meet the goals given and this too shall pass.

Good luck and prayers for you as you work through this.
Jim Kreider, [B. R. Kreider](#)

How are YOU Responding? We gain strength by sharing our stories; we are in this together.

1. The extraordinary challenges we each face are opportunities to grow as Leaders, to grow in emotional agility, and to reflect:
 - a. *What are you being invited to let go of?*
 - b. *What are you being invited to hold onto?*
2. RKL is inviting you to Friday's Webinar [Coronavirus and its Impact on People, Process & Profits](#)
3. In addition to [written resources](#), we are planning Webinars to share coping strategies; stay tuned.

We continue to be available to you by phone, email and Zoom.

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