**01/03/2020  
Dog Died, Marriage in Trouble; Five-Year Turnaround; Trillion Dollar Biz; Feb 10 Sydney**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

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| After 10 years in business, our tutoring company, SurePrep Learning goes under after the elimination of a federal tutoring program. We are forced to lay off 22 beloved team members. My mom passes away. Our dog dies in a tragic accident. We have marital issues at home. I am hanging on by a thread. | |
|  | The Rest of David Dodge’s Turnaround Story Below |

**Latest ScaleUp News --**2020 is the Year of the Trillion Dollar Space Economy; Meetings That Make a Difference; California’s Gig Economy Law – this news and more at [ScaleUps.com](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W1KnRyc2ZxdnWW71x5r02DL6QH0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVRrT3H7fRRFPN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW6nB_bX4JtMf5W51n11H5HCYMXW6mYY-b663PnqW2XhcF748n-smW4z3GmW3DSnRGW4cGjYT4DvCfGW2TV9-f2_31wvW4ct0b533bztfW3xbdhj2MPncTW3zLCmV6ssPgfW2p06PG6NBB7WW38ySvm260G-sN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD47mzh5W6TLTyn9hTNT-V5kJ5R1JcNBQN8t4Vn8HMcLrW4zB4XN4L1MmrF4JXQH_q-Q7f6VwYkP03), your one-stop weekly update.

**ScaleUp Summit Feb 10 Sydney, Australia --**More info below, but first…

**Top 5 Biz Books to Prepare for 2020 --**Our ScaleUps.com servers had problems over the holidays and the link to my [Top 5 Biz Books list](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*V7GNYG4HLR-3W7zPyBG3BlTVp0/5/f18dQhb0SbTQ8Y9ZwPW6KB8JF1k63-nW1CX8F858yPvXW6BlzjT1Vq7GqVLDpF18BT1GDN8r48QnNgPYmN8tBSJbV9nhMW1q6QR38r4n2cW8B-Bxm3NqdtWN67jfZmW2ZqwW5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lCkptW5TcXXx2HT8mrW6m45Lk2x-ccwW7d094f6G7FblW4DFfS36R8c7CV3Jf6T1pgMSwW42bzP26NzsvSW5P2mFX2j0B9xW7grCy88Sbc4_W5bcQn27ytYpcW96T5GC26nTWSW2B6f8y7xKJhrW2VG-CK4LG293W1K09qt4XRxHSN73GgmmbWcQCW8n6_jp3h54CqW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37W4Nwf3Y2nRzM3W57vwSX82r4wfN933YxvMFx-tW4gyY93291gpsW5rYvqB8mmX7HMmRw0WdXyXbV1ChqH1mQw44103) was inaccessible – so trying it again. If you haven’t read all five, have each executive team member pick one, read, and share.

**A Five-Year Turnaround – Better Than Fiction --**David Dodge, CEO of CodaKid and EO Arizona member, opens up in this [EdSurge article](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W5PHGd97Wtb6dN5NC0_nsctgc0/5/f18dQhb0S65L6XvPVTW12hc0N53xl2DW7bf5wY2vCR3tW32zG2t6gHpkdW634mMT6346y1VHKG3S4d4010W2Hl8hr3b8NztW3Dwl_q21dZ2SW4dP3Ng2vd723W55ZqQD9bJNCJW93hBfl8DqkdBW6rFBRb3BF-qGW47Sjyd6qLwLmW3nMfs24PL7xvV_c5HV63FcYPVLtQJZ3F0RJvW2zyPln1qsZP8VR9rtX2WPStkW5DXPQT7H-zrsW7-LwKN3mWxtVW8h-LKJ4gDRgvW2Jrp-x6RDv6mW3FgP297Kt4h1N3b60TbhQ83bW449B5y1V6PQzVPvfQ54GGN3VN90rRtkscJLvW5Xzh-Q4vSfshV6kPg32VfxXqW10Bk2X3CmplRW1nR9-t2MdWrkW8TyPdh8B6ZqRW5hX55c3-n26PW4vb1971NKWWLW25J2PT1KmxKyW2jv3xC2Lc04GW6zBHST1lMcFpW1pZ4yQ7lFT3hW40qxxb74FZHyW6G4-6g2LbNrsW60lzSB8JqFhVW6JTMv83WfvF2W1gKk4H7zXYbZW91gkY38Vg-dLVLWM7T6_PprWW4wGGx14DzyVBW4BVkV330TsvjW8wPs9T6NBg8D102) about the struggles he suffered, and lessons learned, in pivoting his business – lessons for all of us as we scale. It’s a very quick read – 2 minutes – as he bulletpoints his learnings via a timeline. After going broke and almost losing his marriage in 2014, today he and his wife have launched their 50th online course serving students from 90+ countries. Please read and reflect.

**Too Much Money? --**If you only take 20 seconds to read David Dodge’s “Reflections” at the end of the above article, he notes:

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| --- |
| Ironically, the cash infusion we received from the SBA brought us closer to going under than at any other time in our history. We got away from our habit of frugality and began focusing on how to spend money rather than how to operate profitably. |

Frugality is a crucial value for most businesses. Take an hour and review your monthly expenses -- particularly all the recurring expenses hitting your credit cards and billings and see which ones are truly necessary and/or can be reduced.

**Change the Name of Your Company and Double Revenue? (Scaling Up Case) --**The name of your company matters!  Green Light Events based in Dublin, Ireland had the opportunity to produce events for Google, Facebook, etc. but found their name didn’t resonate with their market. So with the help of branding firm The Pudding (also Scaling Up fans), they changed it to Cogs & Marvel (emphasizing their ability to execute and wow) and supported it with the right color palette and web presence – and revenues jumped from $22 million to over $50 million. This [ScaleUps.com article](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6LGdGS1zRgLsW7Qyf0r5hFTr60/5/f18dQhb0S65P6_rVWdW12NF8Y2XVFHqW1frZ6s4_cgtgVFdQcb40TyS9W7J5Fn530y_-YVTBnBN4cRHRTN2Hlc6XNt91YW7ckn3f3qphb3N8VZ2PRxDXfXW8hRgnW172fLWW4Pl42H7V-33YW67TcQR6cnzdHW6nSM8d8H0x1BW46W-Gl7573yBW8yCbqV5k836SW73XXPN51CW6dVkT9_s4WjcRyW1yJ7XV5WwGtmVnYwnY61Qw91W1lnf__68SsJPW4m_v0b2Q2QLpW4WrHVK37zDYZW2rcqVr8_gK6CM3-LNsDbMFYMWlSVSJgmyTW56jXll8vC4XZW400NY57twhV8W6fH-c95YHdyyW6zcfxJ8xHrmQW7j0x5q1qLSBfW1KqJNh68RJDdW8z1sF-6kV62_N3Sy_npxwCZGW6LHP5j5zDLH7W6cbxZB5vGNRwW67N42Z5w39nGW2_qpsq527NPfW1VCCBX7XKLC5W28RzxR1tD8YxW3bN1-221x5SGN67vw0hTq8TyW5kQYns8fWFhwW8tmTjQ2-3NWbW4yzTcb996V18VXhzyW4FB4jQW7pRJY3467mtFf5zzQKx11) details the process and reasoning – worth 1 minute to read. Then seriously contemplate changing the name of your firm.

**Profit Share vs. Market Share --**It’s better to own the bulk of the profit within an industry, than own market share. With just 15% market share, the latest [Apple numbers](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6JZkW2266dypW2Kl5W36nTV9m0/5/f18dQhb0S65P2jVPkQW12hftY6vf2G7N608YNmGg-y1W7vFNRJ5ZfxW_W3j7Ff41_6QNcW97bgyf7yYj55W6n-SVc8l8H7CW8cdcTY4W8PFnW31sntZ95psMSVxSf6H8yF4nMN76Gxj6zwmlZW1LGspy8kKTdGW266VNt8rx032W8kC1pT3YgL4QN3HrsSZly1lHN3QvvR0Zpmd1W5ljDNh6hxjm2W2KN49v732NYMW50B3t53FmV82W2QZm7Z7GsJ6fW14vpkF2qzT-HW3YGNK-5vnZv4VPKQ4-2gl92sN3PLgyVqcZr-W2RhQMy3ByVMbW4n9s_h1TjrFxW796YDJ7qx8yWW2R7hwP2l52ZBW3zpNPG8zZ7f5N10PxTn7H_5HW801vBw7V_HzVW6WLHQw39f4W7W4vXlhk3dtkzKW21Wmg77N5qnRW5SQg7D8HLgkqW636JFZ3tmxDhW6Nkg8p3HFPgkW34RQlG99q6DtW92MRnk3f1PXBW7b4fst8JyKlKW4mH4VT1CySs0W6z-FlJ5t5ZBCW4q8v8g1DkwV4W91lGp16r0s2mVtVnry95dhL5W7ncNsT4ByCTtW4BDl__8NYrNxN8DgPb3VgtdfW49KV8z95p02Qf5tt85c02) show they are capturing 66% of industry profits and 32% of the overall handset revenue. And Apple has a great company name. Who are the most profitable customers – go after them and leave the rest to the competition! Thank you Scaling Up coach Bill Gallagher for pointing me to these updated numbers.

**Pipeline was named one of Time Magazine's Best Inventions of 2019 --**Congratulations to Katica Roy, founder and CEO of Pipeline, who keynoted our last ScaleUp Summit.  Her software platform for employers that both identifies and analyzes bias in the workplace received “Special Mention” in [Time Magazine’s Best Inventions of 2019](https://hl.t.hubspotemail.net/e2t/c/*VpRfcy7w8D4gW8jKbQM6JPPS90/*N6SwbYzqhk69W7VV8R158lcWW0/5/f18dQhb0S1Wd7B0DTMN12LtYVhTMslW55jzsv4_9rs6W3p7k4_1vf-d7W1d20Qk9c13nRW92N5GW6BpChMW20Syp02wcpn4W7CYLSp8wmDrpW7CQXwH2M10SrW8VWJrF8VHp5dW2wFvnT758C70W2X1wZn4t55R9VpClNv48Q4pBW2_BppK6WK2_cW498mPn5bWmnYW4Kqfdv1H1g_7VlbKbN52Tf_3W38k9VQ76_6njW4NXFpl3C2dx9N2PH4Dnc5JcTW2Vtrhg3KJ_GPW9bP0Tj5BX591W1TTCt53M5SVzW2lQ9Y83C6phjV-mH7z47sH6fW8vYp3R9jphXsW22dbC-2lndKXW4rDT4j8WKRhLW6C27Qx3DPV5RW4f32xS35Chy0VrzWqv6VJ2TWW3PCG_92MDrQ2W5V0kzN36s78LW8XKbQZ7W-7c1W5FsYXk6mbgqtW6HvGxw1FBclKN8l5kPSy41jTW2pHTqq3dJ-ZfW7Vn62D3z1CM5W35nZMp2sYLrhW8zbH9N2Rsq8pW8LQTZ98Dn35YW4BCYHf4YFfkSW8Nd7ym9bWZ6MW7C9ZRV4myXgsVFH5N_93lNDFf7CW2s902).

**Australian Scale Up Summit | February 10, 2020 | ICC Sydney**I’m very excited to be heading to Sydney in a month to keynote the Sydney Scale Up Summit!  Joining me on stage will be Australian Scaling Up entrepreneurs; including Glen Richards and Naomi Simson of Shark Tank fame, as well as Anna Samios, an entrepreneur in her own right and a certified Scaling Up coach. This is your rare chance to learn directly from Scaling Up practitioners/leaders in your region and connect with business growth peers and Scaling Up (Rockefeller Habits 2.0) users. More details here [https://bit.ly/2P7sN5o](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W1RT22L3FT8RDW3p171J3v5HN30/5/f18dQhb0Sjv88XJ8n0N81SjwlHyjJqVRrT3H7fRRFPN3hHhdcXL0jYVnQ9Qq8-y6xmW8YjRKD58dbW3W9fPfT52MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7dPxWb8QKpyrW4sj3hV2BcyM9W1mGWlY3sMsgPW6Nnhk441v07xVXDNVW5tj05MW51fjXw8LjMFNW2zL5vD4WBSPSN36QVkcG5lVVW96kX2k24_-FfW6Z7Vq996zSC1W15yMjN4MkxDGVNs5Vc7fsxCgVRHJV72_2nVRW1f1QHp2_GHT4N6SSJNccb0gHW3d0zvx4p7yDTW2zQtzX36_zytW23N6GJ8qC4hcW8tzmRx2GD9PDW47mzh56TLTynN9hTNT-5kJ5RW1JcNBQ8t4Vn8VHMcLr4zB4XNW4L1Mmr4JXQH_TRTVL43ymKM103)

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Jan 14 - 17; Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*VjxZhj3FRMzJW3C0Lxx20ZSzL0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVRrT3H7fRRFPN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW62L8_P4n7GM5W510ZHL3Kk3XnW2-CzJD2HPY8LW6Hyzv56P7zhlW6GT1sV2ppPPLW3yXv8z4bpx62W4Dcycm5TyScpW2G22Xp6P3nRCW3H2Wg73QLMnkW6nbf5z5HmB17W3zxN9V2HC30PW466_s57k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc1Xssq7W8pGk8l3l7_G4W6yF9RF28QdrpW6c12L85RJ_80W93XJ4f2pglVTW6vc-Z68QpXQDf2SX1M404).

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W3DqnzZ8VxykgW8MJrJd8dnvNQ0/5/f18dQhb0Sq5J8Y9YsWW6KB8JF1k63-nW1CX8F858yPvXW6Blzjz1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCj5QW7cvxVf8q5qBxVVQf4X5vDhTYW4tWlCC8tcT-jW6MR7wc3Mrmw-W36_Llv1lQQ9PN6SXpYV_KP-LW103hY6349KrSW2zpCDt8r_RnnW8rYz-_98jsqGW8m1wC14x5PDWVf6HgC37KJnvV-t3g33gMf_lW2B2SW74Tc9KpW2Dx1SX8GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blN5G0__sGxg49W4r5l5j7gw0ktW4ynR5k6gsBfKW39d8cG2Cn_JvW4j1LKb8WQSjmW70Gps43QzSg8VQN_Tj1mT3G3f48YJTM04).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W7jzSGF4jn3HdW1wqfHZ4Xf5QF0/5/f18dQhb0S4176_rzZVN11jb43QtPfSW2qXXW52H3RnTW4rTW635CFF3QW2KyYC244HnffW7rvvDW92kg6BW3-q1Zm3Qjr_xW4Fr3X77D2Ld9W3_XkRm2pW4GlW4Y4HCr4strk0W9l4Z0W2cCxq1W5H-h7T1bGFkGW1cvM1Z21v6k_W1_7GQd7F14D7M8gKj_51mvlW3zXjqp3h3Xw8N8pfkCGkyLglW2c17Wb31kjvFW55jV1k1NPHltW1QpRwT5MGHPvW1zX9Jz3bfN-NW5Tr_873CMQ4LW29NX4b1ZzjMjN5Xwgcsxft9-W3Qq-p-59bcrPW6kQcWP4LVlFMW2P04vL4YCNdyN68RlhzQ5RzLW61T7Bf7mTJ5rW4_L2hP1VwrcLN761r9clYY0_N7csMCJV9-QrW2NHwyv64ZZy6W52zSbq2pNqwsN1ZcQ12bhVFyW3ZN7Vz3jWqq4W7Y1f1d8fD8RbW73ZLVs7ygSGwW8HC4GQ16X3y4W6L--995s2vP_W4KPd-W1-GR2nW97QhXW71XR2NW5885Zt7yjFM7W5cWqJ64M8DfNW7skhRB7TFwNgW8DBzKV4YD20KW6Pkl6F9h98Kqf1pVg2502)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*VWzhJy1Yg0qhN5CmMKLPrBJ20/5/f18dQhb0SbTH8XJ9l8N81SjwlHyjJqVRrT3H7fRRFPW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sN3q45D91SDx3VJFBGz224z7DW3nPrrT2X0GNvW5Rz0PG8jNxwSW948NdC7hFWC7W8th9nW9d-P1JW5LMmSM5-630-W8sWyPF66nKyDW72nstT5yyhT8W77tbRv3wSzKgW4N_S5J4b3JW0W6k5gw54b2m-5W5DhyW917VwnxN11rnNb4VjhvW6PYmz354GcH6W7K-c-g2pc_vsW5hfR428jJG-FW4nmTcm9gCFMCVbGncF3qq4HPW7y5lmL1mvrsTN9789Yg4ZDMLD2LMBkwpf8f15RYBz03).

**EDUCATION:**

[“Scale Your Mindset to Scale Your Business” CEO Retreat – Costa Rica – January 27 – February 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W1WgKMw95XB8HN1mQXkb61gh40/5/f18dQhb0S3_Z2Rwhz9V11Xgh1ff5krN8DhQCCGl84mVn30Xw4TGKy4W3QSYwF3gG9lXW5MZFZ_6GJBqSW6b8psN52FPvQW1bbqPk6bh8-gW9fcxJx8zSzfNW4Zqkpm9g5zYbW6-MsCS2b0ZHfW78NdGd2Q_PM_W2Vm2YB57qfLwW8WzdK01d67TXW1bqB-g5HRGLHVCr4Jz40nZnGW6d9NNP4VmN70N2qhMVHbZmCxVY82LM1RRkXLW4qXW6l7G45gcW1mC5W21V4k86N46h6cK6BDdKW7JWy1c6wQTDvN1xwn9pk9yFJN8lSPV09YdgxW1Wjhcg3h5bCzV2FwcJ2PF1YRW17LXh06dc8zrW6124yD8tWgZXW5S-tgW6g220VN13CBsTjLw88W66W5st5thrLFW4_4WC58H8Xx_W8FLlD67R8YqgW42RwP25Vv7bJW18BrvT6zYQGhW49yN665LCfb2W6y9HSw8lvSRJW6g_frf87JGrYW4sP_hY78xfNLW5dT7_v7yp1_HW6p8rp-7z9vwQW6-sBP98JvZ11W8CT-Lq979zZhVw-zmD3p20fnW6_D_-R4SkzF-103)

[12-Month Scaling Up Master’s Program London Kickoff:  6 – 7 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W3w10Wl73RSJSVTyKl-2Md-yx0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrT3H7fRRFPW3hHhd92P7_nXVcnTGj98PVCtW4vd-D325G10SW61CrcQ96Ls6SW96SXPS5DQqSYW2zSnPd6wzVYDW58R2pq1GlVNbW7BQDl72SwLc3W3481Xq7sSJcTW7zLQQ01TCMx3W557YPh2KFPsdVWf_7H8W2c9WW32CQ2l8jxMNSW1Vx3Vl2xqTTrW328h7y3_lZX3W5mZjbq31H380Vc8rT830T_rPW2Vv3cs1G8MxxW1Bb4rM6G0xkrW8Q72VL1Qz78JW6zMPcV1ZVS6JW1X96Rc7mwkWvW1Jbck87zSWPxW1F67Yx1JSw_RW2Xs_rT7nb22TMpD21cy9nD7W1zNYcr56kCV_Vm4Ymq7sXBWrW4lc1W11v0wSFN20C6HBnRMsBVhvnG93Swq0fW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G1g5vW6yJtJL2LdjVlW5-vvQl1Gxn4BW88R6b05By_bxW7Zh7632WC1XvW95gN8W77D29-VrVprC56gBW-W6dMyFZ39GZgM0)

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*N1vD7CHRBtzkVGzh--350jnF0/5/f18dQhb0Sjv98XJ8hgN81SjwlHyjJqVRrT3H7fRRFPN3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7xzWXH8QKpyrW4sj3hV2BcyM9W1mGWlY3sMsgPW6Nnhk441v07xVXDNVW5tj05MW51fjXw8LjMFNW2zL5vD4WBSPSN36QVkcG5lVVW96kX2k24_-FfW6Z7Vq996zSC1W15yMjN4MkxDGVNs5Vc7fsxCgVRHJV72_2nVRW1f1QHp2_GHT4N6SSJNccb0gHW3d0zvx4p7yDTW2zQtzX36_zytW23N6GJ8qBX9PW1CksCf7zKRd9W6M0YWT6qTwxcW1YZmVT8znN-WW7l75yS1J8tWMW9j3TL721dNgzMtJCL43_BX-f2zBrHX11)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W77qlzg7fHwLrW80Hb7Q1TQZDV0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15W2slG3J2MvVy3Mf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ2MlVBPN8MgX0BKWBWwW7qF7RM5_9gl3W5py_m13-0KHmW49c6Ms3-Cb2mW4MRDJp75R-k6W8lRvQF9dqGZ5W2m_Qyp5j3Jm9W492NR-7l5n2GW7Dt4h13ph1KCW21Cf7H754-TzW5p8GxM8bhrtMW5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgW7GP-Cz5wk6t_W43qPlq7vj_yMW8Gbv_L65Ttq2W4zDGl28dm-yhVcYQlc7dJ18nW5QfcJ046-8mz0)

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4NTCyZ8mFwLZVHwvmC7SCMGW0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVRrT3H7fRRFPW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5pgF5RW1YjLWK4nh-SRW6G2lbz7NMdQNV4cNXy75WRHJW2MlVBP8MgX0BVKWBWw7qF7RMW5_9gl35py_m1W3-0KHm49c6MsW3-Cb2m4MRDJpW75R-k68lRvQFW9dqGZ52m_QypW5j3Jm9492NR-W7l5n2G7Dt4h1W3ph1KC21Cf7HW754-Tz5p8GxMW8bhrtM5gSHY5W6H5W1Z37P0d4W15hnZl2--S4WN5tj3xpxYmNLW4rY0KM1zVbKjN8mhVQY-KKbtW8Tp63S6kFskcW3fRRc514pRswW7N3-Tf7BWKLxW9dw2Lq5V9WFRW3f5_rb8x1XF0f3kz7hv04)

[Vancouver, BC, CAN - Jan 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W1bj2Xv4Q1wvcW6574FC3W940F0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqVRrT3H7fRRFPW3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4jrBcrN59bHZMWymdTW5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lCkptN5TcXXxmmHdKW4PrC1q6b-vF0N67h1zcQC5z2VPC2cV3jxbFYW4qz0rg5Bl012N3gpkFxZZT2zW5F7vW93HMGWVW5x7RWS3NrHFHMR33-gSXN2hW1sLvKY8mFM9ZVcP_ZF4-6WsvW5sYWyq2z90L9W4S5XF08q0LnXN6SGsnKM0f-bN5HS_LDbqBwtW4Rj6Nh6BkmNHW8bLvGg72zrXTW712jq57cn4YgW5Ly6145PYGZcW5y7J1N714h8ZW1nx-0M4CtC6mW7stz4S1PNgpRW3f3VmY79YJTKW1VbTNC4jL0xLN3pxWL3cTSRKVcSz4r126-dt102)  
[Nashville, TN - Jan 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W3r_gY874g8VSW55Bf5t9dbxCd0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1CX8F858yPvXW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl56k-HdVvLXf37wzGv3N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt8XR7PMW7ymkz148xqcNW7sVN7V6d0X9PW2JD9-J4lLmpdW21pK_1206BTdW68mqVH56PPNkW7xVNPD7zMf3nW8XxWYl7lZzPgN92cBlxsgnzpW6kpY9q1YY6x6W6yvx3q585hcXVmjX5M5c35L1W7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW59Wzf896LNdcW37S8Jb6jtlyfW5bNzXm8z4XXbW8swQR34FdQ3YW7D7Hxj1Dy_KCW8j835K5yXs_P0)  
[Denver, CO - Jan 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*N7z6CVkgDWCwW6gQv1v3BD6Gj0/5/f18dQhb0S9r79jx8C0N81SjwlHyjJqVRrT3H7fRRFPW3hHhcf5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NW33Gysj56kHp_W5nbq7j8X4mjhVqCDvZ55FfHLW8Sz_g31SPPHZW2N2CyV1CXB3qW1G7rPy7v58M3N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL34LfmYW1fB4nH8v2KVVW1G1Kz08gjY6LW8WBKbV56sy_8W2NhXFJ6XvWyzW4cDGLz82-0bjW1VcHQm1ywBXGVJp9lv85wFq7N59qkY3v2nctW6cFPGD1jbhj7W8VzmHT4c-vHYW4B8rs78T3Jh4N2f3Dzm7yCSxW1zTlJf59NLRkW1DnTf45-4mnNW2s53SC5_jZkhN4lBZ6Fnpt28W6t_Hvd8Ph58-W59Bvzg6f_79HW45yhlB7x2vWSW5g6W2s2cyH0hW8kPKjG6ZflxLW7QP0Pn6g90BWW1hcd7x6RzC2_W96ZT4V88W89lN1WPqF4pW00xf4jvVQF11)  
[Atlanta, GA - Jan 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8JbhBx5bqCgWVYlKqv3kC0tm0/5/f18dQhb0SfHn9dZyjHW6KB8JF1k63-nW1CX8F858yPvXW6Blzmx1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9mWjN1pNWLnNg_8rVZvdDn3cRkgmW5Gy6jq8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qHN2m8DqKmmJhCMRTHmyMNBCZVMMQxX80gSRfW97rB1b8xqZP1VdNCkd5B4CWpW6LLLVv8l3xFFW4tWQMv963-gVW10rFG77cvytdW22GW1w26DngMW8s4R4Z8rzYhFVXn7Zs23y8l3N27BWP48rkRlN6S_flxX6VBkMcjK7lQzsMNW5w8HMn3NgtxfW5xZp_07wV0lWW98_-SB8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS8dkd8y6qW1QPbxy4dkbH5W870r5h2-zlZSW7J6VWP8K3bDmW2_zKry5n8T-tN1yf53YVL6QTSdGf50qvx1102)  
[San Antonio - Jan 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4nj_Lr1kjBF0W57wQg_8-Q11Q0/5/f18dQhb0SfHq9dZxZKW6KB8JF1k63-nW1CX8F858yPvXW6Blzll1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x6l3GCDtSW5v6GJj5D3qHWN5z5hm2X24TlW8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDW5CktzD83KHrFF7J39rlNt36W4Dk-X251KQQNW2jt1653NnV4FW1nJpwv26pdfjW35y0Rb5BYhvhW6R97b88pfSt4W5BG_2y64tL0jW8rLsQX4vWJ07W25_jfp3LJ3W0W24Xkgq1lQVghN112SS_LGlsPW4WRL-j5xnVH7W6L4jHz64-LYTV84yCK5w-VShW5qb2Ln4rWPN6W8lGs756Pb7nMW7q7-Qc6kl2SxW7dr9qW72YqDyW3KS8zQ5CBjwLW5hk1wx5x0g9XV215_B1J7MZdW8HwG083rcqpfW50YKV47jghMcW1qQXpw5CwHpfW6qqRfD8x2Tv4W1MWhN-1MKdcnf5bhLct11)  
[Waltham, MA - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W92j3zz1MskWtVpdKBs1LlT4v0/5/f18dQhb0S3j42nRNKtVWn-C61fC5L0W2vMcwL2YqGYJW4lcjM53zJHpvW59D1cF2KqLLbW5CSBQ64mC2QNW89kNvW5pggKVW3rwMJ58GTsBPN5QrC4SlK4MKW4FK66N7D2xVHW3rJ_T83tb2pXW77RQl592_0h7W9k2Ct526dJdQW6PDfCV4yHMQZW8bLrtq6FlTF9MCVMmMbMK8bV45G7K1PRYV7W1mPMW31n_5v4W333KTk6DKBklN1S1MhkDT1b7W7rnVpH4c4GwrW8CcpzQ8CbBcNW7Y0GkM4RJvY8N1_bm5N58TmFVNqJ201t8HmqW7d784q30RswBMJWlHWMLBDGW5qK1jR6797JdW6t9FcV8w6G9NW9kFyZW1QQdmmW42YyDn4YbmB1W1f8gNt4kCQ6hW8_-FbN83Ms-fW7hZnK95dCDSxW2m-Z-j7rlnVNW61qD9H3HXM5dN3v7kzhK31DmW7q-wKQ6p_7CNW5CdK453W22DcW38qSbc3f4DppW36CC7P89lrjcW1nLcb53cyMXfW1VD4Vw6sJM1zVY8jC33B4b8mN179h2_jhKpfV7Q5hf1rKMBtVgyvD89f7LfBW97FQXy9j1PK5W7jg0xw7sdRjBW6_lPhc5zx8rfW2zvVN69k7zZ8f7McY1w02)  
[Amsterdam, Netherlands - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W5MD0FH8VjHDjW8k4nLL861Znd0/5/f18dQhb0SbTJ8Y9-zHW6KB8JF1k63-nW1CX8F858yPvXW6Blzlq5Cgxh0VnQ9Qq8-tZd7W4cy4pJ8gjW4mVHG7v-31mqXfW2L7qHP2MDkWVW2KG36w8-y10rW8_dDry4bJ02hW4KT2lh8Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pks9LW6m47S52x-ccwW7d094f6G7FblW4DFfS36R8c7CV3Jf6T1pgMSwW42bzP26NzsvSW5P2mFX2j0B9xW7grCy88Sbc4_W5bcQn27ytYpcW96T5GC26nTWSW2B6f8y7xKJhrW2VG-CK4LG293W1K09qt4XRxHSN73GgmmbWcQCW8n6_jp3h54CqW8n4LYb1VtdWZN2txdv0VR6H2W4q1tJV93G66rW1TSGdL33FzwVW9lsYs85hfR42W8jJG-F4nmTcmN9gCFMCbGncFW3qq4HP7y5lmLW1mvrsT9789YgM4ZDML2LMBkTVQJJ4fDl2H103)  
[San Francisco, CA - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*N32JD84yxxDsW8btgW27N4W6J0/5/f18dQhb0S3j42WsqN3N12h8zzFPxRnW53llhW1tbdFfW9hdJ7L2ypC0lW3_mgpP3XtNgyW9jRKDN3P10_SW8BTv777mj3TJVD1lhH4L2kMDW4wvKwf44Lsn6V3BFCV1ZwYq_W4qwpTN7ztPXNN6zhsJX79LK1W5WQ5QK40L5SZVX0yMR2-7--3N96MFqgSjD6ZW5MPPr67cK5_BW1M5pqD16r3F6W29KSkl6060y-W6BqD6G1l9npTW3RTHLV5RDnTtW6rlrJL12fFG6W7yn1Yx6yTwv5W4c8K4d5995kNW1Yk__f4HYhPKW3jCzNt1WSSVMN7bQnDH5cR9QN8zDFPRJBqY_W3_QCY95NYYYwW1XnQCV7lnvlyW8cNZ5N5ynKHJW32CNyB3DJZbvV_w0Hj83tJjDN5MrbWrZZLHqW1P1qjJ7jrfTYW5sWfzm2NQZwTW8pMC5z8402VmVRbxJ-79ywxmW1Jb7nK60fVHDW8H8MFf7_vbv8W87KKTb7JNGFbW3TsYN821c_KPW8MkKwN156j6VW7fXW7M7N1GPdW8f3m8n6wgBxRW7-DpL557JbqPW2fg0gh8GBL6BW7BSBBQ8Gsf5ZW7TZ8Kl9jDNgxW87_RTL92pXpjW7KTtlZ11dVPff1VBlRj11)  
[New York City, NY – Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*VF-D6P2P9N5-W6WNndF2gMCyr0/5/f18dQhb0Sjv78YHtvCN81SjwlHyjJqVRrT3H7fRRFPW3hHhbJ2P7_nXVbxYmW8pCQ6vW6c0lzy69W6MfW4vgKM1992jrcN7ZHC1mcNnNLW6PVKcr6N3nBLW8xGZPk6bN1mwW5tjgSC5PJ0kcW8wXNtZ2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY8Y711PzfW5Rpkcd3bqp8HW9grm6p2hBQwBW1MqhJK7ldyjxW608MF67qYTMGW7VLP0H1HkM6qW771Vb81TjjQlW1Rg_qm85MbrbW7jYrGS1PcHjMW7q9G7Y1fxpKXW88mVvB672yBlW221KLv70vTJ6W7720ZW1PqgmPW1gzzxL6LpbyBW5Z1J2M7pZc-MW1kwZRd7q13W0W3bwBFy3xkmQBW4Pw1Vk2sbPxnW1m9YXB3W18PhW3W4TCK63Q9xKV215_B1J7MZdW8HwG083rcqpfW50YKV47jghMcW1qQXpw5CwHpfW6qqRfD8x2Tv4W1MWhN-1MKdfff2Rpl8H11)  
[Louisville, KY - Jan 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W45mFpK5DSNtHW7KDGRm2SF1dX0/5/f18dQhb0S2C87BfGH_W12Nnwm61KDwxW54ql4s2rhZ0FW7YWmV576pGXmW3SYTMx1XTcglW7T5z0z6LrT3DW5Nskny1rWVDcW4nYw_-7NgPHjW5QrHYK8SfdJpW9kFtXY73YVDdW1723BP2g44clW948rBn8gMCn9W45SsrT9cF1sYV8dkFc1Z5-hnW3WpWFX7g04l-N31MbHZZ-hxdW370v5b3gDSZvW1NcmpX37d1KtW5jLT5q56f29lW3BNqqS1JVww3W5YJlNF32-nvpMc4GZXhDSqSW4wW0QH4zT77ZF7FQw_yh8F0W8myBtb7GyDx1W7jFCn24M9P97N2WySTYsbzbjW184_CJ59Mdb9W7wqwmP4d2ZJ2W30wLKD1Bl20kW4b8vHG45jbTgW73j7j_7_7XWvW2hbtKq5nsyDvW8tDg_d4DMy7TW4lLn3N42YYktW7P3gzN3Q4bxcW1D1MQz8qKRthW4ndvft1_vY0KW6yPDvs9dxRplW43YYQl49nnVcN57Zl9NzyJnFW7JTWtl4rcHzjW3dljl27QvwXZW3N1_gW7jPMnMW7JWB418DB1XLW3kZ6RK6WXfVDW7M6yfD31KPYpW4Ztx6Z7BX0gjW1HLVc18Jxng6W3YRLWW5mt5dBW13p2_s5yXs_P0)  
[Wiltshire, England - Jan 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4zT6002_2wrYMXKQBXVjbPj0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrT3H7fRRFPW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWlYW3sMsgP6Nnhk4N41v07xXDNVWW5tj05M51fjXwW8LjMFN2zL5vDW4WBSPS36QVkcVG5lVV96kX2kW24_-Ff6Z7Vq9W96zSC115yMjNN4MkxDGNs5VcN7fsxCgRHJV7W2_2nVR1f1QHpW2_GHT46SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRd96M0YWTW6qTwxc1YZmVTW8znN-W7l75ySW1J8tWM9j3TL7N21dNgztJCL4M3_BXTjLJFk111)  
[Ann Arbor, MI - Jan 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W7FjtFm7240t5W2SRzD672pvlw0/5/f18dQhb0S2C82nRNKtVWn-xY2pgzX4VDTmwL2Y-n7gW4n9zf53zJHpvW2SgjL660r2mVW3n0HFP8Gd18lW6ZPLvJ7QpT7MW36x5GV8GTsBPW5QFsfS2gfFQNW9kFtY48ch2rDW7s24Pm7stzhvW4699D79ky2wZW4w48gg3qSN-2W2NBbZ54yHM2bW4t1-Tc7gfpDBW2GN1rY75LTBPW173bgW1QqSP1W7rGcYH1jRHcdN2zDbHdY5ChTN3GFdnvtcZf0Vb8sHQ1J_Pt_W2yQfCf2yzf04W7B3Hqk4JDDmHW2ZP2hT6QDMxtW6yQlpd4Yt8bNW825j1p2mj3JdN7XRLyG5QdrdW4JPDKl3NfwrPW1zR1F01c2nhqVJmCzg6PM5wzW6HCHQK71YHnFW37Qs_F96kMr6VCdtkZ2yy63XW4W2K0Y2NMDlTW7-HyYs1C36wwW1zLnHp6G1PtvW4LWDwh1mCTQtW6FQMTS52-L5dW88pQ7R7ycdV4W4Vrz-l1w_hrVW6QTQh-4H1xk8W4WMHkr83NsrZW7mhzZH6lVfdlW4rJ-_N5Fb-NFW5lbff93jHZRmW1svvDh9l_C9xW8DD9gL5DK98pW8s7QHw2khgQ7W2PHBW29d7kg6N6hQV2DKbH7LW40SRG35yXs_P0)  
[Columbus, OH - Jan 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W83gm_q8mgrCpW40P1rY7Mjz6t0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CX8F858yPvXW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9hGBW8qZLS-37wV7QVVyWmR3GCDtSW5v6GJj3lLT88W5B59R53ldJNyW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-lzRWN2PS9sYmmNw8W4Nh_Pd6b-vF0N67h1zcQC5z2VPC2cV3jxbFYW4qz0rg5Bl012N3gpkFxZZT2zW5F7vW93HMGWVW5x7RWS3NrHFHMR33-gSXN2hW1sLvKY8mFM9ZVcP_ZF4-6WsvW5sYWyq2z90L9W4S5XF08q0LnXN6SGsnKM0f-bN5HS_LDbqBwtW4Rj6Nh6BkmNHW8bLvGg72zrXTW712jq57cn4YgW5Ly6145PYGWfVn8NJ-1wRS6NW5cKnjG6K1Mc-W4GWP893x4zJdW3JRPZ-2chLbDN8hPWxcB43HqW1NwBMn1MVsRjV1mvfc96tjBz103)  
[Mexico City - Feb 5 & 6th](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4-cyxz4p4CRFW3ZKP2w92pytt0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1CX8F858yPvXW6Blzlq5zh-NRVnQ9Qq8--HBkW8_1vj27r6cbPW8Wxkrn2MyWvzW8-y10r8-v5SNVHpVHK558sg7W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGYn8W1Qj6FQ6pzHWBW79p3ps4YFc44W57-WqM3H_PtyW2DzCtR1yBNVNN7KkHdRSxwkJW11Hx1q5nMV2FW34m0MR2cD7brW44NjFB67qFkJVtcBXC2DVfsRW8mQRs477ZVnWN1glx9tDm6qMW314vz35yqLNzN4g2znb1wjK7W6wZj2L7Jm8tbW7BjPgH9dyF9FW92dF6X6Pc2NRN7Pxfs8wKJnCV3qXWl3nv6jDW7bW3kL8y1Sb1N545Jg4WDM01W798rCc7C7tnXW4sKx7R2B64hGW2N7V1h6MY0C_W2B9Cw52TnRVdW6gVCkG3xWwfqSnyS8v4p8y102)  
[Phoenix, AZ - Feb 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W9csVXT1Hry31W1gDDMb71kFY-0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CX8F858yPvXW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsBG2Q1_-FW3cR62K5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lCkqw5ThdHgW3ryrV36H5Kp0DMNBCZdj-nW3lj2tv3blhRkW3YXCkR8cb5ZdW3D5SSN3MrzxPW3XNHfn3TjnBfW5pVlqN3nnqyzW5RzvbS3dfMsCW3mKvvs5RX-VKN5pgDPHNfxD-W12ncQR35Bk0qMVyNnbHckjnW5zLLp48FrxmCW2Y23Qc419RPQMNGv_Wx_QkyW7K_mBd4QysQND6Y9ktTrJcVT6gzT47_DpWN26QQLl2h4VzW1nCrbg7GP-CzW5wk6t_43qPlqW7vj_yM8Gbv_LW65Ttq24zDGl2N8dm-yhcYJKQW7dJ18n2FTfLrf5yXs_P04)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W71q_Hf26Gpx0W4QNg8q8cvwVl0/5/f18dQhb0S2C87BfGH_W12Nnwm61LnrLN62JVx-8-2LXW3Hhw1975y6MqN5_-7LdZY5F9W81WV8147MQ7WW29P_5H2g8D_NW4nYqmJ8zb6zdW8tHYm08Qhx7tW9kFtXY73YVDdW1723BP2g479GW7Z5l308YYPvKW8wpZFp8_K3whW6p1MW-6yd7NGW34s20P1QZVbmW50drhx1YLzPHW1mj_4-2J1rZFW1NcmpV5twqsJN4KPPSnVCFZ9N2BTMrQGKtHMW52lZk27bRV2RW7Q9njG3KF9y5W840YQd2sqrTtF7CP17XxtPYW80r0QN2xGSPyN1qVVkgdxSHKN25gfJ6JBtLwW2tXS9339WdWGW5FLPRq3mTldWVGmgDK3wmbTrW1_BMr94XmDk2W91WJQn3VgdfhVxv2j65nsyDvW8ktNtM3rC6vMW3hQB-d29XKRzW4hhYd75cpw6NW4V__F35LwWj6W41NWVN3MCWQ9W7Rkync5fC2xrW7gJ-y41yqKpWW8Ss4X3742c2zW3qK7T55nLx0mW7_yfPn8Lv5SwW4rx8423ZCWW1W5M0Y3S7S5blmW1KdbKT8L8VQXW6qgP288pzdWbW956Tdf6KXz79W3Y5LtG9dHV1JW6kQcGZ1shLbwf2J3FJP11)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*M6ct7RTlZHhVKjjc-53snny0/5/f18dQhb0S2C87BfGH_W12Nnwm61KKF0W1fM9583wyH-bW8FMDlK6sYlYyW40pnL22BMF0bW23tlr98Lb0cvW7tqRgq7Jv0pGW1xYvqd9l6F_sW8-1fMg7wHY9GW2n5wd71079XpW2j9QSf7xrhhqW4vG60_83K0h8W2rT5_-76s3ZWW8Wt5ZQ3Wt_YZN8-SsMKNyp_TVh03sR1n7kT1W6nQ84d4_T550W632KK_2nj1B6N5V37rzCDPbJN24D6kHMlwq7W4W-dgM1hfNwKN1TL9r0MvqlMW9fLxbp4_4ykqW2MwVxc1bK1XfW4N2jk25vCfT2W6N4kDv3wNz5LMY8mc3l2fg-W4JknHV91PmdjVbtZ9f1HWJldW24NdC_5SxwbtN1GS0v0cc2h7W2dWT8J6FSmzrW2CKzJt7975g1V9kDPT6KssvDW7Cr-Mw7tQ1ZrW83M-Bp1jb0fXW5ymx7s6J72rNW3grVs94lPQwXW40PsQ895N69qW8L-d_7165GhKW5hdC0r80ZPj_W3gdZyl40qBL_W876M2V1VK9ctW2VnTGG2FzHDGW47Dwh48VdBnDW1rbmLr95c2zJW7BKSFb7rkZWQW4BB2C981cvY6W8N2dmf5N1kBMW373p_r86wXYVf2ZJSxy02)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W24gP514ThFD3N5D7lWfzkwZP0/5/f18dQhb0S1Xq7w3gbpVVq02D6X-c0qW4JCP1n30CklYW1lK0tB1hpx8YN5YYWw2W93yNW3f9bSf7M1wDBW8GcYNL5Qrbl3W62dt7Y31fGD8W61n7TW919XMnW7FmRBg8Z20TGW6JfQXy4CLtCtW4Rcy_Y9h5n9ZW8yJmqt7V66zDW6fcZF76k9Tv6W344svT3KDndtVxDbVm4RNGYkW73nsnl4XNDbqN2w5K-vW92JqW5m6q8N5WPlvnVLtnV61X5GVQW5_QxgM5F9RYxW8bRZY6454jr7W12fFHW3qPQvFW6p7dlY8g_t9VW174XMM7LjMS1V1vXhF7tRj0NW5_C88Y29Rwl3VjY9M024jk0MN72z8yc7JKfPW5B5QR96rV9t4V2jtL03Hw3cjW4wKXjy31D2ScW6NMnjp6J2hjnW36sk1y1_dvpcVZY9TY121NK0W8yFKX53pcJNGW6FMjPk30THCQW6hm43T3x8YxlW2LlqwR3PDGWTVPWhzB6_H3JcW85ZDvw7YczMyW21D7K_64rWMbW84GpMD5dvz4yW76pgnq3GF_HBW2BYcm928j8KxW5lqbgn5KWBT8W20MV6R2Q2qplW27T_xB9l5kBcW5xr7jj8_dpV9W44vqYB7Ljy-DW988J1x58G1psN55m2j78CxWn111)  
[Pensacola, FL - Feb 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8t5JYJ7CRLVNVGyDmT7gWypJ0/5/f18dQhb0S83c9dZyGFW6KB8JF1k63-nW1CX8F858yPvXW6Blzk01Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28tZZG0W1kJSvT5s8LB0W61LlCQ63KFFGW5xKvWz8rZZ4wW3P_c8-5vLFlQW66GK5y3jMtPvVVy7T23jNwX0N1sdG-_dmhvMW1GGxJZ1MhVdyW343TKJ58R2pqW1GlVNb7BQDl7W2SwLc33481XqW7sSJcT7zLQQ0W1TCMx3557YPhW2KFPrT3Wd8JyW55nSC91VJH71W4c2Rr93cTjVMW32p-C34cMkYJVbG0m98W1NKTW6Ggv9L5Wd0bFW5-2sjB7ZzDyKW7GLjPj2LHfQpW1Y4qzc7dcxqXW7jd6YB1lJqYqW7QWfyV7zLJ1cW81xB-41wnzjMW786thR7GQgfnW24ZsHB1N0zgcW7jYfZk798TZpW7NCxkf1mngR0W84lrFb71cdnsW1FvgL06Cp0SnW6zVqK02jFq5-W6X74fk42ktnRN8ZsQJDcWbVfW4Wpz-02MlrllW7P1X4Z7P9LcqW2PBd0k1Ngx1fW519-c45S93_9W8Vs4pB56fD8TW5vkbyn48M8rkW56nf1p5MLPJhW3bGkNX73Q0vRV1-VyZ6HkV2D102)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W72XnhN3c5xtcW8vB6sM21LDKM0/5/f18dQhb0S1Wd7B0lC9W12NV6p73RyCmW1ypt102Y5WLJW3P7LtZ3zYBvyW4jdBGt227M-dW6zxPB_4BT2bGW8GBKJJ8DtWQpW87gW2H4g9PGwV7P51f6VwpnqW8ZFRYM15FRzrW4xqS8R8txf_bW5-ddlw3w8ZflW4k3CsS125Qy6W29J1jb4w5tyQW2Vx_5R4458QtV7G99151lKBFW3cTZPF4VzGljN2T2VwPXGDTFW3kDXnB15QK1dW7fqNCH3KbSyGW22Qq3J2__15fN8GdBGVTzHPRW2n-hzP4Tt3VLVSy-R76bd-3FN6wvhTDzkkklW6BBCGx3VTrN6W3XxM0Q3wzPkhW2pSgMN1mFzBzW727Hw21kYlJ0W1XD4zK6wcFBvW64Gq5d6rJPRJW8BgJcW3991BvW6MR9nl2hKm-3W8XlMPv8RZ_jkN98YG5Hzqt9TW5Sf1Zf2yWsQYW3Dpftk5_tZghV_lz1T1z933_W7BDVR15krW0yW2KNWX336rD66W13VLM-6dBGgxW81qsbm1xQ4vKW3XXhHK1lzZHGW1Br3506D_13DW6G48Yf15wlCdVFp_9b1LzlhcW10Mlt84bWnX5W88D0915Py3DpW7zX5CW918vYgW2CVFtt70K7qBW8JzjfJ6gwtWCW9kVwb18RLrpT103)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8-mlVc2N91d8W3FmNnZ454Jrw0/5/f18dQhb0S2C87BfGH_W12Nv392qybbSW4_CDjn4N0pycW3MdJFr55kXKQW7JVk1r3QLsFDW2QvF7t8kLqb0W3M2g_W5QFfpcW6V14QS8ZxdvnN7Bncx7Vf7BkW2nMxVL5p5F9DW87QRtW8NgPZBW69Hbtx6DMdwSW3kG3-48xh1JzW7HfcNJ60h5l2W6FLZCl6jS_bMN6XcNydNJNryV-n0jx8T_TsQW3PBfld4Q5YlpW1Sj7sx1m7W2lN17wcTRjy7HmW11-gbl2rcjslVhZrZw5gMdZZW7RW3wN546_1TW2DFl8-3rQlpfMG6chqJLdnKN7lvkdyzwbnvW2Jl_8M8KBrJLW3Qjxbl3vVC2WN1v-t9BZjYJTN6q-Rw8twZpCW7dgth_2w1TMQW15TQzS3Kfs9RW8bfrZK7SRQf5W245-Yl44csnGW5TRPRl1XlLdCW6Q0qkt6xPMyXW4qBFkK2RFggJN3XVTPwj2VwzW8mvm8G124grlW6NV8pn9gFtp2W4Csg2Q3LfjLRW1rhSQm6s4WSGW4q6XbR1YtDB0W8kJHJ34xk_-VW6HrnQL3zP5vxM4gL878kMrSW3d_Vcr3g33GFW94R_jG4HhVRVW8S1xJq4qK14DW8tzpKL4D_wSSW9l694f8vZ-M6W3f9pkv4Gm51Zf8PQQd403)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W74jLQG6J8zqhW3vV4FY6Dq72S0/5/f18dQhb0S3j46XLRKpN12htqlJwyjtW5jlyk95gnc3QW6T9V5D85xR0gW24RnBN8f2hppW7Trnb_1LbCHqW7vl0P03MZrzfW7p90bD73lTB3W2pBpkh392gdQN9fjvPjM757fW4wDM-14rHRZwW5BTcdP4GxfwBW21_cDm6M1jZXW84Q2YJ89hDhQW6NMtGD6lLYHjTMzpV1VfcNsW7VZPLn4hsll8W50lyLw7-tXHBW5T5Cfz6Cb9cJW371tnM5jsNwTW5r3PB02ZCGFnW70YtDg2JxnvsN4pcg5JCxgwxW597b5X6Q4kqMW30yB7v79bhLGW1glbQq3SSdPTW2zPDKz2Z5HG8W1_dnP51QXJMTW3hMyVY2x37g0W7tVDLj3zvyzHW26vSH94r0tMpW7YpQ2g5G8kMSW7PwQPH8kyvx0W12w64T6zChlmW6-CZ8z1f04XsW5Xv57n396JbpW3h2ZQd3r9V1pW3mmWmD2vk1gqW1Sj8N94x2yZbW7cW4K891CfxLW90BTD75xVK1JW5N0JCG785mghW8VdbM877-CwqW552s7p7-tljbN6z_97sy7335N1mQQkjkRrLnW3MWHL84jF2pgW7GqDD_9lCCD0W8jsHvT8hKS0GW5RZfMj98CHrSW8twgt97hskyLW8J_Mfm8VJVWyf8wF9dp02)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W2Nv1C873sGKyW2jR5bV3wrQrq0/5/f18dQhb0Sq5y8Y9YsWW6KB8JF1k63-nW1CX8F858yPvXW6Blzjz1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28tZDljVZ6sWH1pNWLnVNgVz85F306dMZwvby-_9TKW8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDN5CkvrlwNrW5W1x4lQB6HdqlTW7nwG0k2lKchHN6pgXdsRFkK4W5G18Kh3y9KYQW3dgtM78xwnC8W5NBMcs8h4gYlW5CFbXy34XZv9W5mfp-B8JsKVbW42Q1pJ40f9QbN2ZDpmzWtKGfW5KGHD55RmBd8W8t-msW5lQJ8MN8LkKbxYwjD-W3hKpTj3XRPyqN3LVBL2X6zDCVHFTkr130N2gW6wydXJ392FRmW54qWs34PxC8jW448jnB3vd65QW4WXgCP3VV5kKW2ljHhb8mhVQYV-KKbt8Tp63SW6kFskc3fRRc5W14pRsw7N3-TfW7BWKLx9dw2LqW5V9WFR3f5_rbW2NBX3n44_CTn0)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6rFt6_1M9-QYN1dyD8HbzCT10/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nW1CX8F858yPvXW6Blzll1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n5_N0_wW5K_zXK3lj2tvW3blhRk3YXCkRW8cb5Zd3D5SSNW3MrzxP3XNHfnW3TjnBf5pVlqNW3nnqyz5RzvbSW3dfMsC3mKvvsW5RX-VK5pgDPHVNfxD-12ncQRN35Bk0qVyNnbVHckjn5zLLp4W8FrxmC2Y23QcN419RPQNGv_WVx_Qky7L-J73N4QysQN6Y9ktLTrJcT6gzTW47_DpW4txX_HW1vpNDK61lQ4CW22JKH785XGrcW9ltnSC4LczMQW5x8Rg-8X58SCW51Xk0F2jh1shW723QB271wShbTSLtq5mcPjC103)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W3rnjQb1BCf_9W32NvwR7TsNDb0/5/f18dQhb0S65P6_J6TSW12P3K-61Kyj5W610fsg2y8N2YW9hL87n8PjfWYN6Cx8xPZY012W1JY8FZ2b7sjKW87tLwD8XhHrXW3mlN4R1KzDP0VCmXrg7PRSMfW4gXtF_5KFkZ6W15HhVv8dVqzvW2RX9h92kNkVJW5GyZhX85hL5_W83YnKV4BSWPqW3P2HnF6FP5k6V10_mB2PtDN6W3sZZw436flrWW2wfypx2zGsNmW2LfxFm38kMlDVW96Pj3yWLzkV-pTMP4fVlPWVK1gdg1txKXmVVxQlc5m39R4W8Y5fns7Qsx5zW7P7llk4YpRbMN6yTxTc35CGTW8yn2ws6vq7C9MFt72bMT3jCW4spk108kWhL4W4XVbXp9kwLWhN3Mb3LNBWc09W4WK0CR1RglgwW34LFl_8qcXpSW97plb27SHSLzVNtxlj85hlm_Vpx1xx82GKm-N4ztLxWKGk1XN78xFCxFGMqgW6b28jB4ngRpQW5xLgBH6K0_DXW48NTr96nV-bVW6XRylF7mRzTLW6ZSKT37Xz9KhW3Pm1M87-RMFbW5MDqvV23hZs8W1Jg5XQ4-SFSwW5-ptmd6F8k5DW7zXDFq97fMQTW819Fwr7QS8LfW2V0dKv9hQ2N-W8_bnPh25WYZ2W49MHfT95nMxff8PRXDL02)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W5PHV_P2LNvg9V9mL2D2KSvH20/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVRrT3H7fRRFPW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW62L8_P4n7GM5W510ZHL3Kk3XnW2-CzJD2HPY8LW6Hyzv56P7zhlW6GT1sV2ppPPLW3yXv8z4bpx62W4Dcycm5TyScpW2G22Xp6P3nRCW3H2Wg73QLMnkW6nbf5z5HmB17W3zxN9V2HC30PW466_s57k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc1Xssq7W8pGk8l3l7_G4W6yF9RF28QdrpW6c12L85RJ_80W93XJ4f2pglVTW6vc-Z63_zWd1f3mxHPH04)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4dWjwL7nX5gLW2j0WvX98cGHm0/5/f18dQhb0S3j46_rDSLW12Nnw04_c8sRW1gDKz55TMjC9W6TFGgY1D0VK1W94pmcy8sZZjsW8kyN7Q4mBz4mW6zhdVM1BjlbDM94PSN2tNX3W2rMnWg6RY64FW4Yy2-T8GT1hjW8M2kQ33Q28wRW49RvRX7TpS3xVZ-3j11W00hjN4ssjb9tbf2PW62JTV81-XPcRVGBJQK3TP_BHN5ggvHDlG9FjN7F39T1VqK4cW1cPgzB53kSv8W2c_qbJ15MDs3W7h-Cps6BzGGGW1qbrH999yBt2W4WGv4G7kTvscW3nk04Y4pMbnCW11C5P13mTJhyW1JNHYv2F7sk9W3cwvf63x9PrfW8yRXRL2_vc61W6DDcM88QDgrdW80QXk23DH1NjW3DlxrV4LKjYFW7kl4bQ5R20JYW4Nh5jX3Btx2jW3ZCQnz7XrxxcW5gPSyl84s8k8W7XNHdn4CTQDKW8dRWpK1Br2_QW1y-LGL3nNznTW472qHK7nC_lhW6psdl57DJQBqW37tWv76DRkZ8W2yb-Dl3XhgdxW1wLWdQ4GW5k0N4wVlWWMVRkvW9b6l_L8DBBwsW6pgJzQ562v0cW6-Xz5v7nkS_5W6KCZcX2Xf7yyW6rbRMz8YpYdWW10ms1x1155dHf2-_x0s03)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6f5NmJ10XcwVVK_blD7qfl9L0/5/f18dQhb0S1Wd2p44bJVWp4ck61KyqXW4-THmY4StZ3sW5pfS473Z-chSW4XPqvF1krB5HVHXY0V5NB7BTW3-0hlQ64MQLfW44MSD660cjMcW4Ns5lj4sTMfWN9cgCl5gq-FQW5yL2gM6VLYrdW3hs44m818P8rN8Kn00XSKKVXN6XKvSNK7L4MW6lvdWK5yZ92sW7Fl9wS6rMT8rN2nkwhGXFMJqW2P-xsc7Dnm7FV1gQn-2LgldFN1SM1WDlRmlfMc-95_sPGm6V5hrqv7dBSKdW77mDd_1-c4mfM58TmFNqHl4W1t8Hy349zWjqN3176Sbqft60W1ZSkGS9hb4CGN5r0gd5zxsrMW5YCQg08dYm-8W700DSB31Byn3W5SJ4pH54LCVgVC3gZZ85wXWKW87xNHP1_WFJMW1hX5rz8nN3-kW20FYWb7xjTT_W8D7nDG6FW37WW7Gm9085jJMZNMMVhp8_w3SQW5J8VYG3g3sYcW4FkqSP3KFPjWW3LRqSp1XsjF2W8KvRfh5t3lv3W9kWfhX6vW2PNW6gjrhJ2Rx7G3W7FPg5c6sBHkHW7T3XkL5H-bhfW88ZS-L9jYmYcW2bkr-89dX_5XW7C86gT4TXjjKW9gGqz36jjD3KN1sCBr1fVfhz111)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W1zGKd05Vtgf7VR3SWL2YlZkY0/5/f18dQhb0S65P2jVJq1W12h8Cl4_B8RvW79gfpb1gqvrxW39n-ys59d-QbW2D4XZB2RD10GW2b95pY3-0hlpW3G6n0L84Nx9vW1_tdLh2ytmj0W2YyHGX6_mwJ2W6sVXjR6XnycvW6Wp94K811wrNW5JsPvS8qmTyVW3dND9v3zvJ9xN2xkwSjNnMt4W1wjs-m72BXM8W1kDm1H7LrfzMVtKRM-2471hRW2nrwV34vRqFgW8CLZ5x71jcN3W2nLrxp80j7DXW3kfN8f3Y3j8zW6C89Yb6Rwmr0W1p-4GY2BJJg9Vmw7kB2j4pfqVFxQjH620rRyW8hZzs32x9cYwW4MTJYk5ysqM1VdV-776PDx0mW6p0lKg4KzFCRW4SdLrL1w12lCN7J6x5wQN1ssW5qWGFb3LlFmdW7rc69V8p8Pp1V-NvCc8dJsW6W6P2xfH2BCmYCW6jKM2b3XBJf9W55Pk3j7PCsjxW33S7Bh3tQRd1W7XwSHX37t6q7W8Zshsp2_zmdJW4kc8573WcXhVW6qwMQm440G1kW89-TmZ6Kc5FsW2ZJqk85_9PppW7VCkQ92jsGsLW3wqsdr9jDFkFW2P2Rxn88vn0NW78rx1M2J39yfW2wJq8t58cssM0)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W56pT8w6Gm63JVw3-3v46cplB0/5/f18dQhb0S3j47BfGH_W12Nnww2_V4zzW5jmBzS3Ql2_xN8Gtvf0nQrNXW7JVk1r3S7Z3JW7WPPCJ5DK_7zW3M2TVX7RVH0vW1qrsNq1MycygW7b5L-81yPXwtW97wv_q15GKK2W81Ts8m7C9VCNW1PH3S-97cs5xW3M8cps46YPTQW45_-9j9hBmgyW7z4Y_B3WvbLgW15g1ym1TLjJRW4r1BWk67Qj7ZW2QtqVv3RNndqW2lC3wN7J94c2W7sGtQL4X2sVGF5TbmmMVCk6W3Yyf-W1h723GV43lMc8-rmvgW8cHC904lkd7TMqVmzlz8WtfN4_Tl_KjWzShW12BW_T3BMhn6W1XspGh1wJKdkN4rqrG_Jy_cdV52MFT7xW1PmW78g68M1Xx9NgW5Whfh17KQRHNW9dkHWM1lCMRcW3FCMp38jvPZDW7y8LGk2VBPrjW4cDdfk5fH3ssW4jzbyF4rXHgMW5DKkmX2Bc_3qW7HYZb28kCLkxW2KMcWt6TDDgSW8L6jBX2XjG9pW8_QdM97m78Z-W8_lwx34dgfQtW3nLq5J2XqgrmW3PP45J6Q9ccLW6b1z6-6Q1mSqW4kLMrL6NWJW6N8Vfr3_VdsnnW4sKdM034cWTvN8BC4Qkzl2n6W3MdBDQ9f1vRpW26TS1C1wPHx9W969ShK6hnp3v0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8MvPbp8Y-ZTpW8lMLzX2zRC2L0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CX8F858yPvXW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY4tWlCCW8tcT-j6MR7wcW3Mrmw-36_LlvW1lQQ9P6SXpYVV_KP-L103hY6W349KrS2zpCDtW8r_Rnn8rYz-_W98jsqG8m1wC1N4x5PDWf6HgCN37KJnv-t3g3W3gMf_l2B2SW7W4Tc9Kp2Dx1SXN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW7gw0kt4ynR5kW6gsBfK39d8cGW2Cn_Jv4j1LKbW8WQSjm70Gps4N3QzSg8QN_TjW5GSzmZ5yXs_P0)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*Vs4TpJ6CFncHW8kgkPD2JKZwV0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRrT3H7fRRFPW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppDNW1MmvV_3mJTWZN6JhLk1sQVYZW7pcsyy79bk7TW4mGBzb1jm1JlW76STnv1yqVbbW505CVF4z98M-W5K3G0d886Vb8N9cT4v6zNm7PW71Lr2j52hKDKW8kggcf55Vz6TW1vxbrX5j3SgWW1vRSr23qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRd96M0YWTW6qTwxc1YZmVTW8znN-W7l75ySW1J8tWM9j3TL7N21dNgztJCL4V3_BX9430zgz111)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4ZrY2p7Jp4qDW1jWp-p6jHSWw0/5/f18dQhb0S2C86_HXFDW12hzl91vYyhQN60FmyrrZ0MDN85fv4_Lz_FqW60HFdF7FjYcXW6Mwb8q87J4jBW2DY2LS6pZVT_W83BXfq3p8K5PMMfZ8CJcBJWW455Gst5KFycMW76P6RZ8tvt5LW7W4xwJ5x1q6BW55l0m520LmtpN6MPZzVrlhkmW7W12CQ3_8_hYW5zL3M87NlQm7W1vgQ5Z5nm6TTW2BylXf3mXvFzW5-2CDj2YDvGnW3Qxlc87cXCpRN3SPHrTLT5VwVkdyNw4XwzHHW2zDjmf6g3SqBVYGpx791hxgBW5gbJC24X0clxW37d9r3861RD-W8g38Nf2rCQy0W4B5sXF8yTpF1W8F7rMX5NVqn1W5NMz6R3hYbBJW24k5P-4ZSLXwW8V_4xm82kf3jW7wTVMs3VgF7YW6Mr64w4ZGV1ZW267qrG89SBfwVSj4nq5Vy0hWW2BvF296sbjBsW4q8M8z28DNh_W2vk1hB1Tf1DzW8qD5T48WmNm7W14YhpR84MFNsW162Fkz90nGJmW7fFBJ58mRdlJN640gtZR3TCgW6SPRSS7Z20YwN7h-_PZbHn3nVVnV9L6B0gVNW6s8F5w7HjJpSW9lBNjT9g3xXTW9dNDlV5RYS56W8TRwRM9c4_71W2CWps_8G3BtcW9cf8Ww1lgZFt102)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W4_sZpq6yDb_ZN2h-t9hfZS1k0/5/f18dQhb0S2C82WJLfhW12h8CS2_V4zqW1wr6PB3wyH-bN8Gtq1jqN_h5W7JF9fW7DsvQDW7WPH_z57HKBpW1W0qc92WRkg_W4nYklf5XC180N8RStYYH-g_SV_jLKg2d3hNXW4rHS2S4qm__2W7001yx5Pm6ztW43D2n_45jtT-W97_kmk5Q05dzW6yRcf08rZLvjW4T8rYH752nCdVnn_x71ZlJwRW1VMtL-5X6YQqV3wcyY2MNXhdW30BVZH4VzCRTN2XnShHZ_mvFW6rjLpS3yyrr0W4St0NS4W9-ZMW467vBv79RCCFW4yz3X_7_F7kFW3jt46Q720DPRVcktth58yrtLW5B57Pj4TcSyDVyzpmb1RxP8fVdZYWT6RxgNXN3FPRQTcV8ZwW42Tlxf1d9N7CW2877Gm4XLx4pW7GvvvS6CGDczW7zSTRc4-1fBGW2W4Pbd6tKKs4W1l8d184c_RdVW4vxzlp6jQjr4W91XqTt2hhRYyW4rD0Cm6cCDVvW44sN5p5SzkDyW82T2t_6MXssnW3pnKj_2Sh4-_W18Mp_t4LNNqCW4Nfc_D7qh8DyW1W0K9k87fNR7W8XmyYV7r9s3cW7Hj41N6pNDvZW2_0M_B9392fyW1Ysf5h3VrJ6fV6jWb57mN4qH103)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W537RYm51PSwVW2xQxB-205y4G0/5/f18dQhb0S2C82k6_h3N12htqlJwZMNW1hz9SG1NglQsN6TlXNq_ZKhcW7gYhRg6Lk8MlW1-5Z983F7k53W2kKH5y8RgLnkW5N23Px1YctwlMCpq9FLVC5jW4DDmVZ4VzNM7W5x-L8Y5ySDqJW8RYcPS7VtBwGN8fGhJgpVBg0VrvbNg26-Fm7W4v7Qy57RCnr-Mk90_v60kPlW2840vS49ddGlW1zg0Cv1ptzZlVS1t466hKmW1W623-m_90vlMyMCv7FZrZ8TdW59JSp24vccSJW2C49mR8NyGNzW2KJ6Pq1qZstjW6R299x7CMd5MW3v-vrg26vNgsW5B5Ml11CWDztW7Ph_kr7sw6KbN4x18Gr8CMYXW1fKZsh6lcYDpN6McS9gvGxsFF21Y102xM3_N29D2Pf9dvFkW7GmRWN6C8-QbW3L5f307d10W-W5ZKGzW3cSqzXW5lDQS_4rM5CQW4tyhBQ6p01tRW9224sy2hjGs5N6Mxl6LnjNmKW6JXJ9k7Bm1KQW4lzWxn6nNNN_W5y7Vqh78yGXkW2CvmSS5Vvq3PW1bQMKd6dk7BsW7tCx5N5SrYYjW979_Sf8CfC0JW5JBpnG4Z5F9NW34xyYB2gh_8pW8K1M4S6KkGMQW2mm_205yXs_P0)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W49n1j77NZwqTW8_w17F4KCgJs0/5/f18dQhb0S3j42WsqN3N12h8zzF2sS0W1fKS3g2y8NcdW5HywDP2ypC0lW6ltrVd1ZM4SWW70HQx71W0KLLW4hYsjn8lsXS8W4NH96L2lpXdNVgwWwk6kNK_mW2n8Tlh4GxmHJW4qwpTN1LJ9yfW7nn0Bf2fTV85W6-lctr6P1qDtW7SRczf3fbhgxW3LFGFk1YqFw9W28yyyK2BkrYfW22wVT9833yMmN5dHcN_Rr932W6Q9nvk6vBkjsMrh1gSJgYPjW4tJqGs6vDw53W7scRQ46h8Xh4W79t6Hz6CcwLdN6Rwmr0RplBPN1qyStZmw7kBN3tcY92FxQjHW6XRQ6h1h4QMPW2S8LMf86cXl5VH8MMV2GkJy6W7zcRBn1sSBlwW2RlRYn4XCtNYW6nLCD33s8gJ5W6gPwkL8p3TmTVQR9rF6tZprQW3v7JyV4d8cNNN6LdzGRV3-vfN2DPmWRCMKDLN981Fc_qxr6nW81sgwQ2VYcCrW8rK7r-95LxrpW1zrj1p6Y0gw8W4tCGbb60J0lDW3gs7Rr7SyHLwN2sblJ195ZDJVWhzKb6byfnlVBvcsG3nfvwcW2blWHP2FPKCqW96f0Mq9c33TPW95b8VJ4Z8RSTW5Jsnnk2YPWMlf1nqK9P11)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8kgKCJ1BRCgtW1JMms99g0Hvb0/5/f18dQhb0S65P6tQ-Q7N12gM6K8pmjXW4_XSSK4_JVsNW3ZTKK-3QCB3pW3s1pNj5xdCdwW5fmGtf3LHjcXW7y-Y8H8FfyWpW8b9CDX22DM27W1Hf0lc6TzkjRN1bqV74GLnmyW7hGFqS7yvDMwW5DCjzc5XxH3lW7-yTx47xSkJVW7wYhJs30lbNYW7vQMJW8d0wvnW5fcmFN79xRw0V4VwmQ6-5HJHW4CV0gL1d0qh4W2KNn0N22Dw8mW6QgHdM1wPNXfW7ZfRTS95RY8DN5kvm6R-dVN5W8JZhgM4l5WdJVmVJkJ31HwPyW5q4j1-4_79XcW73YH4t54PHMsW2DBDHl8dYgfTW4zJrcf7ZVMrMW5_xcLF64z384W8lpV177_hTtHW6zjrl57JtGYpW786S933W3hsgW4rB6-W81HDKwN61KYb-VBcWmW8133Bp4237lxW7xqkBM3W8v-QW3WCKxB3prb8cW3vg1LB143sHfW1kSVgZ7pnV7yW8Jpt0g6LmmBBW2rFmxx5wmtMDW20dqTv7f6n5lW1TzSQl8cjDb6W8Rp3_X994PhpW5S43319jnQgYVTHk6V5fYt7DW9lpWDX9k6gM6W8xTSgn6HcC7YW9kw7BT8RCml8103)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W7DB_cL28s68XW5LgkR81PT7cx0/5/f18dQhb0SnG_9jx9nHN81SjwlHyjJqVRrT3H7fRRFPW3hHh9N5zh-NRVnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1Gn-7mW583fB54bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppDNW1MmvV_3mJTWZN6JhLk1sQVYZW7pcsyy79bk7TW4mGBzb1jm1JlW76STnv1yqVbbW505CVF4z98M-W5K3G0d886Vb8N9cT4v6zNm7PW71Lr2j52hKDKW8kggcf55Vz6TW1vxbrX5j3SgWW1vRSr23qY36qW4P7Ljz5t3pkkW2Mn9WV4fPbKCN7w3TDLVzQv-VVn7DD1FfrM6W32Shfb31qMQ1W1S8xyJ714h8ZW1nx-0M4CtC6mW7stz4S1PNgpRW3f3VmY79YJTKW1VbTNC4jL0xLN3pxWL3cTSRKVcSrf83-B-tG102)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*N30gpHJDbGV2W6Kvt3299MzJv0/5/f18dQhb0S2C873nK89W12gM7d1g4XH0W52FdG368DJWRW85L4r44TZG1rW5Gx_y01xybVsW28pMNw8Lb5xPW3PVqNn3VN5w7W3rz8f46cq2YXW8hBSsW2D2mQVW9kFFlC4PNYfXW5fH-7p8jTlTQW6VfwYB4FR6TFW7BwXP56r24llW8-Kqf97f-sg5W3hWWyB1PNxK-W2s3JyY76NCXgMssNvG_BSFTW2PtW3_7G5C8CV1gQnW2JhPLsW1SLc251w8J33VCrWK_1flGgdW79ZKvg4fczRQW1BXJH15xRJFwW1lPLDK1fcZJjW4_tQcy3Zx69-VGbkcs421XKNW3QjBGT4-_NgBVhR9nN4JCbsXW88VcWm24Brv-W3MjmL-7xTHpVVw20n635ZVlWW8hClRB17r4J3W62ZQJN5QpXXsW2jcYqP2mWQpwW8WnXl31ZwbxVW29QpjY7QXSNtW2vk1fb1Tc8vrW2xYSRr8W6rqDW44TqlV98SpnlW78sLFJ2zxrqwW85ldd28VnnwJN857jJYqh7bGW98pG463_MsWtF6mQmR9xTpvM5rxRrPNJBtW1qR2Km97g7rJW70vB2L889cRZW88Z-1Q8SfJXCW3bqjTQ7x4g2ZW3RT4Hb7Zbg2qVb2w005t8Hf2103)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6S-ysp5pcpGDW8StQXZ6Bmkcj0/5/f18dQhb0S3j47zN009W12hGdS2JG9jRW4c8HFK3YK8Z9W7tlxLF81tYTkW5G_RGs2SHK-KW6F-C9Z4st05WVqjGfM37gx5NVf_sL51JtPjdW9cgMfH8cv7SDW4tGQWh5RLM46W2SR0hr5XY2HwW3RTrXl2Kcxy8W5Ys2b96nsXLPW1r51KB2t_LYqW1lbjJ62_0XS9W6Q8rRl2wfNV6W1p_QTs79bQvtW6LTJ6Q27F6CvW1tJYWf3TjN0CVQ6VPK4TFWLHV2DDRt2Y3gY7W4KMJp83v8qhgVCHK3F5Wsvh6W8cGJbY5XGJ9WW8msTcz78LBVXW2xSGj25BXkkQW8Lhpyp34CYnjW81_vYj49xKWyW5b6QzX4LjZXsW5kjwQn6f3BDJW1FcYjS3q2_RTN4g8kJMY9YqhW32tx5G7w7JDLW6psClT1TXjWnW4Zf-Hl2BLz7HW8JNkJ082NzK_W4LbN4Q2sSYwNW1CD8s86Nz4vSW6YFpCF5sjFmHW1wPXXm5cx58-W4lVd7T6L_0dHW8yzkvM3SGWhyW70Q6QR4rbW32W7BxgPQ5PlSk4W3rMcxc8Nm6JXW4qf7wK56NjB3Vh9_r46jjMBq103)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8B1QCY32Gz-YW1FsN_W5l_x_t0/5/f18dQhb0S3j46_cXM_W12hNz41fdbWZW1WNDDh1fWGFKW4nHRgs1tx9M6W6BP8Rh8qJqGxW3srBRW8MxYTfW1G-1jT5sys2-VrSYzn3ghr8FW9kFpY11NldCrW2X5hRL4xNHbrW22f-X955m8LQW602dd33j4VYQVKDkYX8d0DWTW34c2t51CYL1CW3mNZg34_1nSGW6D-wSs71j25QVJj222165cpNW5Z0Vlr1nG1ZrW5WvnK27scT-rW2GK3P13XnTDxN8BHv1TW0ySDW5qhPl_9cpprbW8b8BMn44lBZHN8qMW5Px-vj9VGwbcl6HcvZvW4HbwFF1N1XllW5_Bv7Q58TsVnW7MHPyB6Xyr8tN68Z7wBp_f_CW3gQWz15sj4c6W6fJplF8mXw4nW5Dc60n1sP1YmW8XlMQt3gbBgdW4wg9kB2c6vlbW3nVMwh40dmTdW7-Tmvg5219CjW7JgFVG4yWBCSW7ygLgL6CzxbqW999y735qqz-SW2GBJhn87GsPdN8L9833MTC88N2M_CS77DSlhW8sJ_Qt1rQDCJW8QcS2S7QWzWwW7rmwB48StnDjVNGPzY63626BN9fbtTX6WJvX102)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8bPXYL4YZlF5W40WfGh2SXLcg0/5/f18dQhb0S65P6_HXKNN12NJk0JwyjtN5jSrVbc-LmCN4kLZqJd0DDVW48wrvf4nzkhrW7wSN6N3M2ZCDN5DlwdJ_JPh0W7ZcTtb7XvlX2W1gL_Ts3YhrrYW6BBHD_3dR1npW4wG0pb8fpDkJW3MLvZp5RsMkrW2RhyNJ6nPY7mW41X2Ck4Zf-cgW3nVsf57SXJwzN2pr3rHdGwnKW3jhQFD6mVJZGW5kkTZ58jpB4pW3jS6H13XrpwnW62MzWH8xCVmFW51l2k4189zD8W4_bXWZ5gV5JwW5-f7fh5TDVqxW5Hzc0b6Wqg57Vb8hzN1NGZ18W5QhcTt7FSPqWW1CbJpn3bt3mbW5-KYTF3dSF8DN5Tjb0YRtzcFW8ZtnM46wT6qJN5dj-jPzFRYvW4pj8z-4db8VfW34Mtjf5bVyTGW4cWqLt1Cjk_RN91kRSCm3BZwVltLcj6KJKR_W7C9z0D8Bkp3CW7F4DCs1s4bgwW5pdjLZ816pSVW1Ftvz26TYzgGW6C_XpC6PKWf0N4kRF7St6LC3W7kGNf92RVF3jW1DwJNP3Ytp2ZW7yDkr_28wgvlW5tdnqq1khllyW5-gQMq7cLnKLW2WmgXH9lXRvVW782hB-7rkZWPW4DyC5m820PhCW8N2dmf12vr8YW3704dD5MMXtdf8lFtPk02)  
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[Exponential Organizations Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W8Vpxpd189pGGW53BtFX8Qxk8h0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVRrT3H7fRRFPN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkH7tvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36R8c7CV3Jf6T1pgMSwW42bzP26NzsvSW5P2mFX2j0B9xW7grCy88Sbc4_W5bcQn27ytYpcW96T5GC26nTWSW2B6f8y7xKJhrW2VG-CK4LG293W1K09qt4XRxHSN73GgmmbWcQCW8n6_jp3h54CqW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Td42gBlfW8DyxvL2S0lscW27Cbsm1SxL7GW7rDch14GPYqRW2RCvpQ4Q-5SVW4Hzl-52vcdF3111)  
[Topgrading Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*W6y8Rx54xKNvRW5gNBcl1gYgYh0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVRrT3H7fRRFPN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkBStvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36R8c7CV3Jf6T1pgMSwW42bzP26NzsvSW5P2mFX2j0B9xW7grCy88Sbc4_W5bcQn27ytYpcW96T5GC26nTWSW2B6f8y7xKJhrW2VG-CK4LG293W1K09qt4XRxHSN73GgmmbWcQCW8n6_jp3h54CqW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Td42gBlfW8DyxvL2S0lscW27Cbsm1SxL7GW7rDch14GPYqRW2RCvpQ4Q-5SVW4Hzl_J1-yVSp111)   
  
Did you miss previous insights? - [read here](https://hl.t.hubspotemail.net/e2t/c/*W5HghYL7_QZSkW7Fj_NH5RK0XK0/*N93FcHl6RWnwW52fyv46sR17s0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1CX8F858yPvXW6Blzl21Nvw7TVM7Yn35ycclpW62lGFT8nDbbcW8vWWWq5_MRc-W8v2xKG8z_p8NW5y5wx85xCHp9VQJBKx5wdGSkW3Kr8b27Xm5GqN7d-tJnQJ99nW8tsM5N64kxhFW6cDM8C8p-zTbW3PmWT75CTjM5W7c7F4f1njGYlW1by7pr625bx1W6Gj8TS6bVy-5W25cnVb7NrMZsW3ndqfP3FzPPPW3s1XjF51GcQdMz74JcYSX-5W7m_B1R5c8d-SW3785gK63ytCfW1J30zF25k94pW1qpV776bH8stW4rdgtC87z3TKN2VNgMqYqNskW5cNxYS7nwP5wW4WSlpc2xJ2lYW1dJRmV628_bTW1JN38y8x4KgNV30Dqg3KNJ66W61Cs7L5QwJBcW95_pzD8LmpnrW49kJ936fXB_KN11rnNb4VjhvW6PYmz354GcH6N7K-c-gPs-ldW1Ngx1f519-c4W5S93_98Vs4pBW56fD8T5vkbynW48M8rk56nf1pW5MLPJh3bGkNXN73Q0vR1-Qy9f4q7Rnk02)   
    
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**01/09/2020  
15 Potential IPOs; Bailey Book; Biggest Biz Deals; #1 Lesson to $14 billion**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| You’ll never ***change your life*** until you ***change something you do daily.*** The secret of your success is found in your ***daily routine***. | |
|  | John C. Maxwell as quoted in Vitamin B (For Business) |

**Latest ScaleUp News --**Airbnb, Gitlab and 13 other unicorn startups potentially going public; Microsoft ScaleUp offers support in [](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W1BDzHP2vhMKbW7pVTDQ6czgMv0/5/f18dQhb0SbTS8Y9XHdW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5V-5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gkJ1SdznZN1Ww7rhsVVwnW8V60k_2MTPSyVKng6q1Wg4bjW77pcX94cdxbqW5Pm_Fs64gq0kW47zndX2HTdQ8W2FWVZ03SQgn2W3_CV3g3V_TcnVxjlJD1YTF-HW7TnHDP5L1yJ8W5FxwsV3zYkSkW2tk5vH2z_scnW6x2RKS5-lMJcW5tl2kt6SyzJ7W3xVP9y3SZ79cW5Tl47P32pdwjW3gxLf44s5XDxW2DmFkh5J0CD1W6qgD7Y47DNsSW3xncFs3d6T-8W2zW_GD3TxWPGW2lRfXx3lHCd0W3gtTbR6qk_G4W2JrYBr3dRsR6W66PTZb2vDbWTW82G-Sf8d3fsPMrPpMvrJh2DW5vHs6k6b-mP6W6cfByr5D6xdsN3xxDzVJgwqfW98fQPL8M696pW3wz-rc8VlSz7W3Ntsdh3PngZwW3G0Fc_6Q3Qs6MrLh9QrHKHCf5JQR2S02)Africa – this news and more at [ScaleUps.com](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N26R1c0ZNWz8W8Dl8HX5GZqs00/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVRrZHP7gs3T6N3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1cyTfXW1ks0Kj7SfkBcW2tk5vH2z_scnW6x2RKS5-lMJcW5tl2kt6SyzJ7W3xVP9y3SZ79cW5Tl47P32pdwjW3gxLf44s5XDxW2DmFkh5J0CD1W6qgD7Y47DNsSW3xncFs3d6T-8W2zW_GD3TxWPGW2lRfXx3lHCd0W3gtTbR6qk_G4W2JrYBr3dRsR6W66PTZb2vDbWTW82G-VB8yR8_sMrPpMvrJh2DW5vHs6k6b-mP6W6cfByr5C6_lwW1Ngx1f51bb7RW9gH64G92D0ZxW1MPJsq97cD-mW6yjnSD1Vc40lW6w3fwk3pxWL3McTSRKcSs_Nf9j9Sbt02), your one-stop weekly update.

**A Daily Dose of Greatness for Your Business --**Andy Bailey (entrepreneur, coach, and brilliant writer) has done it again with his latest book [*Vitamin B (For Business): Your one-a-day supplement for improvement in business and leadership*](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W81c2n172Dv1jW2THm911wVCSJ0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6N3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vVlJW49YB5Y8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXBW8mQMYT7NM5zGVrqHv32x-ccwW7d094f6G7FblW4DFfS36Q8YqlW1Khg8X9688K2W5jVw3c2T5fW2W2yqFXM8dYRbPW7cr32g5tgxHKW3LTsjz9hX83xW3g7pYt8RwthQV2X9455Dz3kGN74gLpLYkp2qW2Hcjmx7dvNlzW16WWW57Z_S05W3TFMqP5P5CvyW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1WM42_KjBW8XmRXS4kbt6-W3X3Zpj7j1fxBW9kxH8R98FFGdMzjX78tJCL4V3_BYg4wddhB111). This is a book you’ll read and use every day as he serves up a practical and concise nugget of business wisdom each calendar day of the year (as an Amazon Associate, I earn from qualifying purchases).

**January 9th Wisdom --**Published just this week, today’s daily dose of greatness is “The Difference Between Having a Job and Having a Business.” Just two pages each, they are quick practical reads that will remind you of key business fundamentals. Share with your team at the daily huddle? Share your thoughts in an email? Use to stimulate thinking and discussions throughout the company? Then come hear Andy Bailey, Scaling Up Certified coach, speak at our upcoming [ScaleUp Summits](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3vVly18zVV_FVp8RnD582r4s0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5SC5zh-NRVnQ9Qq8-tZd7W4cj21H2M3ZsgN8Wm1srHpVGxW558TKB53gRWbW7c-CPS5C9pDnW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjvx3_YPCDW2-J-SL2z_tPYW41Q2SW3c-v1LN1nnQd3QLQVbW1v3hWm5mg0ggW3YCVLr2tk5vHW2z_scn6x2RKSW5-lMJc5tl2ktW6SyzJ73xVP9yW3SZ79c5Tl47PW32pdwj3gxLf4W4s5XDx2DmFkhW5J0CD16qgD7YW47DNsS3xncFsW3d6T-82zW_GDW3TxWPG2lRfXxW3lHCd03gtTbRW6qk_G42JrYBrW3dRsR666PTZbW2vDbWT82G-VBN8yRB9nfTlLHV1KsWQ1Kdy7KW8g0Jpl8Z3S_lN2yF39Wsk4dRW3BBv159l_bYjW9g_2Kt56fCRvW2hQmfh8G8vTZW56nhS41Fgg4GW3bGkNX73Q0vRV1-C0x2qP9Xr102).

**Lessons from a CEO Who Scaled to $14 Billion --**Todd McKinnon, founder of Okta, details in this [Business Insider article](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8lXMSC8SXl-jVdPPBK3_Sm8l0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6W3hHhd92P7_nXVcnTGj98kDkmW25NHGB6cc-82W5btwjJ2BdCy0W74j82l3T9clkN7glR6JXlsCqW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW17Pr2K3VKqsFW5jjjJC2RQjvJW2-J-SL2z_tPYN41Q2Wg-zgqsW41TlcR3Tx3JbW5Tc3X-3s1XjFW51FTCr7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzW3tjvn_36KxXsW7yLVfZ5s_d53W5jJQ776bf8hBW4sx8pW6NfQwCVPhqN85QcR2SV3w5k31p-Sz9W2n_VW55VTDqXW3sMlFP4CDj7VVY9zcn5WsLShW3zT6KY2HkFr-W4X7MPb6RcFwRW2ZZJZY6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qC4hc8tzmRxW2GD9PD48q8TtW70Kd0r5-J5q0Vp9VGm953VFZVBdr5t2LZKTSN8G9n7c9XfwsD7s2GRLMwHf75tstl03) 6 steps any leadership team can take to scale and weather economic downturns. One key, which aligns with our SWT tool (T for Trends), is to **“Identify a macro trend and use timing to your advantage,”** notes McKinnon. The market can make you look smart or make you look stupid, so find which way the winds are blowing and trim your sails accordingly. And best if your business doesn’t rely on economic stability – which is why it’s better to sell a need vs. a want! Todd reasoned that cloud computing was here to stay and then identified a niche within that industry. What’s “here to stay” in your world?

**Aligning Business and Family --**Todd was also deliberate in aligning business and family in setting both personal and business goals. This is why we created the One-Page Personal Plan (OPPP). As you finalize your #1 business priority for this quarter and 2020, set personal ones as well. You can download the OPPP and the rest of our one-page tools at [www.scalingup.com](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8-rmpv7D_JQsW5WPH8F5LKbdk0/5/f18dQhb0Sjvg8YHsrKN81SjwlHyjJqVRrZHP7gs3T6N3hHhcDVMsQMVp3s9r7s5LskW53qCZk1TxP-cVrBQfk4dQb0wN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL34LfmYW1ptgq01ZY618W4NXzr95jPVDHW47P0wC403tVSW3vbpkw6nlH2hW2MT7VP6-4C-kW3G_Swl32jMrtW2-FdzJ4pwNVZW6tXbJN62n3F3W5D12wS4Ggc-SW38Qsz44ypS2jW2m0f_n3MGDpVW6sD81l2zTqCmW5lCN1B47WNbBW4ZhqH16HyqXYW5GcfXJ664C3FW260G-s2PGKtHMyZtYHwKJnCV3qXWl3nv6jDW7bW3kL8y1Sb1W19DK_F2GD9PDW48q8Tt70Kd0rN5-J5q0p9VGmN953VFZBdr5tW2LZKTS8G9n7cM9Xfws7s2GRT9Wby8gybjC103) – link next to picture of book. Thank you to Scaling Up Certified coach Bill Gallagher (who is also leading the EO Accelerator initiative for us) for pointing me to this case study.

**What the Biggest Deals of 2019 Tell Us About the 2020’s --**Continuing with a theme of trends, this [*HBR* article](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*VlNHNS2qG7dKW8QxCXc4Xqvv40/5/f18dQhb0S1Xm7w39hbMWlMDgF3KV0W22MQkK4MNvF5W2SkgM54NbCPkW1C9L989gTPmPW9gNdcx25NVPTW6k0WWT4QWpcGW7sXR2z1j3tGlVNxHQx1f5X4DW59W6Xy4qw5pGW5b1GRZ7j4QTXW7M6H8H5YXcYLW6FW4Wn2jcz2_W5GgNXk7Mn1vxW71ZCd45mddzDW41GZ682pflMdW46ZMnX2q_L8dW2Hg4bw51hR_4N5q4n97GP3wVW2jsQr02vJWhJW8g73Hv13VMnkW7Q5H2L5GrqbgW2gRRMf7BLd-FW2DTF-D88J5h0W6QdZ9F6yWLw0VX1gHw6jmRVjW6JYlGs4PXLt3W14bjv37YFpMRW4VFtgH5cb2fnW2yVd5M35pKcpW8gXSXM5Hx1PWW9dXmwx8PTW3lW8vwb9l2pYMBgW1RRPfq29lT43W1SJ0NM6Fw97RW1D0xJ_66c3ByW5qr7T942lBKXVfqMbf2ds_JMW1xn3cc7fZpJ3W1JVBPk4wBRkdW6Zm2Kc3t_p5QW3SNM8Z5tv00nW71sf2C6njN7zW1HsPTw5ys-qGW2C340q2jyLR2W4HwFd755LBZ7W9lYK7d41x3xBW18nrtS13CKG3W2J52xw97hxQXf763Lph02) looks at the biggest deals in 2019 and how they point to shifts in the next decade. Concludes Steve Hall, who suggested this article:

|  |
| --- |
| There seems to be a shift from startups disrupting big companies to big companies waiting patiently to see what technologies/companies are going to be most useful/successful and acquiring those as a strategic advantage. Thus, **entrepreneurs may want to shift their focus from disrupting industries to building solutions that enable the incumbents to maintain or even grow their dominance.** |

Steve stated it better than the authors, but still scan through the HBR article to update yourself on the biggest deals which may have changed the landscape of your industry.

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Jan 14 - 17; Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W97RJMr4M-xGTN2j0WNrv_qH40/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVRrZHP7gs3T6N3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQm24ZF-xW1ZY6184NXzfJW5jPVDH47P0wCW403tVS3vbpkwW6nlH2h2MT7VPW6-4C-k3G_SwlW32jMrt2-FdzJW4pwNVZ6tXbJNW62n3F35D12wSW4Ggc-S38Qsz4W4ypS2j2m0f_nW3MGDpV6sD81lW2zTqCm5lCN1BW47WNbB4ZhqH1W6HyqXY5GcfXJW664C3F260G-sN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb11bTjSFW2GD9PD48q8TtW70Kd0r5-J5q0Vp9VGm953VFZVBdr5t2LZKTSN8G9n7c9XfwsM7s2GR1tZZdf5qDM4W03).

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**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W2wbHTt1HNdQ7W2ZZNpt3hRt4N0/5/f18dQhb0S4172Mzbz5W11hNC_1-HD3WN51mKzGLCmtbW7spcJk3M0Jc2W2T1bpM1TlmtrW21kbXS6XS76DW3_XgWq58nxSjW2Q-1Cp6ZpZqMW5Y35ml7JDX80W14bGMn26h6D6W4scdM7834LDDW85y8VL1WSyDwW7LsrzK59dHCsN7Y01-zFfGt3N4Kp3Dqs4h2QW6nwx9F3Wpf5rW7mw7tr3HbCCbW6mstpG6x14dZVymTMs8HYpW0W7hFX4z756yLLW7LYWTv5ssv9rW45hcmS7mbFGCVYDNf94RscgtW87WhDc7pQ650V8xPyC702kftW3ZLYgd2MckRzV2DzZh87ZNttW1DzSZz6j2X53W7twdTK74rQkFW18tDCx6xHY9vW685G7P1RTY3FW2K1N-X1pbDBVW1JjXSr6DSnbbW5R3V9w4hkz8_W3lL6mj8_XFckW7c1lDX4Nb_5pW4dK6L82HH_fnW49VG242Qv6GxW3YZ9xB1vVtL_W3yK6hG60qYRTW68NF0D5bsq7XW1mNw8Z160g6MW3PtgXr8ZltWVW9c2wgq8nNz-XW4pDdSz7yrzbrW2kW15J1p9RCTW60gW3Z9fbNHKf1tY9P102)

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**EDUCATION:**

[“Scale Your Mindset to Scale Your Business” CEO Retreat – Costa Rica – January 27 – February 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W1Ffdx62j3r0mW4LDctq1Zg6Nn0/5/f18dQhb0S3_Z7z_WxDM12kLXGK0TpW53x4_F2wxH_dW6mvhZw4VLgmLW5sJ0YY4j3sPFW4mBRfr7ZzBSXW2dVwDz5Vyk-qW4hXjtm1s09-VVFJ44N592TXXW895KNk6_Rr6bW6MxqKm1YVbxkN68Ws9kDkjjnW8G7Kcr6z-DsRW6Mp2rX1N58B3MG5nVkWxKZlW1DvZY14mbKZqW2Rl8pm4slsnHW15t4-r4HDQjbW77RfgP2MwPF_W6cq-8d43l8R1VFCXjH3QnDygW61CQlH7XXQQJW6SPL4-5gs8vhW7lxHvR7Nqp5GW4HkgGp2SqQVcW309-0F80T1MTW2lHYC21F-qg0W5zxjhf39vfsMW3LXW3X4ZBNJxW6SPdb_3C0_0_W5Gp5QD4DMtf1W6PwYqk1Xx58wW7rCGdp1x0RVbW59GzZG1v4ynCW1W1mp760xG04W3qSYvb3j-npDW8bTyGV6X7F3pW4Vy5nx6xHdY9W6Ln_8q8JZ8HJW4wHPKs7Cq8WGW784zJX1TjtBbW4pfms_4xGxWCW6RVQD-2VDH__W2XKbCr89CCwJW8r9F-74dxQ9YW3P5DgL8Dr351111)

[12-Month Scaling Up Master’s Program London Kickoff:  6 – 7 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N73RxBYg57m4W3b7Zsk7gcHlz0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6W3hHhd92P7_nXVcnTGj98PVCtW4vd-D325G10SW61CrcQ96Ls6SW96SXPS5DQqSYW2zSnPd6wzVYDW58R2pq1GlVNbW7BQDl72SwLc3W3481Xq7sSJcTW7zLQQ01TCMx3W557YPh2KFPsdVWf_7H8W2c9WW32CQ2l8jxMNSW1Vx3Vl2xqTTrW328h7y3_lZVBW5mZjbq31H380W1GKQjY1tzckSW1txG9N6GsfdKW8XNh8_7JMsLMW4m6mFY7tr9hWW58yDVK4grHfzN1ybyTfpRBByW1MFpdN67VKv4W1Vx6BF8Zx6rTW7xP61Q56lMGsVrfgvX7lbB6vVwyVQ_7jHYrgW2Nm3ZV1Br_3JW8_fV627mw11vW2NTsVc8YkQ-gW1s_6zk5HFsHjW13-Zv872zrXTW712jq57cn4YgW5Ly6145PYGZcW7k_Vv02nRzM3W57_8zV9l5CLfW17VYC32_yDDNW7gRpHY4BQ-qZW2_zG-c3JKh4-N1yf53YVL6QTSkJc69ZZ73102)

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3Dmq8w4TWtg6W67b8jc8yq8g70/5/f18dQhb0Sjv98XJ8hgN81SjwlHyjJqVRrZHP7gs3T6N3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hy8mbW9dH8_66V4m9NW87D2Vc3X0g0yN6bp1cMbq5fxN4TKc2lR7xCqW7cmcY942F5NLN3KrpXxYs7g_W62TGjJ4LtcF5W3sWpQV63JDdlW2V6J1n3ypLKXW2xrL9L4L1JjJW4r_8B77YVZq9W6ZTfyL4KL3vtVRGbwG8xt_1xW86BLLw8KDZ-fW6-ktTg1JnV9mW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h77-W6VgXXK1nCrbgW8RZvbZ6-vkxmW1Ks9Bv8PTfJkW54w9VM2QX_tKN8SkQpj_N8H_MVMPVbVrLq8W6jY88J2SX1M40)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W5S-PRJ6Q61HsW5xFDtx2fvWwv0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15W2sBZyX4cjbpLMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffrW24ZF-x1ZY618W4NqV4Z1gvjSzW8hz0Ys806yj3W70ml3s3pBtc9W5yHSgM4y4QFQW7k_HXY66BDWwW5Zg2GN8Q17jhW3CKxx72LFgh_W1TYd8h9lvz_fW6hFmJK94QH4CW4K0w-M7tlJpjW3x8jds57KqL5W1l5G9N8hQ5RQVBrYrs3-0T1FW1Xl5sQ2X2hdHW4b2m-55DhyW9W17Vwnx11rnNbV4Vjhv6PYmz3W54GcH67K-c-gW2nwjrz19rcTfW7gxPtL9lCLQkW5dwF1w1vP12JW8jZY2m2gXXM3W1vPycX6wqB_PMNDyx-tS5X6V12XNs1DJvlH103)

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[Nashville, TN - Jan 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8RQdCm8RVDwtW48-gWP7TSfw40/5/f18dQhb0S2C82nRNKtW12Nnwx5YFFT3W1fQYNx1gBmlZW1ZNJJ668hKnkW1kSH0f3f4ZGVW8Z8nyc8Lb2VDW6yV5Jy9fhgK1VzzFX13s970BW7Bpybt6Y9yN2W4q7gRL5g37mPW172fh58L_sWnW8CF9kC9lW4DsW7T5QX-7qW6NwW88wS5C2mCRsFN2Z-Gf7g_gb7W1yDl393ryGgtW2FX9rq3lLf2sW4QxldD5zbzshW6QlRkw1GZwKZW4TrjBP8JGLsGW2FJSW-2QMH9-W7BK6g03s6fD8N8y6XLLb29WJW6tgkg085v40FW4TvBy91wGl0LW2Gt-pB8QsN5NW9dkNXz4_7Qb7W2_LqvL8bqZYpW3F4gKW7tgwd_W4pT52h9g_CbJVRthn_1jCy5lW936k0g6gC2MtW3S77xm7ZTH35N1DYkWzz5CFSW3gcdgk49mnklW7Hr7DC8szNHkW7mgmrW96B3MxW816J3B8PmYV4W19rmQB8-flX2W7w9GCr1H0gcbW8W0lbX1zpfgVW7GD61S7g9VVkW6Mmzrk3KyYxgW5x9smp4MMLj4V79Jsw5mFdTMW8wx28c7nhmK7W5y7dSJ2x2gl4W8M4VzT4nLjPnW4vyskj8_16JHW5T1PTg8nkMlMf3mHqNm02)  
[Denver, CO - Jan 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W5Zx_rD5m1tSnW13Y2z965ztn40/5/f18dQhb0S9r79jx8C0N81SjwlHyjJqVRrZHP7gs3T6W3hHhcf5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NW33Gysj56kHp_W5nbq7j8X4mjhVqCDvZ55FfHLW8Sz_g31SPPHZW2N2CyV1CXB3qW1G7rPy7v58M3N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL34LfmYW1ptgpq8v2KRwW86n3V-7P1-wWN33FK-yqPkxDVnjZC81HfbdpW53CzWc85fQ3SW7qTps91RXL7xN2KGjKq7Q5QfW6XPQDM2Rgkz4W5Kgq3Z76NCtpN52V1Q56YtKPW8S_NG46zFBmpN4CBCbT4lHB8W1DkSx67LRFHSW6W40-v848tDsW4yzykZ3qMhN8W2p8_TT7-cq4LW46m11T3ygvH8W8c3mpl8hdNDGW7ykhcr2XsQW8W4VxClL5qv4fvW7jsVC399L7ZNW6QPXH7728k1_W1LKcR71PGDRVW7b3-xc42_kgJW3y19vM3wMXFCV1H__Y1DQLt6103)  
[Atlanta, GA - Jan 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*M2ThDC8qb-mW2lMhdS2sfZW10/5/f18dQhb0S65P73nDd-MWnQPYF2KW2N3GLl7Kt9C1VW3YM8lH4fJNBrW62Zxdk5NcfZBW9dQjQR6P4w31W577tf14mG6sJN43ggg6RqWY7W93mcMB5HWnFNW58-Crz29mW5lVyp-Y04FN8LLW4c7z_x5QZhylW1ZKg0m7pzKsnW52XBjM7v2dFpVVKzZ746CzPJW4J4_MD8g2fGSW84S7x64L46LBW1RNmRs8VbkNKVHZz3Q7Pb0_2W63F5YN27z_mlW5F8ddy3JKYkWW7rmZH25HwVnZV1Hf_R3mXcdKW7jZGlj1hK-pKW1HRt709dB8FvW8c98q73-528qN84H00CwKgQZVqVlLf195BZLW9d7z-L43FmKzW8zrmJ54hBwsyW6lQ0zc1jzm9PW1zst_R5kmpqdW188zwK4n-KCqW6vxfS47N0phHW2_9mp-9cwlNBN9dyDsRRbfp7W7XwLPw7NxFp8W6Hnnb96pshvmW75wmgm6S72knW8pfvl92tmNz4W268DSJ61L8VKW7QQ4hD3Dv5dHW6Q0vz41_w9RFW4BRT9S13bPK6W4FvnYg4wzh7ZW9fGRqT11KH3yW86h_JJ4R2tl1W5D0fyN51mx1BVhf9lV2ydnMj103)  
[San Antonio - Jan 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W4MfZBJ1N_t-lW4Lsj6l1m-GWW0/5/f18dQhb0S4007B0ghzVWVdZ34_Bf3BW4-pJnz2y8QT3W7XtdFH3VvYJrW7F4Cw69k-p7yW2kbzJG41QbDJW7gtKmS2m7G94W4yJJZJ4PqgpMN4LBg94jp4xyW3jNcpV7hFP3rW5LKdh-5ZvnLfN4BpKQ16Dc2SW5zxc4J3g9jNQN5-6K_2WsSShW22yByg5ZndRtW4dbjnx1dsNQnN2Qzn5tYLYSlN5jFzwl6b4dnW20HDcT6n9kpcW2dDLdf4P-tCKW3SxlHH5lZnd9VC9y76297D73W3pf4pb5JGvM_N1JDX5xQlLbmDCkzhbvzNyW5XT88q8tXfM-W7M_gm925RKJRW2F2Z5s7fJscQW7TLXJ16RSvWXVZShzg8JX96_W2t3N5b8gC-ttVv4hNs7-Z5x9MtnTGT3gDdvW2WFK9w6JKFNQW1ZczFX39_RykW4FdwTt7097MvW2JcKx-1_6HqqW1Znxn940ntKSW2NWTWJ3zLWbKW99xH7g3HdsZDW5Qj-vz7k9KRmW1tgK6y69SrHBW1N7W3d618flkW3PJfLx7Kgb2yW7Gndnw5fSB3tVzgKDJ7GynrfW7C7lS07cflLFW3wm63B2Mh3hwW2J79MK1sdKJzf79S15K03)  
[Waltham, MA - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W5wpf9s6GB0lXW1z57Hp5Nlmw90/5/f18dQhb0S3j42RwkM_VWnxHg1j3fXJW1gPDzv1g65GsW1XLKp22ZtyVfW2FRpmR6jd3WCW8msftD3J7XHGW6YGRwW402DHVVGqYfY8z_dPfW8pl45D2myBwTVjbLpr4Fr4HBVh1WGh9bT0WzW9m3-PT1Y1wxLW6jF_BT3C1HbsW31qlD535h-ffN50Sb1hqzDLgW3jBpsd6sdg37Vm88-K8h_TKBW3Cpd2419h4-sW5kmy4g4VvTytN4_6cX9HB5HyW5lW0Lk1JyjsmW3Myv-c7PQQkWW4HJLYn1_MTL3W7VBHvQ1NWc_cW3_3T0Q5HqQ0VW12r4CS6-ptPRW7Wd8LL6VSMxBN4Tx9hrRl1s7W6Zgdjb1FJ_qLVCNwtd4z_C6vW8Dmw933w15yTV5mGnH6XD4vGN4YWljKQj6j8N2NcdKVghtQFW4lVdFC4jyry7W6jk6F28qwGpQW34z3257gqvSFW1Sm5kp3Mgrj5W8qtNP_3k1YL3N3jZyCXPF_5wW6VPDjm1HrDybW2Gl7S29fpmmHW2cH5z78-tW-pW2xsS137H4xvxW3cMz6F4HBrDGW2gx0gb2T_qTMW9m3lQb8XbQmHW8XJv_D9h7XwVW8ck0BP12s0z6W5Lx3Hn6ByrL6W3Fl9kp42Vqmkf5VHnxs04)  
[Amsterdam, Netherlands - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W27YGZ53NHPHNW6cTqnL2Wfzlj0/5/f18dQhb0SbTJ8Y9-zHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5SC5Cgxh0VnQ9Qq8-tZd7W4cy4pJ8gjW4mVHG7v-31mqXfW2L7qHP2MDkWVW2KG36w8-y10rW8_dDry4bJ02hW4KT2lh8Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1Zbk0w6pks9LN6kn_xMz74JcVYSX-57m_B1RW5c8d-S377W1WW8JZv-y4MshS-W64GcjD4L6_ccW2TrCzf3M_BwmW8rkQCJ16lHpLW41RHJj6-SHK_W7fmk_x4Mn_HpN3ypC_cYwJhsN632Pp8298JZW41Cx0D3MP5lkW6Z6GpV1nHXzgW3zc0qg5P-8CkVGjG6w49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVZj3KW3xxDzVVJgwqf98fQPLW8M696p3wz-rcW8VlSz73NtsdhW3PngZw3G0Fc_N6Q3Qs6rLh9QVrHKVS6lyCG7102)  
[San Francisco, CA - Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3TCx5q7v9MHzVHv84K6zJy8b0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9hGBW8qZLS-37wV7QVVyWmR3GCDtSW5v6GJj10twxVM-vyKlZwQ55W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-lzRWN2r5Kr4mmNw8MRTrmWMNBCZVMMQxX80gSRfW97rB1b8xqZD7W6S6FgN8rfBCrW2BgQWv27cS6PVPBMXx4TtZxfVTl75C34Y6_FW5CkwPv98jPnsW3NpgfK7dL5z_VcDSrW3H5hCDVfP85r3Gltg0N1mJtwxPLbNGW4tFGSQ3HMwwMW63v8RY4v89JmW5r1Nts7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS9hcd8y6qW1QPc_Z9m2kH2W4DwsSs2B646tW17WVTs9079V9W2B9qDN5wHldDW6gVCkG3xWwfqSkXk6V16Rt102)  
[New York City, NY – Jan 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W61Kv625Q0zbxW5Db7n85rqPKG0/5/f18dQhb0Sjv78YHtvCN81SjwlHyjJqVRrZHP7gs3T6W3hHhbJ2P7_nXVbxYmW8pCQ6vW6c0lzy69W6MfW4vgKM1992jrcN7ZHC1mcNnNLW6PVKcr6N3nBLW8xGZPk6bN1mwW5tjgSC5PJ0kcW8wXNtZ2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY8Y711PzhW5Rpkcd3bqvNGW823cvs1GgGq8W1YYV5x72nt_yW6sxy0G76lStwW6Ln4Tc7x8pRqW6hN6C91jHQb0W1Yf78s1PjH_vW1Cwf3-6CGqN6W7nc_dw1Fj2fJW7jWl0q1N0Z1gW1L7nrk81qX2MW7TB4mN1PcsLLW1gL4Td2fYBtDW29KF8384qP-yW3ckmrJ1mkZPRW3G_1lT6l4G-HMPs031gkKmyW5qjj6w3K5v6FW2t0XPv3sMw8VVmLW2J4r5l5jW7VyVRc4CCcBzW7Fv72N3b0jX9W9d81sf98fzkGW3tYm-t94zPlxW5V9WFR3f5_rbW1W83r735KTgn0)  
[Louisville, KY - Jan 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W4yBZs65l5QZTW3VSq_v2sd2qP0/5/f18dQhb0S2C87w2SL3N12Nm4zDQg44N53K5XCc-xNdN1pNhYttc08vN5mbDqwVSqMXW4bVN_-4hkXwkW5MTl5p97mNgpW54LTk1855KyjW6kZxFq6SxBj8W6MGLXD77bmNKW4ZfKXJ6Zt6BZW3p6vrd2hXVRVW2Kn-9v8Vj8G4W4kTfPk8W4ZC7W4X7DRF8c1XNkV5zSHL1SNFJGW1MLF9t70T-qMW4nY41T4vJ_xhW3WSgzn1_nS2bW1vNVdR1QMGnwW2D532Q1fHycVW8nSmXq3JLb-yVk457V7h3W6fW3Wb5vq2f36vzMvR4yJj19YgW4T7Jq14JRVlnW91n04t1jwnwHW2q4lLf4L93FsW3jm61y1CwBhrW1X7HNp926pBxW5jWyDR9f25gZW19vTGC83qC67W85njjn5fbnbXN2rkdqj1NrMGVr8FhY2F0RjPW30CPYP4mfV99W6Hq9CC6XNmSQW1bNW229bBkVkN8w1msmyMJM2W3mrR3Z3BcR0RW70fpG_2-hLLRW66c-wQ5lQF7cW5lK-Dn305dVCW5KxQLw1rLqSZW63blvT7J-xL2W4ZPZ-m6qN8rSW44vy-j1n-7kNW9kYByD4zyN19W4ySScb5B7HlpW2S2_R28XtVGcf1Wdgm702)  
[Wiltshire, England - Jan 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N7qvz1sZlyyWW2JpqBL2yJQ_-0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rk224Dl4vzW3sxGBh1dWwTVW2x-ccw7d094fW6G7Fbl4DFfS3W6Q8Yql1Khg8XW9688K25jVw3cW2T5fW22yqFXMW8dYRbP7cr32gW5tgxHK3LTsjzW9hX83x3g7pYtN8RwthQ2X945W5Dz3kG74gLpLVYkp2q2HcjmxW7dvNlz16WWW5W7Z_S053TFMqPW5P5Cvy8n4LYbW1VtdWZ2kL7PDN22TNxn9Mb5mN4bPLhWRb-YsW64RB374NsKk2W19rcTf7gxPtLW9lCLQk5dwF1wW1vP12J8jZY2mW2gXXM31vPycXN6wqB_PNDyx-MrTzpY1YZlVf7y8q_b03)  
[Ann Arbor, MI - Jan 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W1YFz4n81R4hDVvWGKd3xcB-Q0/5/f18dQhb0S2C82RwkM_VWnxFv2nhjhbW5rDz0J2YqV8zN8VSpxfWMbQgW3bd8_G56RDQcW1T6Lv_1qVWvnW8M1gcX42LC-CW2Vqq1X5W_jY0N7D051Gc7MthW2wP4J81qQSkyVh1WGh4w64wrW70jh312HfDdQW5CbRb75nrYG5W3kwpk41f7fhyN5C-6LqvfHcKW3b2z7m7V_LjHVd4Cy27CWMXKN5Y8bzlK57GtW79TtyF5qy9WfW17rbsv8lmjkzW1dGDTz5SZGJXW6gCf1L1-bNkRW4_PXFP2cfFKZW6jlcb64GYVkdW6pmgcv535yr_VCV9KW4NczYvW5sdrdm1F6V_KW14V6m011mgxWW6kFRVD6MQRPTW1rGfQ_8fCxJCW4l6pph3j4F7QW9fnrHC6jxqJHW3S7CRr4vxDNqW8sB-XD2sz_7VW5jLWVR16_cc-W2BBsJ_7DdMQdW3H-4Vz29_NSgW5-YPl94mDZc0W6DYVxL8JPNsrW7SQnGk7Wx9J8N4YNZnfN7KjZW6bxgzB8Sp4tlW6bhVf36lKxrHW5zW0f22yz9y1W744Vbf6Fj1dvW3w0ZTh4CBnFrW9lW8_f1FP7MVW7xccfS7H9kwzW8QVZVg2dGgpRW3XZX-23S8Zwfd2fG2N11)  
[Columbus, OH - Jan 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W7Pb3r874B5MnW2JNfNc3_YdsH0/5/f18dQhb0S3j473nhHSMWnxJxF2zs3W5jZ3YJ52s0fwN1rLSrQdfy_zW2wj4vW7gtF5zW64wY8z1rSlj2W9kC6Tl85J-X2N361f1lY2fx4V83ZZb2gRZF5W5_G18R2_ssRqW17d8Hw95Mhn-W2LLptP10tFT9W5Fdmzp2qFRj7N86lh-pWwcfYW7PT3J48j9QcfW5x8VLT1Df-ByW4KDzNC5xQNYdW1dX6dW22LY_tM9g6rlxFQzHVklhF51hN2_KW329G2s8qLGCyW8kZspn5mJVC8W2-w5Qq88X6NNW6Clm6S2dmD6QW6WC6Sn2DTG8fW7BPNkr4kkFMWVqZXYT5j-83FW7WdVbT851YvwVyYWMy9knLdBW8LCpk443qYtwW5QMq4j63CnJGW2t2dSG5nC9-dN40cZLvphPBhW9g8RP98xJVdMW5Vy1R85dzv-2W8llDn93CNhCFN7QSkLHPMRnJW6ClFFZ1T0bdfW6fRzPj5Zq2NGW6gGDLH3c3nrjW80QhH16jwkLhW4gLmN46N-T0KW4xWtJ45sWn4vW1XVYHl5pH7ZlN3pyN9K_MnRTW3sXTjd5NbsNsW2cS12397fr2JW6-QS8w4vF3ZYN8TGLxVXkdr3W1lX7fj5YXKcGVm9zL-21JLpg103)  
[Mexico City - Feb 5 & 6th](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W62w4y12yjYbVW67cHlt2W9dqn0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5SC5zh-NRVnQ9Qq8--HBkW8_1vj27r6cbPW8Wxkrn2MyWvzW8-y10r8-v5SNVHpVHK558sg7W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGYn8W1Qj6_N6pzHWBW7bnmJy7_9lTXW94q7cq6VKJl2W1hC_8g5lppCBW1LGstH6dW_DfW3PTqDn7p3gP0W2Gm5Qn356PnCW2dg4bZ3nDWMQVn8rD_2WD6jCV1MMS-5pxD-nW5V2VnM7Dvf5PW6qX9dw6_STgdVt4P5J2ZdB8sW1NrPGf60KynwW785Vjc3q5RjhW68xB9T3qY36qN4P7LtdrPpMvVrJh2D5vHs6kW6b-mP66cfByrN5CZqfS84rVzW6PxM5W6L23lBW97dSTf28CdzvW6F4JYX8kzzb_W9kkPxK9fV2zVN4ZK9NtdSQk9V1_Q0z79wfSr111)  
[Phoenix, AZ - Feb 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W5pKjd65VpX2cVxqZ1S6xl3LK0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsBG2Q1TB3W1G6XC98HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rCGVN2kGgc6W30k0W1TT_B68gjXdFW2NnQ5K4bQW_qW6c41L249SVxFVpjzlB1_Fg1yVsB8Vq4fbY2tW1YGzhF1T_RG0W8-JTJV45nCNxW8ZkjrN1Pj1FFMlScj8mRmR7W7x1B6z1x-M_LVrfgdH45zJC-W1YW-YZ8Xm6KvN1zqPXNsg92pW8_hCnt52C37ZW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cx7kq1J_ZMhN3xxDzVJgwqfW98fQPL8M696pW3wz-rc8VlSz7W3Ntsdh3PngZwW3G0Fc_6Q3Qs6MrLh9QrHKCvf1l2Tc702)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W35DWfS3wj89hW21cls11yf0c80/5/f18dQhb0S2C87B0mbNW12Nntd6vdSpSW2y4FTH1ypK4wW4ckWq-1QgY6CW30XLzm57VgdCW56-d4z85gd-BW3MFlwJ97JHxnW2dj4Rx7MV4b8W4sBkf679slvqW40XK3986g91mW8bs7hZ8ZcZNVW93hLSF8hq7TxW5Qpkwn2xLWtGW4bBWMd7p3f7dW8x29r83yp6BRW25DrXj4z_VsJThh8x8_LfWHW71lgNZ2mSWGvW2l_Kr671_svpW59JP4y2hfq6SV6bJdP1bq-mvW6mYJv47NDGXpVzVcQy5v7HdnW3MP9jd8j0cBgW1RMPLK2SbyB7V_ygxv5rw0WVW6kc-rd7331B1W5PhpP75NQyj8W8YwQph3BDvKNW1qLkcM2hfvClW7r0kMc77hX47W7TJwkS2FXKDgW7cRmxm87lRbrN5Wm3gmNH9hsW3KGxBK4vCVVnW3ff-9V7SNXT7W70sxpM7CnkwrW6rTj_V3N9fn1W8JKYn-99bX5nW8Fw06l5W1PbkN3-0Rg1-pgDMW5xM6Wf2-BRzdW344Jh762WMXjW4ltK0r4YDbtZW3ZS8bT3n8BYSW4vDqlW6qXJZ1W4HysXT4DbZ83W2TVqJD4GHRtsVHBXG_6fFvygW31wgnX2wpSrSW30Svrx5BW0v-0)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3ffF4G8HkJ8GW4G80-87YnG4Y0/5/f18dQhb0S2C87B0mbNW12Nnwx1g4M5jW53dfHR52s2qsW3-trW-553GVGW50C93H7dXkKjVYQy8C20-X8JW5CPk_w8Br1n1W6CNd8N1rjX-dN8KWBbNG03dCVvnqqL8Jv8bcW87P9Q41P71ypW3rs8398L9BMrW1By5J33TT12PW983gBz8xQw0jW1RMF1722y8ppW5Kn9sl5PZ2MHVzL5Sg4vTqNvW8s1PLz19VYvsW7941T1713qyPW8zl7Ly71nKzcW13K_Lk2J5mSqW2FP9c56b24mQW8lMCQh4gzVlvW4BKw5Y7Wdh0zW9gcNLH7nCkxyVMBspb1vmkdXW8Q37RV6VY85FW4_7QmJ7HcyHmW751Mw23F6C_3W2dGq3V4WVqPwW710RQY3jC-3SW9gtf4h1rwzccW5rxGFD5tG9TcW7hD2fv90sm4xW40LbKJ2-KbcZW8Gz1JH6k1l_sW5GGDtx1RnhRYW6gZgSP4hHmbzW6Yxjw-1wRkyQW2SCfwH3KGLYfW59mpwZ13Vw0DW4QYqz88ntp-KN4fvRj5njnfwW2T7txZ2jdmLbV5DjsW8wb2NHW28Sx019f9QDQW8VlY8F8t0xzMW8LqDDx94jy2kV-vXLc9k6Bg-Vly3WJ7cGD7rW6XYlLW5BW0v-0)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3Cc13H1rgn0MV7vFDl8T7Qm20/5/f18dQhb0S1Xq6_rD8pVVqqxc1J1r1sW1tb4k07334rtN5Sjzsxx1Y12W5_TXHy57VbT8W7y_B1J3tb8r-W4xp_FH3rnZVPVPtW8_29j_VrW8Kk2lR53HryvW7Drvrx6wJ1KSW76ztcf47WXdkW974wWk7NPZlvW56Wqpk2M80HHW63JkTh2-7qH4W7lnWqR7v0d-CW26kh4s6k7HBvVZ4CGp5vpSqlW1p-zD47V7dqTW16rBbM608Vw3W5hGYCx1RKVD7W2lz0fJ5qJNzMW3zXV5P1bgpd2W2FlzWY6qrhYyW1B0jm94MhBbQW8m4GsC5VWTPnW77z53F434-qYN5s9Gn1jGqp4W4NLsnH1PT02nW1xP_NX3-gn_gN2PStPT3FdYcW31BXFQ8RmCMGW6SctNr2hSWWgW6YGwS_34t2mQW6DS4rt784YjRVBbpSk2K6Zr8V1QCpw1zycyQW68ryKr6g_81SW3sVXHv4GmRltW6XFxv033ymPYN6KWMwJ-Jd1YW90241J8J8g-1W4fPwrr5nsZV0W3XHpD851S4ZHW6QcDFT5qmTpZW4gGMB43NZXZFW4d-75K3--2BlW6xDXxr2l9YNnW979zLJ3whtKJW5lzgRg16LdX_W5JD7YY70KVpJW3Fs_Kz5sZkXXW9hb7Sh1LC7RS102)  
[Pensacola, FL - Feb 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W6-D8113LpQn8W1s9pw36j2pBQ0/5/f18dQhb0S83c9dZyGFW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5Rb1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28tZZG0W1kJSvT5s8LB0W61LlCQ63KFFGW5xKvWz8rZZ4wW3P_c8-5vLFlQW66GK5y3jMtPvVVy7T23jNwX0N1sdG-_dmhvMW1GGxJZ1MhVdyW343TKJ58R2pqW1GlVNb7BQDl7W2SwLc33481XqW7sSJcT7zLQQ0W1TCMx3557YPhW2KFPrT3Wd8JyW55nSC91VJH71W4c2Rr93cTjVMW32p-C34cMkYJVb1KnQ8W1NKTW6Hw7g58-F_4XW2hBQwB1MqhJKW7ldyjx608MDRW7sf8Fn1yfhz_W7YzvC-1TfZwfW7JGlJK7PCPpvW7BVJqw7VtG5lW76mFYS7L-TQYW71gvkb1kpMmKW1tgcSJ1WV3lwW6fQqQp1K_2YHW775C9-7NDwj9W7v9fVJ69LHthW1N2V437VSDXGW1z6qxn3bwBFyW3yjrdG1zW062VzD-dg1tw7SdW7qb-8x4-0p48N6VxtLYn5zc7W4c-1WM42_KjBW8XmRXS4kbt6-W3X3Zpj7j1fxBW9kxH8R98FFGdMzjX78tJCL4V3_BVf4QcH_P111)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W1cPKBP52byTcW4jl6g75tVZCJ0/5/f18dQhb0S1Wd2p4p3vW12P2FJ1MNnzYW34QlvF733yL_W1_VF6V2r51f8W6FhfHY3G2qypW2JP8c73vBp97W87_Ht77yNXYgW6r1_mp18G4FZW8Qy6hN6W0Y_VW3FB07N7SZmNTW4FsY9P2h36q9W83Q4Qp39yRr5W38BRlL3btQ53W6ZxlYl2rvZW4W2-8F1c30PdQgW7Hx0Tg72VpZ4VN4bSK7fnXqVW1k5F6m1XHWzHW13l60N91T1FvW7YMfmw3F5MNlW50G3rq7HFl8yW2nJW5K2nCRY1W5YQ1nk3p9XMgW5-hJnB7gKYZXW6PK_wS8QvmyZW4bdZtB6NHpTbVwV3Zt5_Dz3rN3GJfYy5-sH1V83LQt3vVNvsW4c3_Zs3ng916N2qBf6Qv6WypVPF6tx7131wxN2jxZv1KMcbTW3ltRqv8GY3zGN8k4308gpWCQW6GWJNj90nSJbW98FZyw6TXFlrW3B8xdW3QQDs5W4qj_Q38WpYqPW4FZF6Y40N5RvW4YdzG54rzlSNW3kNSnF2JspVRW8DZhYr71XzFQW3TvQbn1w6FkvW5NqmC27xsY98W6MxPWb703thyW913mNc2k8ZwkW5SHBfj9hQnJ1W9c7v8B96WC5BW4r2lnB9jWRMxW3Zq34W304MxKV1FQSR2Z3VRH103)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W79TZ5q5Xqvs6W5J9m025pDyk-0/5/f18dQhb0S2C81QyjWsW12NHqq60WvtGW1y6XTv2Y5tsNVQ55NP7fyh0MW2Kcx5G2YSS8gW2Lsn1s96ZKTHW4mKw-b1YW509Vt0mGG1McWVYN4PqgrwXsxGGVhT9l65mrkKrW4F6bRv8MXPqyN8fT09Xrdf11W559nl65Hf1gbW5VTpYQ2wtCsqW5yw7dv40zmBPW1YKBGZ3LnHHvW5qQg8B1w0NXWN5TkbJwg715xW54R80s5v1HrDW3F3JG63G8CGfW8cNZcM7_XbfLN1QhgQjCc7TdW6q5dpw7vW1w2W7bpgGs91_R4qW4M6GRw4Y4TVzN4_TZmSfHwShW2tspGK8_Fns3W2XX_0S6_QHy0W69w-M948_Z8mW8k0_JQ7llyd1N5Dgpn6RXMfrW4WT97H5xG1L0W2vb0yT79GmX5W2-Dsjq8K0t6XVTPXT34ZGhZtN2nmnMvcHS_kW1-frDG2JX-8GN3W2p9Jfb5vRW3-1tNf8R_ZFQW4R_D8M2Jp5Q4W5fy8Gd6Z9xm7W6rf53K5Z5w3PW6M4QSZ8rq_yvW87yz3X8SVclzW3XB8Qk4d3XbFW2NFx807lJTvnW8yHwkW4lJZCgW59L4hp5x9C-fW97fkCr3tn_q2W8tbMHB9f5XGWW9cHrVD1QcGVRW6R1PNz99jpQWf7W-kfB02)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8q_xVd4l89-8W8DW9Cw3mWq0l0/5/f18dQhb0S3j42d-zsMVWnwR619qM9PN351R_Flq0X-W2HWGBS19RPV7VMBRNc8jz3wnVGZYmc8N4V7kW8rh4WW4XPZBrW3pRKSj42fBFWW9kG7sy2tvnZsW5xBJ_C79dZYjW5bq6l_24Xl1tW59HWRL5MMVKvW2j_j3x39gtYNW7vVJyX98rw9WW34Ryrr3CyX09W22xxdg5lnWz4MDX2q_FD5t9W1hlYVC79vYPxMKtNFvYCz3sW1XLdrW1tcXCkVmj9f560bCwGN8v2s-xNl9jRW2Gpcyx372jnKW1_DS7845PP9lVcbnms92kcj3N15h9-NtN_G-W3KMb947jFnFHN27lT97DSZ3xW6H9qKT4B_D7WW4LtSSv7q-CyZW4T7sT46KxCMrW2qZ8qc6m1d5yW6PFMtl76bkj9N3V4gKXFTNltW7gXmfM2bPbNWW1VXv6G3VxLc_W80dWPx8rpk20W7KJrsN7xyr1fW87b9kS8N10NSW3CrH_P5NdpSYW4xkJL74LX-MvN8bVMmJg7GQqW4hW8C23WPMYGW65Ychs8G4jBrW4BmmmP5FyP1CN6JxjNN79YL6W4Jh-TZ8rccyNW1TMnqc70jh4LW4xyXfb326X4BW8HSXPw18XR3fW6PZ2c78ynQ8SW7Mxvd_3nTg8VW8nzWRq6klYzH0)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W47m1vS8v2461V9vHvJ8L-9m30/5/f18dQhb0S1Wd2nS2nMN12hMSDkTcTHW4h9bPs4PgqZkW5Gmcbd2Q2sD_W7K89RT9j_DpNW6YwjC73kdxS0W2qZ2pJ5ypHV5N1KnjVzK11x1Vjmdbn6WW1ZNW2bwl7_3ynHKgW968JMM4j7y5CW68Mhh552MJs5W3b8WX22tRFZbN8NwrRnjQpmBW7tfNS27WfVmvW6zQ5N28gp4F3V8sYl51_fJfgW6qS-D67k9PslW7b_gmL4jdBpkMvv4mcfs179W3Lx-C81vkD-VW9lwSp-3_4-3zW7fKrJG4q5_PYW5Yyvyy6LgDMjW3BPpKN7C4vcNW32z15T9k9Y_hW89WBt613SCX8W8qmZTy1Jd3q_W7J94wn10vwh4W6VRYc96x0CtJW4tZB-C6wNlq2W5V-fmB5sRvqmW6pZFLS8KCgFZW1_ThNW4Vhzc2W40Vk2l1SgXVwW41mwwn8zLvRTW3YsJ8X4BSKBdW4dm0Z-7D9SmhW4vlpkc6N6cyqW1zCZq47kqBnnN7pyFVPySkkTVKDDrS5X4qJNW9blYGS8D6kMWW8_hRph8Qf052Vw8_fJ216YvvW53vhbd4K3wbXW8FYDnv46-8mz0)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8JfrGp4YNDYjW3tlvmL9kt35N0/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5Sx1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n5_N0_wW5K_zXK3lj2tvW3blhRk3YTtSxW30w6Sv8Nlt-zW3ggsWs5q8k3gW34Y8Js16mRkjW8FQlb53SVbmHW8rzYy517lfxCW36v4Sv17lZN4W5gjv-X5DKm_0N8GsPqnFKXwjW3GrVMl5K252wW8f8qcs8HtjHKW8r7cGG8wTRKyVx_Qky7L-J73N4QysQN6Y9ktLTrJcT6gzTW47_DpW4txX_HW1vpNDK61lQ4CW23d0ZR89X2rXN7FX08jbC83vW4zxqQV4-97Z3W1m_3Hd4lB930M4ZDML2LMBkT5kym6W4Lsn103)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3j4FDx1Rb01gW1KbnJf5sbzYL0/5/f18dQhb0S65P2WJLfhVWVC-p2_Vc8MW60wHF02M66c5W5JqjmT7XKGn2W5kD4bz7Pbm-4W5NdnHD4mC4cNW8M8zlN3g53dQW8Sd-808cxgsCW155tk668xbFRW73nSpb4pL8FSW71YPSZ4Bspq_W957GS962ZKVXW7r7K_C6cT8zlW1H68sk517FDbW4lfKYN3fHvZ7W3SGDD82Kl_kcW3WK6hn2zp3_jN3BwpLpLy6fcW5hGk-Y4SMYQLW2lzD-07cdYJHW54RhzR3H9KgzW5djm454fth3gW1rG2Qz1WM9sFW6C-v9x4CghQzW1_f4MW5s3b9cW492xB81vpvGNW8XBTvn3YzY39W7j_fJZ1cRW7bW1Q5jWw5yH_6xVQ2zjT3yKK5gW9k8CMc4C0gXLW389ygl8ZtKV6W7t5HDf76WG9-W5LN5lZ7BVFF7W66nthR4w27qsW2K6bp15PzCvmW4lJY9f5cVYY1W8KHS2_7jr-myW8SlZTL3Wnk4-W43f8cR1jWzPvW8Np8zx56hNgwW6Z02268kFwb1W8_4K2w6zcgRFW6L0b_j87rdzjW6mLgHp7-RTM-V7PpXz2mljC3W2yZVVr5skFk9W5PZ-Xh97dXNkW21yNLk65_NL6N2kWRV_V22wYW3vq9yD8DkHH5W1w9Lyy1-XBwYf6tf6Bq04)  
[Hartford, CT – March 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W4TgTy13HJv9YW146g6n1fyqwM0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6W3hHhd92P7_nXVbxYmW7YJxvDW7ZcBLc51fq9GW96Ls9r7mFYgyW4syl_r6RNlcmN7ZHC1mcp72KW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rjl64Dl4vzW3sxGxX8NbSh7W3X0g0y6bp1cMVbq5fx4TKc2lVR7xCq7cmcY9W42F5NL3KrpXxVYs7g_62TGjJW4LtcF53sWpQVW63JDdl2V6J1nW3ypLKX2xrL9LW4L1JjJ4r_8B7W7YVZq96ZTfyLN4KL3vtRGbwGW8xt_1x86BLLwW8KDZ-f6-ktTgW1JnV9m1bBvW3W3_5Xhf6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSCX737MpkTW7mtWSc6VPX71W8Ns6pf5597bPW6VNdWC8hsBZ1W7MhvMP9f817zN7dPz-5cYJKQW7dJ18n2r8g6mf3cFvNY04)  
[Boston, MA – April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3C0j1p7Z3Qc_W6qjGg95d2mY10/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRrZHP7gs3T6W3hHhd92P7_nXVbxYmW7YJxvDW7ZcBLc51fq9GW96Ls9r7mFYgyW4syl_r6RNlcmN7ZHC1mcp72KW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rjl64Dl4vzW3sxGxX8NbSh7W3X0g0y6bp1cMVbq5fx4TKc2lVR7xCq7cmcY9W42F5NL3KrpXxVYs7g_62TGjJW4LtcF53sWpQVW63JDdl2V6J1nW3ypLKX2xrL9LW4L1JjJ4r_8B7W7YVZq96ZTfyLN4KL3vtRGbwGW8xt_1x86BLLwW8KDZ-f6-ktTgW1JnV9m1bBvW3W3_5Xhf6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSCX737MpkTW7mtWSc6VPX71W8Ns6pf5597bPW6VNdWC8hsBZ1W7MhvMP9f817zN7dPz-5cYQlcW7dJ18n8T6lDnf3cFvNY04)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W2ZXjx49fVj9WW99ZSq62CgrWs0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVRrZHP7gs3T6W3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5pgF8vW5FxwsV73gmYQW5jPVDH47P0wCW403tVS3vbpkwW6nlH2h2MT7VPW6-4C-k3G_SwlW32jMrt2-FdzJW4pwNVZ6tXbJNW62n3F35D12wSW4Ggc-S38Qsz4W4ypS2j2m0f_nW3MGDpV6sD81lW2zTqCm5lCN1BW47WNbB4ZhqH1W6HyqXY5GcfXJW664C3F260G-sN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119DK_FW2GD9PD48q8TtW70Kd0r5-J5q0Vp9VGm953VFZVBdr5t2LZKTSN8G9n7c9XfwsD7s2GRctCWf19Tbld03)  
[Grand Rapids, MI – April 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8cS2dB7cZY7BW2pRKqJ2CSPBW0/5/f18dQhb0S3j473nK89VWVbqF2nhjgCW4-vYYg68DJWRW6Lr9ym6sWGQGW1phZ3f1Hknb1W3-Mq8_8xwXLXW964MCT6YzFyQW6gkNbg6YbXJ8W9l7gvC4p6-PXW5_M0K03CDJjXW4D49rS6WR2SyW564wLX5p5L-DW2CLLPb363RHxW8gzlnd1_2Q8TW47jKB13hZ2LLVkrgpT749BsfW130gYd1ghX3KVc4ypq4vKwHTW5mBGMj6SJqlgVl7Lpq1l7SdlW5rQx_j2Gkq-jW8qT5ZP7XYzdcW346grn96tYBmN3NsbTcJ21r0W7hq8Lc76sjSbVhCZRh886RqzW6dhzHG5Tzsc8W4L_6y45qzVqdW52N85s10-pk4W6SjSSR4FZMbbW2vHS_J2bjZs9W2YcfF04Pm9cvW4znwjQ4ZVwHYW35Cx-_3VwJTwVh6jP580gFJvW6FWqYg1_tZ_cW6-dPB32BYbjhW32Jmbr85gXlPW80d--R4W0mj1W6h5H6Y6mdVchVqKKr99jy7PlW59mrD-54GF0JW5NblWT54GljKW78653C6hBpLyW1W0v-z6-5_mHW4gXmnn80nwFTW4Q_Y-k6b9_qLW5SJ8bw2gjTSZW9k63l37jrJqjW93Dpsm4mJvlpW1fc2DX2zC4lBW9k7r2F7PLDsJ102)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3MdgK27zTsnqW31cDH-5P3T4s0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1CXmTn59PJjsW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4-vzW5J0bPK7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rnW49WVsf7DLYQHW6VLH--6b-vF0N67h1zcQC5z2VPC2cV3jwqzLVM77Vs6Sq7RFW5vDlpR3JQBcVN5tgMmGhBQ6VW4xsKlW5FxdyQW25pX8z4YpVtSMPD8CTfTy2JW8lW4Wn3Mc8QRN9c9bvs8HYBZW3gDQ_366yS2FW4p42206S9DNZW975F946Qx216W4Rj6Nh6BkmNHW8bLvGg72zrXTW712jq57cn4YgW5Ly6145PYGWfVn9b9C1wRS6NW5cSlQy92kp0YW4gvnSM4LbNbBW3wn_2K3BkfGMW512vFF85-d8wW723QB271wShbV1sr5136W6vR103)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3QgnF35jrkCRW8GJ72P8qPn9l0/5/f18dQhb0S2C82RwkM_MWnxJxF2zv7W5wJh_r1tzhhZN5B4r4zsvJvtW5ml3Bp8RgW_MW8kBtxZ5DjHnqW4v_P1g6mjfdQW7cdz5f3bwrB3W6kQhhG4_b7K2Vwmrtb7xcRTRW8bbncZ8mBTx2W99cnv08Gq9B6W1K29zc3fWqLrN5mqH2dBQwBrVHgfgT5VMJp2W4xZDjF6LF_S0W49zy8T1XvYVBN5n41Dh9rwTMVJ7SHB2nRgRvVR2vVD6HbQqQN8qmRFmjz-9vW5gWFy54r1MsqW67gx2z1blK9ZW29FkQq6p86HsW4kHPxg386PPBVmZtnl4SfDkgW8bl9GG4dW_pzW5sMdWR5Nsv3BV6tg5Y35GbgGW3RDyQT6HqvCDW815Gkl63CnKdW2fh-W91h0HZ_W1B1m8Q6Pj1K4W2pGZfm8vg6C7N2mZDP0RdHNhN5yThtWpnx6ZW384qz06q5X0XW678gfp5qKbKHN3YBs-HZG6MYW6S2Btc4tv_PmW6jfJK56kZg61W8hGkFW8KtLhxW4mfd0q2HffPyW3WLJHl66jjQgW4dWMzR3_224nW5FBY2F24nMMgW4lKS0Z7CbJhvW8Zj01m3zk2nCN4pSLHFvFkk3W7mSxWb1mh2bsW18spy91jdQkz103)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N8yPLrmzdV5WW4ZJK6z4WzQ0T0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2b769wcHW64Wp2-3jprFNW3_dg3y31tYB0W4whrzQ8X9bVXW6jR30B24pScKW1r9vsj1sTykPW4g9Llv3p8QkKW13sm4M4Zf-MZW4CHnsx5NHCpXW5g3c453JJXngW5mJRwl7PPtMdW1PX3sW2nDvNDN71mYzh4Lzy9W5bHdg94tT18BW93HQ_g7k2F4lW7Lc8092JNjCTN31kJ1jXvRM4W3VQ5Ns51LJxWW30H-CC3XGZxPN8DfHcWdRWwvW2StG222CVnpwW70d2cL1_2zRjW1qqM4R4zfWKXW3Btlfd3Z4fLyW4k_XkN9lDqpvN951MsX7k--BW6wMqp25X5m6PW4rtJth6FyKwGW1jNr9m1qnZfjW4tMCKk2bDXXwW5N3zPx8svqbBW5KY3tY38__7YW5PXwwp98506KW7TxRsP9hTwsCW5W6rC97NbxNrN3VthH0DcYVFW6QJyTp2r7n2BW8wblD87dkqJgW3jNwL-30z_J9W6H4Bm72GSPRRW7yW7NZ62HSknW5X7p8r8MNvFGW9bkm_z955cpcW6PWz5s99l_bhW4hc6tJ3GWw_8N5XWnYT2QXsTd33dwK03)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W89HCTY7fhny2W7LrLBR7-C2lV0/5/f18dQhb0S3j42d-zsMVWnwR619qM9PN1bGbmFlpYn5W4zkVmf5hsCzRW4TJKzy423x6jW5jTPzd3rJ90hW9bZMZ76kfDgnW6kPSVX7SynCyW6_tSrb8vpTccW5mnGrm6QD9LpW7GF4Hp2DVhSQW8Rj6Fc7jjlwXW7gNf1c6xFqpzW7x2m384GQq9xW1qpvLl64lylWVLcPWC5zYbC7W2C703c5WKVjcW3BRzFq1c7vN6V69QsW5Kn8dbW3dG7lZ4Sbgs0N1cnKwj6dZgNW3t4VCs1S7ytrW7964FV3jVN4FW3JMyxv2tVN9BW3yY2hq8MwWVWN6vdl6V1LKk_W7RRckR1F2GKhW3ByfsW4LH74bW6Q9HVB4Q3X27W5kF8Fc1DRfPKW1h17SK1G8yShW5xmQby3Z1dhqW6kfB_W939JSJW7-CLWQ79ynQcW8S4Qb35H_60GW7tR7lJ5FtC0qW25XD6y68GCHTW103vgk7Z1PM6W5k1yMM5MzRF3W8MbMdz7R7FtDW2CkcGl3f3-pjW42kWWJ5hTsX3W1473_936bTg_W87sN3j7BFHmtW8DmlD07NdWlQW3Xx4NS2mKnBLW45WKsT3s9rqsW1V6vV18pLjvQW3bW3R87CbD4jW9f7S2D1_x7jXW3mt1LZ9b1h7MW6BK2dt5xMbNlW6kRb5Z6klYzH0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W19H6vF4VcqpzN80ZyNrF9vgG0/5/f18dQhb0S3j47w39hbVWp12p4_Bf4NW19_wjS2y8-_8W7SMF7q3VvYJrW7F4t5K4F_XTyW3vl5yF25xy11W1Qkv6L4c0xPzVW7FTZ1N28FzN8ct7WdnfZx7VYYCcH89K82rVrjvJp3YtWWKW6VrlP11NJ345W2GhTHb6NyXJGW337vJp35h_DpW7K7QgK32D-HxW6G7ltP48ZcWXW2CWCZD3FfGtfW2Hbs4T4Sxp9sW47vv3D2LMC9FW2G454R8qLGCyW8wrJLC3MW4GHW5Rr2hD40zKH1W3yJ2Ln7LJmwPN3LC-3-3qXDyW27FtFC3GH1lsMJkH1_h44P_N7SM-2KwQHfpW8cGQWh7fF7xGW5jZLdr7bpdbhW46X6gk7CZgvzW3CFMy36LQZhcW7RbFdx1g1ymhW4-W17Y3jcX8mN6SMRZRQYkNWW6HG75B8zT_-gW7Vln7z7MKBt-W8KH1xH5JCHSrW8bHv_G7R36vXW87fZ2S6G0wVLW3qR6Dj7NqZCgW6WBG3w2LhpPhVK-9BT3MlbS_VPCzd_62VRhHW91frVp3p_MxlW1JF7_W3n8FKRW13c4WR9b__FCW9lFS1J4GFP2tW92Q8Rg37zhxVW3DjKzG92L8RqN5qJ-2BjYyRzdgybQ711)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*VNxFtZ2YG6T0W7SJLQ27bFb-B0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRrZHP7gs3T6W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJVq3NlB8hdymqW21kg926xNr8GW56PLm-7H__nRW71jgw86q07lFW7KpxR31rzlz3W6rgxBY1gd3RHW723P526WywLgW3-s9Wx3vXCNgW70Ybrl54VxLWW8XQr-38MS40HW4njsY83v8LY7W5ydFLC5gSHY5W6H5W1X3nSW3FVVR6H24q1tJVW93G66r1TSGdLW33FzxD5VY0BqW1nCrbg8RZvbZW6-vkxm1Ks9BvW8PTfJk54w9VMW2QX_tK8SkQpjM_N8H_VMPVbVVrLq84ftmN8f4vJDpq04)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N2Mc3byZcMB0Vf90864qssk-0/5/f18dQhb0S2C873FkvWN12Pt61YljctW5kSb543d8B81N5Gg37WkrBzlW6HLbs87sdyGVW7mzC1J65ndhXW701xb86hm8Q-W7cKmys4qFlkWW2drMl17FZwYWW8gJJs26ZY14CW2hhSHs3jyJ3jW4FB8wm8DC11jW367D-r40sf6ZW1V5ZvD61J_-_W7QFxFh74SMKNW2NgkCq7b9Kw3W1ZV20C1GZTxkW5D-WHy1n-_WWW1Tf4Kt3fY_R8N47thscHDQ6xW2v9-qp5mwjF8W85Gy2b2nhbywW7PFF9s7Y_QybW90cZlz6JPXX8W1z9GfX72BCvGW2q-Rfp2wfqngW5VPcHg5gsfMwVL1Qkr2L0xHrW3CzQ603-8xqRW15WpHg5M8QFcW5vSs1P6b5kcnW5Xg5Wt3Y_Y2KN38ttv98QsJKW5C5xm93CsqGDW4qBgNr6TjnQkW83VwRr6mX0J6W4mkmB94yN-W6W8Z113F4znR3HW16N82h4c7Dk1W6tPpFn2Kfzs7W33B49j44SxQzW6RMqlt3t-Y1LW4mgVLS3BdTmLW4lzv5K1JdHmnW4lcDkn7DH_8mW80k7my2mZX0-V9lcmJ68bQn2W47Mb5D8WSsQpW9j6Bly6GL7QsW8GrnBG7V_0bhW76rqVQ8ChlCFW7S4VhH1dLr5VW6_FthF6klYzH0)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W11lvLr4rnt60VVx_314dvNrR0/5/f18dQhb0S2C82WJLfhVWVC-p2_Vcb4W1gCJft3wyH-bW3HYF1H4VYJN9W5Fntr_5tgJ-2W3zNJRL1WtfPHW4lycVC6c6cLSN4pq-6bdsjPMW8SjzQ_1bN23jV85DB35Jy72gW4Ft7wl2j2k1_W7vtBL83z9R4jW7GcrpK7ZrsJVW4Drc5S3My_W5W6p4NGm5GbT-DVjfWnx77R2S3W173g_31CZ5dtW4_pxLY1PVdYHV87M2d7mdXpjW2K9dfV1QM3fsW5jpT8934gh3kV8_7mx3j-HSSW3RpCtR6yKvNmW8NrdJS4Lpp4fW75BHx81FbZ_MW4Jnmjk3q2ThWW6kSFXN3gMs8FW742yvC8K-4fCW8kfC_x8JCn3GW5vXF2M6lGRC5N9kyx836_6TsN1rn2gcBvfbtW6GxKjW8Gcl67W8VkDcb6lZTMbW2LvJzg2xb7pFW24PYrw3f1ySfW37b46K5-hckrW6TFV8S1Hl-CqW8TX-KD2-_bdzW7PD6Cm4DWMC2W68_9y89ln1dgW6mgYgl288204W7n2xlc7VhY0GW3V3hZ18G4lGNN2mKpLmjc2FYW3XBBtF4w3nysW4vHm4w8pM2vcW1TkXYc55LHz3W8kQ9rG4VM8StW8881Y-2bNbpcW7XCCbv7rsncL111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8bGx-45z67G_VbsN0q3mn5_n0/5/f18dQhb0S2C82RwGk6VWnCzN68KL9wN4-yGlMXnrLLW31-KWt8vG8nSW1C9L989gTmWvW6-GJ7y83C9WbW5BcHw395pMgsW3LFrrQ5sbHJTW6PXvZK8w1WCCW48cY698fHVZJW241RW_6hk2crW2JN5rc8YqRp6W1VYpxD9fPDh0W98zMBL1J27T1VN2zq546Gy8CN765-83lk7RDW3QBCz41MZVmbMXnHZCjgRQ2W2wFqhV97hlKgW3CxrR05lVkSxVJ3GZk1k9gDDW7P2-Jj1W_vQZW2YPHwN8c_1TKW45V4JP40tbBzW3Wgkh_68_Cb4W4KBZLY1n33FzVVk_MR3x2TpfW7TZK0V8rj3rpW2fLShj2DntyfW7rFKjT1QFLY9W1VxPnW3_t6pWW39NLt71QfWF5W2cNgWx5g24r7W81H3FJ6hrq99W6D3GFK6VshdNW1V-TRw8ptXj9W6DvRHH6Rp58hW8SBZQK31cxXWW352lFB2RJnGyW6695_l1XVnZYW6kbT9Q6vqkyLW53dft55D7M9xW6N3kpB1wcppLW5Nm17Y10nN17V76-6b54BV5DW2sZQ_f4Hj6rRW3rRXC97gqFJtW190Krp5NfsvSW8S9ym15Hb4kxW6ZcsW-2Zz5Lnf8HzRRk11)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W7b4BHH1sTsBbVzf4ps4jg4-n0/5/f18dQhb0S3j47B0ghzVWVdZ34_Bf4NW19_wjS2y8_J4W6H8BN63VvYHfW6BzSyn7F-mftW7VX6T_42PzW6W57Vxsn1WbYRCW3prw7p5Gn84wW1JKM3y2lQmn9V2ksxx9lZzFmVyzyZX7hp3L-W978jBv3ymJHBW5gCNj98p-WS7W2VsH-K5TkNhYW5qDG215KQsbxW6wvWzj5q99jSW28_7KF14G_x-W2NdFlW1fTf2jW50FZRn2_YjwjW2spFHR1Tb7YkW2wS1B45FvfmZW57H4jr817rl2W77ldvk64jjF_F7wbtCMYbRgW4fh_p77kkF6yN1nGl8Kx9F4PW6lqtPn11Dlq2W74cMX95b6ZJ5W1gQBvL51HBBXW8cSgyS5WNF4zW79jZGH46x1ChW6hhpHp2QSsGjVFG7v06CrRjKW4lpPZw1GSb-dW14m5xx7PF737W5-LZZY7MKBzKW8KHcpD2RRgc0W8PnRmb3X1M22W43F9QC3kww_nW6m-wMG6CqWyjW44q8dR306fHDW5bXgN81W8py8W7b_bDV1wdxtQW6YrDtB1J0CwBVSR3_Z1K3C3FVxCyvP9c7YkpW89MHFL5RPg8_W7W8b3n4jJQqcW3DjJRm4Ffy-VW7pWb9c4T0pyrf5hG5Sh11)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W6TgX2k6S8W1cW8GbkQ32PvgLl0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2S4Sh23_W2P2cfm62j1G-W1vB8k76D0LLXW5GDY5M6XLf7SW8Ks5nq8bsF6WW4f0l_t8bk-yQW61Rtn52_FrbzW4pcg3P7ygsNDW1f1rh986snC0W25JSHW3H7LVCW7t3Nh52gGzP7W6bkjhp9fVrLZVSvd0t5ByVbQVsrgNJ2SsvZMW25LNj58jVqmbW7W5Ts56-KJHRW405MKb5H4dVgW6vGxjn7dYN5rW6PMkj765bfDyN7xyRKF56JdvW34FsJ25jhNj-W43m9jZ2R2LCWW2ZbNCl8tBTr8W6jmQjZ7v-p6NW1KFlrG18ZBtfW70PZJw8w8V8bW3Vjsg76czYP6N18cChjMlRTMW7K9lvq3CQKTFW7Jf6214s-8nYW4xWsWq6-5f8jW7qms5Z6DRzZ3W6SSv106k_-fKW4PTHtF6lwJw7W6f22hk7ZgR_PW5wRM8f3B8P2XW6X2Rj41S61c8W7Bcctc5mVkm-W7JCpGk1ynYbpW74y9K03pxv00W8D74WR7gbChSVdzxFl44L7TrW1M45B35yJgWLW8KdZzR28PDwhN6XVfNClzNkjMq7Gz7dxr6tf58cssM04)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W80QMlC8vzsh6W82yh4T1f6l1n0/5/f18dQhb0S3j428_Ns4VWpdfH2XX_yGW2vJBy22y8_nhW1JmplM38_w77W6DMVKL6346XwW4cL-944cwB4NW36wqYQ47Ry0dW47Ry3c9l88lnW2wld3T7cdF86VyKt2R8PN4bjW6q2sqG8tx8RJW8d_NJb35-frfVKc2Pv56qVhlW34c2wr42fvR4W1vr4Bz1NxhcvW6kbDtv4J82rwN7VgDD9fpyLWVbRtCk3JR1kyV8x1L76Bt6gZW7tR2tM8j4P6qW7-l1NZ426FpRN4rfTRyXjLt0W7NCb6W4L12H6W69G-HK3Rfzx9W1R2rvB12Xx2fW5_zBmW4C6gjHVkqrdb8CZBGjW2xjfdf4s2QfsW15Gk9m76gS1GW7P0bp66CxngRN1Vrcb3g3r8pW1kDLGM6mzSSlW8nr35q342-N_W6-9V5Z8nq8WxW1fPYz81CmDmcW8x2fMX6jYp7dVMm0VN6jNZHjW8DQHc24DBtpmW87LVbC7S76ZPVYzRs28DPJdwW1mJhHP6Lf0CBW5trkBh3R6m68W5DTz-s42gjBNW97kNyZ5kMZ1yW6TVjB_55Zd1gW8pMKTy8_2bjZVywRmQ1J09Z6VB_-fV2qsZ87W37-C9W52hQZb0)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W7GgSlb2fHv_xW7KlgMJ4tsVTb0/5/f18dQhb0S2C873nhHSMWnxJxG1FN1W7cCVv11tb8mXW5CNYt31P0dgCW1l8x0Z1QlGlNW4bVSh_5NtrKwW9d7fTm8204gqW1G7KrV3nr57nW6nNgWG506XY2W3R3Cdy4mSx5DW8txVY717VvMBW4GysTB25q0QBW7kk2Ll86q7xDN8jG25cQ9KTlW5nkDM612fZK_W4-HlGs4M3RyWW7CwjHC4hQgpxW1k7DbB2ztpcmW4ppwwF2Bf3r4N5j7mkr2jgJFW2mrYZ_1txx8CW2GY87t7zF4BnW7jP8kx1msJNQW5XdyPN8Lz_8tW9jm-6w1kXlQ7W4yM-CM6rkbs1W1X4PJQ4-CV-FW76TnzG93jTlTW90jScK3chFHxW5hYqHJ1Jm9sfW2x2l8z1brTVjW3YJSg_2K4_z5W1SV9gX3K_x3ZW8K2G703lDj-CW4k2nbw6RhZ2fW5p5W1d1-hG7SW6PxD5Q7LbCX4W1HcXx43vyxfgW5Fcf7v2LqVCkW5XkDPd21-cfJW7l12pd60ftdQW4Bd29y4PbwZ9W4RlBvT6d4yW2W7N17lF2xnS89W4Mz9Fh5PkKB_W88BP3P6M-B12W8Xjb756KZfXMW98WPVG8Pq-4fW1wjT809f49KWW3MG3K_2WWV31W3HkxbT5BW0v-0)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W3sc6Yp8wbn0-W6SvyBM452wLm0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRrZHP7gs3T6W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnK4RW582S5t4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJVq3NlB8hdymqW21kg926xNr8GW56PLm-7H__nRW71jgw86q07lFW7KpxR31rzlz3W6rgxBY1gd3RHW723P526WywLgW3-s9Wx3vXCNgW70Ybrl54VxLWW8XQr-38MS40HW4njsY83v8LY7W5ydFLC5gSHY5W6H5W1X3nSW3FVVR6H24q1tJVW93G66r1TSGdLW33FzxD5VY0BqW1nCrbg8RZvbZW6-vkxm1Ks9BvW8PTfJk54w9VMW2QX_tK8SkQpjM_N8H_VMPVbVVrLq87_HPfYf4vJDpq04)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W8Bn8vs1r0sqdW7h1KSx5ccW9_0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRrZHP7gs3T6W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnGlJW2SMRTr4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJVq3NlB8hdymqW21kg926xNr8GW56PLm-7H__nRW71jgw86q07lFW7KpxR31rzlz3W6rgxBY1gd3RHW723P526WywLgW3-s9Wx3vXCNgW70Ybrl54VxLWW8XQr-38MS40HW4njsY83v8LY7W5ydFLC5gSHY5W6H5W1X3nSW3FVVR6H24q1tJVW93G66r1TSGdLW33FzxD5VY0BqW1nCrbg8RZvbZW6-vkxm1Ks9BvW8PTfJk54w9VMW2QX_tK8SkQpjM_N8H_VMPVbVVrLq83zbTmvf4vJDpq04)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W2gK14f3S6cFLW7mG8m12t8vHC0/5/f18dQhb0S65P2RMFfcVWnxHf31SF4YW5kSpqk1DstjJW5zjNLp76nG77W3Sj-VF1v7yRPW76mh-X83WnnKW5DCp5x7f-G-9Vvwc539kF7GLW2C38dY3j5G3XVF2yZ_7_2BNdW8Pq5L35KL5X-W3PMDYV3tQMf6W88KSgl2BnfzFW8ZR2lw6wK750W46f9Wl6xxSDNVD73cq2nzQ8SW7m9mFj7g8lrgVFH7rc4DHpCxW1f8vjH1wtvqHW2zHBnW3xnZjnW1rcKFK91Tf2PW4Rg8-p2qnpJCW2YpZCq42cW9pW85nBnr86Zqg7W199SFz53nXzLW1r9QVL6X1xJLW8TrC-J1BZFJKW8dtJw24WyfwdW8lw_c_33PyB_W11g6kP8lYbcTW3BHWZf4PKY82W3CnPGY4h7VCmVLZ_jP5YvLCFW7Plq4v6Sj_QwW8hQ_tc3xCFDVN4vkt7ZXhQJzW6vNDP19fVDV2W4lMZY53BcXb4W4mlvdm4m63wbW55c5qm9hWSNmN801NKy6rRsrW4stDh26KVCM3W61gY4y2hVCHSW5LtVqL3Pzj7GW2NPZvw8CKQR1V_KxxJ4MDJsBW4z2YHS6RstzwW8SpCkw4Z5wd2W6XSNYj9j563DW9cbngM7QbWfLW8NwSQN25WpVVW7Ty8V299jpr5f1CPfk702)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W5chnv099kZ4fW7TnLXb6r8p5m0/5/f18dQhb0S2C873nDd-VWnCzN4-ZVkDW2p22DH1tb8pSW63RJcV5VlDp9VxZVzP14Y3w6W8W41M17mbbJ9W7KX0wk4BHqG0W1FBQyn8nnt9hW7x77bW7F-lW8W1RTLF513JHj4W4ZfJTN94xcbqW6R977S3qHpLtW6BGWL_69PtlFW2dTCdW45sS94W8jR07C71mHTMV4CZS_2Mw0wrVPDqgD6R4fkvVnhvGj7dHRZKW5VWVMT3BSZtqW97h4HJ3Y03vPN80nSP9wJ23LW6hJxmB1ZdpS2W1-R17r1HqqPMW3M808071K77pW5303jR3ZqH7PV_pHw12qK_NPN8KSwtwSbD11W8c8plf3Ns-0JW5knZS649SM-lW6Ncf938X0DY3W46hGmw6MkcDWW39rCvC2JwfYwW76frG16KKWzPW7zM4J53ByM50W3S2MQ46VwFPDW3t6G4k986G73W2drqWR6HtsynW8SwQ2d3j-f6rW1XWT8Z5NKV0PW4l7PWN82cCYvW65qZ3C6f3VbDW5xTRNR5zpg0ZW2Yyqgl62DYbWW15ndDX4tK6mtW3-RqfK3n5ttqW3V5LKd78Hz3cW7LW97D2kmPrGW7ZXptg4lHMGZW1RBP7g9b1K9jN62ljrH9wF6Sf7Plhl111)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*N6QMPzljK1tzW1BtCYd6-qVPz0/5/f18dQhb0S3j47w2SL3MWnZ98F2zvrW1fYCmC1gBFVJW7fLg-C1RbpTSW3SKJ4W7Z9RDPW3KVj5T7yybswW8jhTpf3r_nQwW7HVLVZ1B1hMxW4TCCyr506XY2W3R3Qxm8LmKjpW8tyYcm842nzQW2lfR964sC9NvW2NjmHs5YRN0RW1RZGC07nzC_-W7lWJh-452HkjVc07_q4B00Q3W2HC69V4h2xdWVWtdS256fPY5W4RJ7Cq1fRqnMW9g9DtH6ScL56N3VMKrJnyGryW3sVbQw844L7cW1JWVL56Hy_M6Vyhr8y82Y8LdN5pmfLzxP3ysV_pzKm5_DGJnW2xDZqg8tXdm6W3gYDyn2d2SRpW66-Zjd79QL-7W96Hgn77ggkx6W6mSQWH6kpHXLW7fG-9-3jqSHMW2D6KKF7snrlTW56w01V52qpKJW4PShYf6hhn9kW7rmk469k-mryN3t-ycYXy3pXW43FLBW76mwLpW2H7rTq3XRpNjW3MKPmh1Hv-6jW7Zt7ps6Fx5DNW6YlNMF2WS8jBW5w5BGB5Y2tPKVn_HlN2mKnHKW46V_6x3nKbt0W9fzpf18kJpKTW8fNvx73fBmYQW8Jgw7d9m0xkCW95LMMm1PY9pMW6W3K337nZJmqf2Dmj0N02)  
[San Diego, CA - Dec 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3xmJPZ44XYXWW4L9WvD4RkDS-0/*W7D6LYJ75Q1yHW2MlbnK4pq7Rd0/5/f18dQhb0S2C82RwGk6VWnCzN4_Bf3rW1fYCkc2y8QT3W7NzcHH3VvYHfW6BB2s53D--MMW2VLMZm2Sw9qGW6jd0Gy1PpJ6pW9cgknY2vZWHZW5Hzg_d5HWnFNW58WJbr76P8ZhW3pqSCP1pKtXHW8-vC1t10VGXjW3BGFrV4d1_vBW5ddkjx306k6VN8Q-Wv-T-6x9N5BkqmSb9X3sW3Hk2573D38HDN2mt4RlxHzQBW9fT_8T9bvn2MVyGHjn11FhJYW3C3xwK807YZYW5HsNDQ56BXmRW4t8q4z788C6xN3BtsSW3HfwJW3jJFL25CpvjzN7d_-Wj4bVxMW8y5lJN5VNnR5VdNfYZ4By25zW6xMB2s4fGkHFW6PYv2k8YHxsyW46gnVL6LVWPqN3X21q-G0fRlW7h2hY76jHKSXW3_sWpt4cGcmnW6nV0M090s0_LW6CpjJ45tzY1VN4c3dtPvyf9dW8jlRlf8nFK4YW6k-tsl5GPqJCW2Vmqfg3Qh9zSW3rt56162bJk6W1MzXdy7sJy9yW8m1HT969NkQMVwPR878156b9W12-QCc3n8FQzW11s_Q29f4bprW9d8GCS5sytGzW2d4ZDS26YgHZW8jMBrN9lBjYqW5G0xhv1b5wvkf30584911)

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For questions or more information contact us at [coaching@scalingup.com](mailto:coaching@scalingup.com)

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**01/17/2020  
Economic Terrorist; Five Voices; Banish Sloppiness; Jan 22 One-Page Vision Summary Webinar**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| One of the things that I've learned from every single athlete that I've interviewed, male or female, is they had tenacity. They weren't going to give up. Even if they got knocked down, they were going to keep meeting those challenges. | |
|  | Kate Delaney, Sports Broadcaster |

**Latest ScaleUp News --**Why Britain is the Unicorn Capital of Europe; India Biz Owners Call Bezos an “Economic Terrorist” – this news and more at [ScaleUps.com](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N4bH-1RSBTCDW3r5yyn1Sst8m0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVQZ8WT5v__LCN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW6mT2Ct2mHXZJW3ChMpy44hWqdW6vlnnH47wYzyW34fd635HQQv7W4VPz1c60dhXrW4ZdY4p60pvrbW2KMCs13T9dwKW38f6KJ38zC1vW313Dsv3XSQt1W3GY8vm4cYTS9W3sgQkR2_f2v3W5X5XrT1jCFWnN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD479MnvW3M-WPt6JTY9qVM7Gmt8mLsxrW18yWDq5qZ69LN9bfCJ-mRw0WMdXyXb1f67zf6yN0Q603), your one-stop weekly update.

**January 22 Webinar – One-Page Vision Summary** – more below, but first…

**Deal Your Own Destiny (Book) --**Four former Presidents and LeBron James are just a few of the 16,000 people in her twenty-years in radio and television that Kate Delaney, author of [*Deal Your Own Destiny*](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W5hNmyF2_tHpVW36ZPhp2c5svf0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQZ8WT5v__LCN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vNp9W3pBS_X8Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxN4TKc2lRtfTDW7YcdP_8dYZG0W5C-T0g2hjKf0N1cz449c99cjW9jbvvD7d-8KSW2TKBCl7fkBXrW654ntG4KGVskVccmsJ1dnTRtW7mFSkB5sNWHzW4r0dx92nzVYqVYq-4D5WLnZQW8c_xCT8JZjQHW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW519Y7j6QPrJ_W1Z_hCc3Gt5BsW8NkTQZ20NfcBW3Hsrb6410dvGN6Q3Qs6rLh9QVrHF8j2QBsLh102), has interviewed. She has broadcast from all over the United States and the world. Kate is one of the first women to ever host a solo Sports Radio Talk Show in the number one market. Notes Kate:

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| This book gives you access to the secrets of the insanely successful C-Suite groups, billionaire entrepreneurs and even Hall of fame athletes I’ve interviewed or worked with in my career. |

**Meet Kate Delaney** --  
Along with a dozen other top thought leaders, come meet Kate Delaney [May 5 - 7, Dallas](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N8lFX97tN4NSW5dw-9z7zcp240/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5SC5zh-NRVnQ9Qq8-tZd7W4cj21H2M3ZsgN8Wm1srHpVGxW558TKB53gRWbW7c-CPS5C9pDnW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjvx3_YPCDW2-J-SL2z_tPYW41Q2SW3c-v1LN1nnQd3QLQVbW1v2sZ55mg0ggW1Bhb315jPVDHW47P0wC403tVSW3vbpkw6mT2CtW2mHXZJ3ChMpyW44hWqd6vlnnHW47wYzy34fd63W5HQQv74VPz1cW60dhXr4ZdY4pW60pvrb2KMCs1W3T9dwK38f6KJW38zC1v313DsvW3XSQt13GY8vmW4cYTS93sgQkRW2_f2v35X5XrTW1jCFWn2PGKtHMBWF_DcZLWRW86l3lK6-sdcCVsL4QP7NMbGcW72-bjH31GHfxW12hPcd7-3y_GN8JhRh7c1vWQN6N_25VgGbVBW1nd8rD6-Dl50M4ZDML2LMBkV1jpwT8jD-Yd103) and relish in her stories and leadership lessons. SPro and book club members will have received a copy of her book. And her presentation aligns with our emphasis on running your firm like a professional sports team. Enjoy and see you in Dallas!

**How to Develop Leaders Inside the Company --**This [*HBR* article](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W6CMJyl6PhYkZW5jQWcz5HPb1s0/5/f18dQhb0S3j42Rwhz9W12hS345hmyX9W2GddXl1ggdV3W4wJ_FH1D4JfcW7sqx3N8F7kRrW5Mt0N82NR0bcVk1T_L6830TVVR3fDR2r6KQRW7PX8VK7JPzfFW4qw04B5_3451N98cH4snpPwXW4d50pp6pS4ZVW2Jv4-v2rFSt7W5vxHzr3C4PrnVM3cl_37CW9zW3q-L7q4SF92PW7Mlz3Y5dSgHzW79WNCn13tgvHVPr9QK4MnWqwW22xT5W3qYMBZW1Fj4st1_RGBpW5rK3Kl4pKRb_W4SD3RR8Q3D_HW3PJzZh1bBLnYN3TlD-d74sxGW7f8N-y4YzbJvW4TQpwz4svC8FW4LhBF_5Zbp6WW5-2Xq_13y4vlW200syL2D__qHW6xs0GM4vrgxxW7_2nHQ6d25kPW5v4CRj3sRzBCW4qvvRV8D7wVyW17ZQcS2t1RCYW6DkkDD5DNXHbW6FxkVn2JttrRW1M2X2-8_2KnHW7LbWSJ8cmC8lW19vkXr1xyj2wW8Npw971rxGfMN3VN4NXlkq6VW6XY5lL8rFHgQW8Jzjxy1b1-dgW4tJ4ll7Gj856W2l7YV-6-w0QvW1cr5bh97jLHhf4Fdslp02) highlights research from ghSMART (Geoff Smart’s firm of Who fame) on how a couple companies have become unexpected sources for CEOs. One of those, Danaher, has been a featured company in my presentations for years. Known for being expert at both the People and Process sides of the business, they are top practitioners of Topgrading and Lean and have outperformed even Warren Buffett in the marketplace.

**3 Development Practices --**The article goes on to highlight three practices for developing strong leaders, approaches we can all use in our own scaleups:

1. **Give leaders broad authority** – “The buck really stopped with you. You had to make real decisions from an early age.”
2. **Encourage them to think like CEOs** – “Managers at Danaher are trained to prioritize cash, returns on working capital, and strong competitive positions in markets with growth outlook.”
3. **Challenge strong performers early with big opportunities** – “Stealth CEO factories send young managers into uncharted waters with minimal support.”

**Five Voices --**My favorite paragraph of the article:

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| Rohm and Haas ingrains in its leaders a sense of responsibility to five key stakeholders (“five voices” in the company vernacular): **customers, employees, investors, community, and process.** In most companies this broad view doesn’t factor into daily decision making until the C-suite. “At Rohm and Haas, you were taught very early to evaluate every decision from the perspective of the five voices,” says Pierre Brondeau, a Rohm and Haas alum who is now CEO of FMC Corporation. “That prepares you for the CEO role – thinking about the full set of stakeholders you are accountable to. It’s not about pleasing your boss – it’s about doing the right thing by your stakeholders.” |

I found it interesting that one of the “voices” is process.  We couldn’t agree more at Scaling Up and have set a goal in 2020 to clean up our own processes while focusing on helping you clean up yours.  This is the quickest way to drive up margins, make jobs easier, and take pressure off hiring.  Please take 2 minutes to read the article – and thanks to Steve Hall for pointing me to yet another insightful piece.

**Banish Sloppiness --**Continuing with a focus on process, Lean guru Paul Aker has a new book out appropriately titled [*Banish Sloppiness: How I Fell in Love with Precision While Working in Japan*](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*VBlKxC1Fr-_WW2-Fdby76N4q00/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQZ8WT5v__LCN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vMKzW5nrJr68HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxN4TKc2lRtfTDW7YcdP_8dYZG0W5C-T0g2hjKf0N1cz449c99cjW9jbvvD7d-8KSW2TKBCl7fkBXrW654ntG4KGVskVccmsJ1dnTRtW7mFSkB5sNWHzW4r0dx92nzVYqVYq-4D5WLnZQW8c_xCT8JZjQHW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW519Y7j6QPrJ_W1Z_hCc3Gt5BsW8NkTQZ20NfcBW3Hsrb6410dvGN6Q3Qs6rLh9QVrHZ9g7w0SgN102). In touring Steelcase last week and sitting in on their 7-minute daily huddle, I learned that through their practices of Lean Steelcase has reduced from 16 million sq. ft. to just 1 million sq. ft. the space needed to produce the same number of parts/revenue! And one of their key consultants is Paul Aker. Steelcase’s plant has even set their theme for 2020 “Banish Sloppiness.” Not a bad theme for all of us.

**January 22 Webinar – One-Page Vision Summary with Rich Manders --**In this new, LIVE workshop, Scaling Up Certified Coach Daniel Marcos will walk you through the One-Page Vision Summary (OPVS) tool as a foundational tool to aligning your team and ensuring they are accountable. In this 1-hour workshop, Daniel will be joined by a special guest, Richard Manders, who has scaled 6 companies and exited two. Richard is now a certified Scaling Up Coach. Join Daniel and Richard as they guide you through the Vision Summary and outline the 3 disciplines your team needs to create optimal results with less stress and drama. To learn more, [click here to save your spot for January 22](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7xHqZy5FlLq6W2HnZRX7pp1Hs0/5/f18dQhb0Sjvb8XJ8K-N81SjwlHyjJqVQZ8WT5v__LCN3hHhcDXL0jYVp3s9r5nrfpPN49g8XL7qC3DW8WxW-Z1WvCBlW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3yd14qL52W7JCxGl81bhDKW7N_KqM11GtpLW520N2H7v70tSW2Hyb609dH8_6W6V4mf77RmgZ8W8QKpyr4sj3hVW2BcyM91mGWjzN51lDLwdJhl1W4M6xs95bYgYbW4Fttcm25_HPkW69Ykfx4W75dFW1pNsj63Ts4VdW35Vqys7lKZWJVG3-176njWF_W62lkVQ50knWSW3LsqxN1dZkkBW1xmQXh5c8c-fN52dChrdkjhRW1Jp44j6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qC4hc8tzmRxW2GD9PD479MnvW3M-WPt6JTY9qVM7Gmt8mLsxrW18yWDq5qZ69LN9bfCJ-mRw0WDdXyXbwfqNdlkjgn03).

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N9hb3RBBghXDW6JGPz63_vV1k0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVQZ8WT5v__LCN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW2yph8R6H5gV8W4q0s5D64j7ZZW5dV-DG2G8DC0W2pzw0V4GRBSwW6vhV0032t4nLW47DdlC3T2XZ-W3xrzYy4Lm99-W2FV9X-49J9yMW62fq5S3sx8K0W2YXr9t4XGcbzW3QZQZQ6M2stcW6SyDM77k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc12YkY6W89KLRm3NB_Z6W3d6gPC8TglCLW6BnBcq4qdRffN4Pd7DsrVprCN56gBW-BRNDwf2SX1M404).

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W3cV-vT6KKH25W44pVzn1l85rr0/5/f18dQhb0Sq5J8Y9YsWW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QM1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCj5QW7cvxVf8q5qBxVVQf4X5vDhTYW1kdw1l10JpcMVggn6F27tw4hW94SxNt8l2HqkN61wZsJTkv6-W5J03fC62KmwbW3bk18T1pxBdjW2zjtWl6L5btVW5r9sBm1q_THfW5FFtJH4VSmxbW63tsWB24r0_VW1qMxmm11b0tnW6Svzt48GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blN5G0__sGxg49W4r5l5j2sWRVlW9bJlp88FHxdbW7skjG26-KpWBW6H6b5d7BSrH3W8Pf7JB2pglVTW6vc-Z65yGwkbf48YJTM04).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W8Mph356q40VWW5c_kKx7r2KPm0/5/f18dQhb0S4172Mzbz5W11hNCp1-HD3WVlzZW75l7ctfW67ktbw5FkMSqW1WZ3Ff83CQWrW21kbY74BP1ytW5vYb9F3Wh98CW2x9VSh6FYlh2W5HL-Fr6F9ZZLW4mSzBh45BMzmW8L33678s0BR6W2GL0wg5D3JYpW4XXW084hWrH_W77yc5B68dvKRN2xmn755dQyzW2mF8jD1xkDtRW5n-3475rzLmGW56kJNr8kg8zZW4_NQ7p7rm8_LW77PFvp5LxGdSW2DvMJ22pFtFjW7Z26G97p7tgzN7dRyFWq7kQRW43T8sp2Y3TGkVPXXpg97JxmjW3fj6Lt2bBlsJW45dGLp4xCHYFW5ZbngH5F0h3LW6fmWgl2BmrTXW3g6ppv4xNv6YW7N3L9g3LCMHsW2m8BCX6QJcGkW1h0Dbf5jKykkW95TF275rJk5cW6zmqnm54dPXBW62v1W-6NBl0cW96p3M6838LMRW1qhT725l8S8QVMc_Pr105vnhW7YSH5n1ngGHwN3zHp5_bGj7BV10kyX3bnRGTW6sKjc996BxnMW811JQh8Ptsr_W6r9Xgr5fWHbZW8Ns6kW9cNhfjW7dZv7t2G2C5Xf2c9TY_02)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7Z9lSv6Z2Jl8W2ZbNSs6y2dDb0/5/f18dQhb0SbTH8XJ9l8N81SjwlHyjJqVQZ8WT5v__LCW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW3qzNRL4JnW1kW7bB4dL88BPRsW3DBjmz8k008GW68v1GN22vhC3VnvJMB2Gm7llVBlZgb2GJxsCW5rvPqr7HmXC-W6jvfrn6k7b2-W608JpP7VGLZDW7kSWqm8rVkhtW6WyCGF5Yw6_kW2t6ntY2DbVk7W5DhyW917VwnxN11rnNb4VjhvW6PYmz354GcH6W7K-c-g2pc_vsW5hfR428jkDJQW7wZpb342FpZ2W1vhjFb7nmsLRW2h7fRn1vPmv3N8_qQ1mNDyx-MrTzpY1yGdvf3LWgRW03).

**EDUCATION:**

[“Scale Your Mindset to Scale Your Business” CEO Retreat – Costa Rica – January 27 – February 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W1fTNrP37T81cW4LwPZp77Qgx10/5/f18dQhb0Sq5G8Y9ZP0W6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5VC1Qt2G2VLDpF18CSvhfW8CsQtn8rzDsYW8p-G2x5w5P_6W8y_DL18yVsyVW66FWK38tYp83W8qBGv_8ClzmSVScmW28r4mXpW5wMTWV5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7cbF1c6bT6L3W8RRjRD5CktzDW83KHrF7J39rlTNt364Dl4vzW3sxGC-52pMJ4W8QKpyr4sj3hVW2BcyM91mGWjzN51lDLwdJhl1W4M6xs95bYgYbW4Fttcm25_HPkW69Ykfx4W75dFW1pNsj63Ts4VdW35Vqys7lKZWJVG3-176njWF_W62lkVQ50knWSW3LsqxN1dZkkBW1xmQXh5c8c-fN52dChrdkjhRW1Jp44j6SSJNcMcb0DqVzQv-VVn7DD1FfrM6W32Shfb31qMQ1N1RR6qwj8tbNW4c-1SP7_zJ39W88qbx71LwkX6W2j9KMl3JK6LFW13_K5b6ZLBt8N89rgr2ZpcmqM9ZLdLwmLTb111)

[12-Month Scaling Up Master’s Program London Kickoff:  6 – 7 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W3LvzGr8WjbkXW5zvxRb76yxv60/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQZ8WT5v__LCW3hHhd92P7_nXVcnTGj98PVCtW4vd-D325G10SW61CrcQ96Ls6SW96SXPS5DQqSYW2zSnPd6wzVYDW58R2pq1GlVNbW7BQDl72SwLc3W3481Xq7sSJcTW7zLQQ01TCMx3W557YPh2KFPsdVWf_7H8W2c9WW32CQ2l8jxMNSW1Vx3Vl2xqTTrW328h7y3_lZX3W5mZjbq31H380Vc8rT830T_rPW2Vv3cs1G8MxxW1Bb4rM6DHYTCN7k1Y9prP_r8W7wnjkS91dYshVy9nQ41yrjTJW8VRL6z1N6P7NW4fsfnt1P2XKWN1XbJcFlSgcdN1GGd1gn2CwNW2KCXm26cRT6HN7vzNpfsfMmwN7ykzm9qjp0wVn8Md94fQ6Z0V9zM7D3Swq0fW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G1g5vW6yJtJL2LdjVlW8kvYQw9cc7fLW2fjB2c72JR8hW5xjmRJ5Vx5WBN7bCpG5VkQ01W3y19vM3wMXFCTlTjN5dRln0103)

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N74-2rbLrkXhW5mD9jz6Yfn1K0/5/f18dQhb0Sjv98XJ8hgN81SjwlHyjJqVQZ8WT5v__LCN3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7xzWXH8QKpyrW4sj3hV2BcyM9W1mGWjz51lDLwVdJhl14M6xs9W5bYgYb4FttcmW25_HPk69YkfxW4W75dF1pNsj6W3Ts4Vd35VqysN7lKZWJG3-17W6njWF_62lkVQW50knWS3LsqxNW1dZkkB1xmQXhW5c8c-f52dChrVdkjhR1Jp44jN6SSJNccb0gHW3d0zvx4p7yDTW2zQtzX36_zytW23N6GJ8qBX9PW1CksCf7zKRbpW3S0VsD4HfdlPW6Y1kFs96Mxz7W5yFHTR4kYxYKW96K9yt4FqKHjN3QzSg8QN_TjW7nks_p2QYvdW0)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*VysF7P582T2MW5TCwlK8F_qWg0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15W1h4z8Z2sSg17Mf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ54PzqnW3Z6yY48P1Yk9W2QvqZN18FDV5W5glJNz4N822ZW9kG9J03DvhCdW66WhKh8kc05FW7M4pr670WCsFV5CV-85hMmSYW8mnm5v2LnZlhW6V3N_z5SSWsVVsdqzW7DXDXCW450vyS4mZY63W5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgW47NpYl4BDw8sW5QccXr3ylp3yW7rK6jH7Dj_n_N8hSq0SqHR_dW1NwBMq1MVsRjTlv_16JZ0SP103)

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N2M8GYnMPc9tW5b_ZQW8CzmRL0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQZ8WT5v__LCW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lppFZN2wHx3b7l6GqW2m4bKj7h0TG_W6_PH4M1302D-W33-VXy2s3yzZVKT_WG6BPvYhW6dvrtD8lXqp2Vkybc07VJGwPW7JL5nC79KDSMN6yh7MsDtTWCVMbSrT2DzB-xN7bHdy268G7XW5xfghq3qY36qN4P7LtdrPpMvVrJh2D5vHs6kW6b-mP66cfByrN5CZms784rVzW6PxM4q3_PyQNN8MN1JNSNpb-W5RFBDr6xpPzKVx0Bj089pPJ3N43LmsYtJCL4V3_BVs6wgD_8111)

[Wiltshire, England - Jan 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W22xKHF708dDCW2xy0-G6jQw8k0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQZ8WT5v__LCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN51lDLwdJhl1W4M6xs95bYgYbW4Fttcm25_HPkW69Ykfx4W75dFW1pNsj63Ts4VdW35Vqys7lKZWJVG3-176njWF_W62lkVQ50knWSW3LsqxN1dZkkBW1xmQXh5c8c-fN52dChrdkjhRW1Jp44j6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRbp3S0VsDW4HfdlP6Y1kFsW96Mxz75yFHTRW4kYxYK96K9ytW4FqKHj3QzSg8MQN_TjFS3V-f3fD2h604)  
[Ann Arbor, MI - Jan 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N1TKT_rH_v3ZW1jwnWR3kwjy90/5/f18dQhb0S2C82RwkM_VWnxHT4Mzrg9W2BnxST2rvNm8W5DsGFz2-0kR9W1024h07_jyrHW7xf4NC1Y-nlPW4dF1nd6TQWyFW502F0_81wK54W6RCRxL2m-RV1W1_TT1x5XbLwmW8fr1wP7hfRttW8xcNtp3D_2vSW8RNmmk8qJH06W6l76F21Rbt1HW3HJfN07t_PpbW8G8zkG7xz9pbW3GBqWZ2lQXJXW5dK8sX49rrrWVBYkCh3GB_fzW2rfqKp5g-BnhW2L6H212lSmPqW86lXFq86s2wQW4TY44S2nP6fDW5JSS3X18DgGFW2Rb5LN2YkRXdW1lG4rl4_7hDmVYFNdN4ZXw5FW5rZzcb4HXcZwW8Vxm1-3sX1QlW4ZJV_-3Ls2-KW5BXDJC5jLcsjW8RzjH16p07GNW3RsZNb7w3gBZW4bc7lK4C0RMDW4rBMnh4hGBxXW8rfBZV3yDxFlW1GKqdw80wSYdW3kgCHm4QrSzqW28rLPS54cFXSW4Bz1g15skfPwVwpQ4l7yPSf2W2Kh7zM5NlZCpW7pzNr63_V9-mN6mgnnB71MlpW2bwFLb3ncXSLW2dLR0K8StmbLW70f8yt3v4RMmW8kK9nm6K_2p1W32qb_t9cJ3dhW3shdXK2dxd_1V39kVL5rb6LT103)  
[Columbus, OH - Jan 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W3Hq0Dk7K6yPqW2ZFYNh5M345w0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9hGBW8qZLS-37wV7QVVyWmR3GCDtSW5v6GJj3lLT88W5B59R53ldJNyW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-lzRWN2PS9sYmmNw8W4Nh_Pd6b-vF0N67h1zcQC5z2VPC2cV3hTbHKW3Gx9kw4WscZSW3LK4G79c8Hn3N4-6JjGPK7qMN95tR0BWyV0XN27KCFgW1sTsN5F83T48rmppVRRC-g4VzwpQW1mjsHx36WJQYN8qSk4Zf6m6PW3NG_sN4TKTbmW4TFjyP6RrznDW4PkBg56BkmNHW8bLvGg72zrXTW712jq57cn4YgW5Ly6145PYGWfVn8NJ-1wRS6NW5bJDlV8GBKrxN91bSBg5wZJcW3n_LhM4QVxVvVJ6hqf3whYMLW4L1Mmr4JXQH_TyvQZ1bjMln103)  
[Mexico City - Feb 5 & 6th](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*Vfb11c7rfQVwW5dm6_Y7C8D0P0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5SC5zh-NRVnQ9Qq8--HBkW8_1vj27r6cbPW8Wxkrn2MyWvzW8-y10r8-v5SNVHpVHK558sg7W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGYn8W1Qj6FQ6pzHWBW79p3ps4YFc44W57-WqM3H_PtyW2DzCtR1yBVwzW77L_pN6KBZfgW3PZcrt1NttYLW4qxgQl8kb8sHW17Cf6v8LFWNfW6yM20x2_XqnYW52SKfq4_vczMW8kwrbL728L0qW6xyckP4JRjS5VtllC892WskzW3wd3yf70jYKsW9dthBJ17J0WVW1ttFww6Pc2NRN7Pxfs8wKJnCV3qXWl3nv6jDW7bW3kL8y1Sb1N545Jg4WDM01W798qwZ3qVJSpW5GyBbr1RLyS5W4mHTYz5GZhhWW1SdcFr6H3NYrN3pxWL3cTSRKVcStt34NkKGB102)  
[Phoenix, AZ - Feb 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W6pCJJL2y928FW7JNZN77VbM-k0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsBG2Q1TB3W1G6XC98HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_N7JM9-8tcVMdW2M3_QK90ZXkPW1WxFFr20Fb_QW5bw9RD48RZrgW6mJ77m558lypW8ZP6sF4-M3ZCW2F7jRC1J62m3W7sBJ3h7r5S9bW2Gn9zG46zxJ3W5dffgk4jrSBTW7qDDfl1KQYkbW1QBfcQ48-jp7W5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSW1YQ3zH5THL04W5hfR428jkDJQW7wZpb342FpZ2W1vhjFb7nmsLRW2h7fRn1vPmv3N8_qQ1mNDyx-MrTzpY1t7NLf2Q6Pvx03)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N64rhY3JBMg4W4kf4SN20pX130/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl57kj7PVvdThQ2S17w_N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt2Ft02HN1_qdYjzvVgSW4d-sGn8RBD78W7l-rY22GZvxQW1MDwN61-Y6H-W2KlLb86nF2d-W2S1hv956Cyk3W454Ytd1wfsSHW2S_Llv1Y94rcVqBgLl2LTX-YW46V40Z2Sw2KKW22n0YM4mTcYRW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW4ZNPJw92gQWXW7Yf9GL5wzc0fW4zlpqB3_6wpQW5PCVwW8cnRWFW4Pxhj53DlwBbW2Q-LSr5yXs_P0)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W4KJ1NQ5vbwz6W8sR0dd4NFMHL0/5/f18dQhb0S2C87B0mbNW12Nnwx1g4M6_W4-wzDZ34jS_PW3Lzhgn3dsBdcN7Hx-3C-rwsnW1rHYdG4kDpLyW6zxwkp9hjWk2W4VmS46872BfkW6YQKjy8Z4yRFW6Y33Tm86g91mW8bs7hD1r-dXTW5S8_zt7njCZVW6VJ_Nn1RM7T7W5vSXJs57m21mW5MV7Jq15jkwlW2fVlqM7LQkjLW3jBq6C7GmC22N5_Cv6Q-5Z--W6Z89f02QZBCpW8RYF4j2Z5bJYN3r47lks-cwPW7m2_4H5NmtczW3Bfvxj9cnWDsW1lt-w226YHxGW6_Lm552s5cQyW27Chjx6BcBmPN5F3G_shZ6vcW8wWTz84xGrk5W7-CtK_6c4GgyW4Swt0x69Jf41W7T-FXY8zgXDgW8KNV9v1s75RmW3rN_qP7nLClvW8bCQ-D3Xm6PzW1vg24786fLk2W6p9xZJ83C5gVW58fqN56p8vq-W6m-thR8fHB8NW5tsgRz6lpWh4W8jTfrS4TBLRqV5_xdy1JyfTKW5JlS5p7C7qPcW74D45B3ZYx33W8Rjhl43Sqm99W4Ww2RK2bM5g_W5H1lwK9g5xJ3W9c506w7mxdFSW48WbRY7s2m7tW3tC2Q_6q87ZCW5YkYv93JBHShVhV9fF1x3GV2103)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7xlMyv4lbSQVN3LbnNTtNJhg0/5/f18dQhb0S1Xq7w3gbpVVq02D3r_YmlN19pWPxhRWnzN7ZMdmFNCTtkW7bVTxb1-SzvHW5Dl0gY8GdTh4W3L-hmN9kc9rzW308LsD6X4mhsW8ZfGjW7D5QhwW8-20cw82QwXnW93Qbm_78K8QqW5Q-1235pMyl1W1C5Kj658fh4lW7q_X0_1wTKz8W2TYZX64MNZPlVXJG9h8hlydWW7JsJ_Y29vQgkW8T6jFN13K_R3W2-9Y6T2tc7FjW7B3FLj1zmmGYW4L20Dm1fk8XFW1HwRn03HzWtxW19tGCZ2Qxjg8W1jtzF880mkvfN1QwvD5plcKPN6ynDbmTKh1GW4_Y5gx74PtMyN2F9tdzGBwSYW1Y4FHd2JzD8ZW3qj9zf7_TppWW8LRTf06TQ6WVN4DKZhvF-BppN7lNJCK8BBdxW4jLCw21H7QBnW9d0SvC3-gjqZW6kjzR883WpbxW5JHsf77PhXBrW5N-kKz7kB_zxW43ll154ylwkJW4YpH9d6XfYwzW5tkNkJ7T412yMVjggjbxqvdN3-rmrJ7vhNnW8hjK2b60XNVpW3kngJL47Tj2wW4NSyGy22JYhLW6nN_505L-9k-W4nHyRG7xjcDZW1DPJ0y4gS2GGW7VW4n08mKsj7W7s0B0z5JsWG6W6rdXTh2SWqg8111)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7tbDJN8gx78MW37gjBK7wPPPx0/5/f18dQhb0S1Wd7B0mbNW12Nnsl72VT4dW3-cqbd2qM0GwW6yHblM4R--y5VW92fQ60HD7LW2PfvHB7gvLQWW3M2txf6YRklCW79ssRZ6p6LXzW917FsZ4qFcDtW2Vmw_j5pLHxLW4M708_3MPHLvW7BPg7L63pzbCW7q91dh98jNP6W1Rw_F05rvhHqW1lxvs44YCkvtW8gzMJx913-DKV8rlw36GjGNMW8wDhGv5Q5lD9N4nxfBzhdxnsN54S0h-4sb2-W5Xm2Sf1nb9WwW8959dj5MVZjKW3L4KSd227P1LN4B54D0JNj47W7N4qJr5VrXnbVZ0vw97MBN_lW3BrptV4JJSDkW32rl7r7hnKjNV83W6w7nl94BW3_gHng2cvn3kW5fK63M1CLZJHW8QQwXK6t1wKDW30tgw71x8WMQW3hR0g66S1963W7lYnhW3MWsMQW2gvC4B849brtW3qVjJ81klzvmW9h6hzT41Kyc7W72rbpj6fWTY0W5-vHCW1ktxQmW6fFDJy4kp6JqW2gCf-Q6Cq4dVW3_SrX-5xFflBW8kKvx25ZNDDWW2qvLh93Z5cTHW4HGzY28MFv_NW3crqn49gFwXQW9kzqcg9klmMlW1LBHQ58JSfnMW4-J1DR6-kcFwW6mFRWJ1HxKPcM3vfRPMHJ7Y103)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W4VJGy47FVsLcW2pkTY21WVCkr0/5/f18dQhb0S2C87BfGH_W12Nv434S4npHN1v2SCxhRYyLW3M962f5pH222W9hkrYM2Ft5J-W3yPct44m_mTkW7x34zQ6bngZhW2pYmR78y3B9yW2nLjyt1tGj0mW7VqJRR3y8Wt7W91P--B6T8jYJW7P7Fp932Zlq9W5D7dr-2KXWPbW1NXrCh6-y5_0W7xfyK-3gCPBzW6QkNxl1mcrd0N8l0ZxfKK9qVW3860-H4JbbXnW7q1S9X47d5rqMzG7zzDQllmW4Qjw6G3hKnlCN16rDvmG_49qW1lc-ZM3k3DN7W3zqbd29fzz04W2sgBz88Wv3cqN8tQ_ktxzvRnW8WqGrW6whFnYW2m5LHy4cN_kZW6vwkJC6csnNbW19-m0N24nhP-N85-NWtZntbTW8KVkQj3HKMH3VDcc5P49Sd_NW6hFqjm4C1l9nW8-vFFY4DCCwmVxtrHd13L3pNW8ysTg_3rRP-gW14LL6W8mhpfyW9bKc1R5crK6KW3yGGX060TcbJVSl-JZ7W_R0GW8HtfWt6dlZq2W7YHWpS3PCY1CW4fMPh43vy4_DW595Wh568bHwJW3M5Z5V976cCpW3xyH7X7g0h1DW21k14t6YTxX1W8Vr3CV1VxZrWW7s3jDt18wV8KW5CDx9j5SHVcWVZqtj02BFMPXf4CLD2S11)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W14MSF-35dFlcW2ZmqYL4j3nBc0/5/f18dQhb0S3j42RwkM_MWnxJxFPmhZVMBnKh2pn9CtN1pncqyjQcH3W7HxMQr59MMPWW83xJsL7x38VrW9g35g488vbhKW4kt5GW6RhYgKW7QqC8j2ZxGv3N42q-YvMNV8mW4pcg3P7yMnJGW7Ck2395p5Bx_W6ywb3j3vBWnJW9d5TG81_2Q8TW8lvNMm7hwPPYN4JVnX2p5CHRW6wWfH41r1swBW92t6b43bf3QcW2LNywF37SF7rVVX6zl2FmfFKMkSmLYLDWKtN3hV6BYs9jWRW7XlBg02L90DTW1KwR1X845-z5W3sPPyS4560zYW48mXyK8PHpG_W4zct8r68CS_VVp5xvf1w1sZmVY7VH462YdQVW3Ncygc5Vdrg0W9hc-537gY4mMN4ljcLmYpXqTW5tty9t3hnk3vW59k9Xk6F6VFkW5JKZcB39pHM3W7QmS608HxCKXW7xblWZ3FPc6sW3kqbs_4wBSjzW5m4s0S72vjCqN9gyM4BwJHFkN5nBl81_-X1ZW87D3RX3cBlnHW53zF7L44lZ6QW4n7FPS5CjT7GW1mNL_61_mFVWW63mlwr2GvMKvW45WvV47_jzVCW9f_Wm88X7kG1W3NKThw2Gl7zVW3vHhrK4FvnpyW3WX_vk7dflnxW7M-xP034wXVfW4j6dfH6hnp3v0)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7DCSZ88ZklMvW163qLn7Fn2LR0/5/f18dQhb0Sq5y8Y9YsWW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QM1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28tZDljVZ6sWH1pNWLnVNgVz85F306dMZwvby-_9TKW8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDN5CkvrlwNrW5W1x4lQB6HdqlTW7nwG0k2lKchHN6pgXdsRFkK4W5G18Kh3y9KYQW3dgtM75jWywPW40Q1mP16_k_kW8wXsLb8j3NZgW5lS0-J5hYrzqW3wdD7m3ZSRWkW5qJ1WJ3n9Hb5N5F41yWW5FdlW8b9ssS30vwcLW5J_sCd3Tl8TqVV6Hvf5rNjsHW8fLLG15G1z0-W42Nvt28JLWtbW6wydXJ392FRmW54qWs34PxC8jW448jnB3vd65QW4WXgCP3VV5kKW2ljHhb8mhVQYVxt90r8NqjlVW6ymsqT1F2q5xW96Hnsh7-f0QCW2d5W3G73GQ0DVcYJKQ7dJ18nW51bLHC44_CTn0)  
[San Diego, CA - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W2Vf2KR5WSkXPW1Rh42z6017740/5/f18dQhb0S9r59jx8C0N81SjwlHyjJqVQZ8WT5v__LCW3hHhcf5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtN7HX-kqqh2CFW1SPJhf8WxW-ZW1WvCy62Mn1sBW32lPx_1G7dBvW1HmDf21D8J1mW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gk59ZN2Y5-079HQvGW747w2b7P1-wWN33FK-yqPkxDVnjZC81FY5lmW6wk15s76P2qDW1TTfCM4CByqSN2t4h9XnmQ08W9cjzJp56RTZ8W5Npjdf57yLllN2S3jFg4cVYwVqqjxw2qQbdvW5lcHRY1zslTCW8V-B_94Q5WQGW1TSYf-2qnmDNW74VCLb84NKF0W2p8_TT7-cq4LW46m11T3ygvH8W8c3mpl8hdNDGW7ykhcr2XsQW8Vb-GX15qv4fvW7hW0Rm91kT6VW4xBJvT4Mj9_xW1JvTJf2pYNpnW525lWq1MG9D9W723QB271wShbTfrmF57cNkg103)  
[Raleigh, NC - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W59h6WN2hKwqtW5zvrvc6hGNm20/5/f18dQhb0S8349dK6CsN81SjwlHyjJqVQZ8WT5v__LCW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XDb7NWJHjW7NPY6-7n9244W1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S377W2JW4Wp-_j425vbJW7yXVmM3zXwhWW8S27cQ7fhWDwW2hb3Nm86bm6KW3Mnc2X61PZKJMPz51VDTzlSW7fYTvv4LcB7rN3J-yP92y9gqVYHgQr8KKvmhW6-tBH24Dyt2kW95S6Tl2hn1L0W2-Xq2B49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVNGHW01Ngx1fW519Y7j6QPrJ_W1Z_hCc3Gt5BsW8NkTQZ20NfcBW3Hsrb6410dvGN6Q3Qs6rLh9QVrHCns35wVdJ102)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W8jdCL04sR-WyW7bngkq1jJszy0/5/f18dQhb0SfHv9dLWC9W8cGWt72P5dwjW11qzJ08q-jQnW4X4JfH6T7Y9nW2K4R9r8ZkD0BW7sr5Hz5nHH8bW8SF5Ns32SxwsW56888G4dPXQRW4hvQ7R8W1PGmW55p8sw1TxP-_N2M3M9JHq26sW31WX7L7sqgPTW54Gzrk4d_6BXW1Sy_Fc4fNgJyN5lt9YJsMSDPW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGWN2W24ZFZY8t-z6RW1sBX6352YlfxW3_8mpl9fgwMTN4fd7lp7hMclVJ0_Yf4B1zMmW57bY0v58L5SlW5ZJm2y8415p3W1BXVXY1gjg54W2frV9W1fHTBkW2_QJl-2M3K31W6yJp0h6xl2B1W5lpBsg3ppwx0W1j3P205M92PDW8S_KWZ55MKdRVtnJ8g11MynNW3LgSzg4gPZQnW7dr9qW72YqDyW3KS8zQ5CBjwLW5hk1wx5x0g9_V215_B1J7MWQW3mcBGJ6TMh_2W4VvYG18s_JZjW8GqVxY4QyV2BW6JXwhl3ld7spW4Q-5SV4Hzl_Xf4svnhV11)  
[Charlotte, NC - March 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W9hdJTq8cRWpQN3prHV_f-b9M0/5/f18dQhb0S8349dK6CsN81SjwlHyjJqVQZ8WT5v__LCW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XCq7bj4RQW1YfpZF1Yb4QTW1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S377W2JW4Wp-_j425vbJW7yXVmM3zXwhWW8S27cQ7fhWDwW2hb3Nm86bm6KW3Mnc2X61PZKJMPz51VDTzlSW7fYTvv4LcB7rN3J-yP92y9gqVYHgQr8KKvmhW6-tBH24Dyt2kW95S6Tl2hn1L0W2-Xq2B49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVNGHW01Ngx1fW519Y7j6QPrJ_W1Z_hCc3Gt5BsW8NkTQZ20NfcBW3Hsrb6410dvGN6Q3Qs6rLh9QVrHG0L92M6zp102)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W4tzTpn5XQpPbV1TZcp8ywxfd0/5/f18dQhb0S65P2RwkMJW12NP_81g4M6GW1fQNqJ2xd5tlW2NT9rT1-23XkW5FqsW811s9S1W4GwdVv7yjxjKW3p9NMn1LmsJWW5XRk5s865S6tN5dpCrlzkwZ2W69DYyd8Z9M_cW7gHjSS7ZdLcDW8Z8pMh6vysHcW8RNn3f2KyWCCW6gBbzB35j5bRW3HJkds3N-hbWW8FbbLj4Wr4qPW6fLWMy732jlFW302Xw473dNvkW82p3Jm2yk34xV5Swgz1kG6fnW1KFwTx2Y3tyZW2pg3kV8GtFhfN1rwmgv6dS3wW1FBcCg42w4_1N86mzG_kHTLPW3nn7m34trTsQW8yZ2JY1JXjvHW6fx5G960CKnzN8l1x6zkspZTW72n35D7BnVZbN8Vk1nx4jsJSW8Gpn9B1bkZTsV39Rzp3gZs3wW1crHc97SV4PRW6zG9TJ7pPRn2W6DW9Pd6fDCHJW8HnWxQ3x5m9cW6CtCBb77NbYYW8F4FW_2N0C-SW6XZnZ_1jv2NhW8TnL_f7RZ8c-W7RDQs395CklHW2SnW726qHTq7W1F2zLH5yr8pxW6Hpx-86FHLXrW8gJwYl1JNfVqW58rG117LH9LWW58YR_X9j7jRSW9h4Hfr2jfKvXW49W4qZ8ZH5cBW8QqD5B1jfz7xW1Z2nwM9k7Lklf8DNVYX02)  
[Louisville, KY - April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*V2xW0683Q4BSW896sZq3hsSGF0/5/f18dQhb0S2C87B0mbNN12NntdF2sS0W2ycggJ1tz1d7W2knMym2xXgD9W3CrYdX7gr5ydW7n0dw790Xp5SW1_nqNh4G4XT1W2xwqmZ5J3qdjW1syRPD5JvqS6W5r1cWb1723BPW2f4GwK8NSNknW88d_vv4xWmkMW8zBqrk3QYphBW91qxgT558kjPV9nwRW73Y0SCW5ppHb828xfgKW7JT6gR5zxGKSVCkb0j8pNhGgN5CGF308Cp85W1gk0ZK8_4QhnN11QP-2CkTf6W2KHTZQ2Ry6pSW6-h5KH80kCjTW3D_VLx38ykz7W6_jK6969CXK-N2lxmkgH-nymW1Bz7WL3x2KmyV_HmvL3NMndXW6GhVP36v2NQnW1RV7cW15fGZ6W5MQTQq7ntXbNW1j8NCT3YFMq6N4KTFXzybx6LW95QV563l54rDW4Dnlyy4Bp_gzW37ndCw3m4w-yW1Z41NC61BKJ9W8CZcf78M-lqFW17515T6QFxBlW4DrM-n3TsRpgW3B2MZ64rBz8rW7qFclH3MPlp6W49M86D7YPXhpN6FNxyzyF0GGW1pqfdx3n9F6-W3V6zGz85RnjSW6_YBtX3vzF5mW7BtHHG66HkKZW7lfW0y4jR75WW2_C0Qm75YbVnf34mXt611)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N79F1HGYzNqmW4RLNDK2R3Bz10/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQZ8WT5v__LCW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW2yph8R6H5gV8W4q0s5D64j7ZZW5dV-DG2G8DC0W2pzw0V4GRBSwW6vhV0032t4nLW47DdlC3T2XZ-W3xrzYy4Lm99-W2FV9X-49J9yMW62fq5S3sx8K0W2YXr9t4XGcbzW3QZQZQ6M2stcW6SyDM77k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc12YkY6W89KLRm3NB_Z6W3d6gPC8TglCLW6BnBcq4qdRffN4Pd7DsrVprCW56gBW-5253g_f3mxHPH04)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W2JhFc31slWRJW77dGKD365H1_0/5/f18dQhb0S3j46XvxSmW12h8Cl4_zZDcW4-pTrq4_JVHYW1_h3bQ7fxsLxW2wqGsS75z0rXW7yF9kB7x3-jmW6D3pQY2xm68xW6YL45h6N2LZ3W6vCHyM7PHDrlW4DwbDt1LbLlLW4rCKjV959jSBW7BhXc-1KVYDRW6z6KgG2_zyDmW2vdKGp7csxpFW2wWRtY69qp5zVMWVHC7lP6QzW2zxVPz1ylF06W25fvyQ3X3LcvW4-yr0b54qbWwVcnP-C3p5T0YW69--R060LbjdW3VzL0D8NLGnSW8fBf7R2bX8t8W5t-wYg3NDmWtW1NjN7-93Vnt_W71HhQ49dzC07W62G-Wd6T_dN-W8_z8Xb2pxlNCW4Q51K46Sz07lW1YSTvX4GWfPsW1NyncL3-z8yCW7PmKmN1GD_hhW54SjBl6SNq6TW1ZRZS135RT-QW81YDMh1j9MnxW20k6f34yjRP6W9fLyBN5hSbrLW5S-qZJ1N22LtW1xgQ9M3YgLrCW7RnM067YwW9hW6xn1pJ5whtMGW5xsKVK2HZCVxW3gdgD775gRngW4GYFPs1DQkp2W4CSmKT2BG3ckW97wt6g8Ny3R2W5PtfqY20JYqcW6n2-bY17HL55W4Fz1Bz3cbCmLW2xdtG44FPcGKf4_wzJF03)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N5GVCXzCmC50W2s2W2Y6LjZWs0/5/f18dQhb0S8329dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x7R1kccfnW62Sfb16VkVRKW7vgLK45lRKcNW3Dv6sQ32xHnwW1hZpjK5mNLNvW7bqTzM7vp5SXW8Q9K7l5Kn975V7x5ll7vpdSRW3BDc3t6FBdh5W6Fpc9Q2F90VnW23-nGK265VBJW22-vhJ1Q40wbW5w8KG83gPWlBW1ybvFB5L1yFvW4gbRRs7bQ_p0W8QKpyr4sj3hVW2BcyM91mGWjzN51lDLwdJhl1W4M6xs95bYgYbW4Fttcm25_HPkW69Ykfx4W75dFW1pNsj63Ts4VdW35Vqys7lKZWJVG3-176njWF_W62lkVQ50knWSW3LsqxN1dZkkBW1xmQXh5c8c-fN52dChrdkjhRW1Jp44j6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBX7x2TV_MzW5PkNwp7F2Q19W9jwvKN4vZbZTW8TqFLJ1M9XkTW8GV3Vq8WjvjhW9dTVY87D7HxjW1Dy_KC2LFtdvf5yXs_P04)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N4bK-kB8qb03W77R83j7gcqyR0/5/f18dQhb0S65P6_rzZVW12P2gT2vv2X-W3jFTWC8cSjMjW5CMsg95cQWJ6W7KTl7544XMS3W933yqB4wqjGJW1Y0BHy2MlpYKN38l3S3mnfdPW8Bl61m7_MX5gW8dYZLS4cn_kGMlLVbBvLsMgW4PyrkW3vy_Z4W6jCMKF1Pvp35W2znK7y7BXw7FW3sn3Jf25dX8fW4-KyJN4RGc55N4-_XmZnQZy-W3Z2-w96-KPYpW6GkM6L33Q7NbW4SKvFq34RWLNW8WxH071yrcpbN5LZWRc5BGJ-W5qhbf32zczVhW1Lxs2Q1pSpClW4gmbX67z-425W37JxmS8q2TgHN2zBlnZhml4HW6JH_cq2ff-fmVnx1698q6BF-W4QJ-xN3r4WlNW4jjR_17mK5csW5Gs0XT4NQCS7W2Gqzjx6GKGNqW6WkS2j40nBdGW61MdCM8mZvSXW3h98VG6WJfwKW8t5h_K3sLqq9W7JbBYQ4N7KKKW67bzJQ2Lz-1JN8nvrNmF7s_CW3bQ1G46rBC6PW7nGc6N1pm2qCVdsXtp1Bb1T_W4YX5DS5NHB1SN9cbQjgCqHvFW6GZBlz7xJ2ghW5S7dnr89M67gW1hD4WV93mXP2f3bgdbJ02)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N3xGNfQyskpsW1WNxRD45GYSR0/5/f18dQhb0S3j47wjzHDW12h8CJ61KKFjW1fDjd_3Ql2_xN85g89ZQBr94W553NvR1_7DQmW1TB6fN5mP5wLW7y2tXD87ZVS2W2LtrZ51K-sNkN4NsbCLC53KpN4skMWZkM3g6W8VlqT78TsW_gW9lJQF94t8VgwW4t996M3M3NyCW3fdfNX99gYzgW5lGp005llSGYV78ZgD3bNLvkW5gplbZ4rjKGJW4Vt2g06QJgmBN3031yHL0w58N7fbpblklkf5F19Hc7rJ4dFW2SDkL47KB4s1W124lBZ2rxDnXW9ddb3X8JK9H6W8rc0C25q2y-JW5PDbjC2sJ4tJW7wFZK25dtp4hW6gwtNf5r1n2bW1Bmr19469fM4N2mJMNt5LS2JW6N0NpH8JL73VW6RHkHY3nDkfBVxMVH-10ZrNCW2FhsTQ3f1HpZW2ps0pr3_Q22pW5sQxZy4zmymFW6y3MPC3VnWclW3kVRg14TyjJ_Vcjw4r8MkqrGW7TgpNm21MX5nW2S05fw1X11S5W4vq4rl3mJb2SVVPldv6FzdLnW89rfQj7xHrxZW5w2nTB7rSbn3W1Llwht2pDN8nW2n7cn76zKxgZW7KrP_04y71MWW4nN6Vz3pPRJsW8Vkf6y5ftzxLW5DzgG51Jn0DxW1stQ8h7t24nfVrmyBr6hnp3v0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*VJ_LhT3r1mdzW8bq-bv54R1mw0/5/f18dQhb0S3j46XvxSmW12h8Cl4_zZDcW7kvzmT52l-XqW4kqFDH55PxKyW7fbH1C5_GBQGW1Lbppn3NGg8mW6nYqkD2qnzlWW6tW9Gc3_dhvBW7bw6bV32vf1gW4DkxTK8Q2gk4W5QF3Nf75MWLJW4tMPh14zZwCLW2JzLZm1wrkDqN1cDJvHKzd_ZVCCbzH5ZtJQmW2_FzX31kPWC3VX1H5m6fjP3CW8m09br6fbvLBW19Z-9d1GpbP3VNC58d45pvHnW2TbL8864Rrd_W7N71Bp8bmTmTW764vtq4pRjYjW1CSBsM7yVqn5W1QhjG8946JH7W71HhQ49f3dnrW62G-Wd6T_dN-W8_Qv5l2pxlQ-Vh38xh8F27N7W7QlZd09gfhMyW72bxLh7Z6k5bW67PVQD6CyqZ2W1J6syl8G2X_tW7Vh-y734cCQZW44qMc_5b09nNW6Zc0Q34Rq_xqW8L-s7k4Yh0v6W6SfV0m54VXF6W2J8Kks3jVJ13W1-KN-b7BpB_5W1LzwNK7pkdZ1W8nKS8526hrP6W5qsMsJ1v_xPhW9gbQ8-3GqxVKW8ZfqBK8TfJf_W69kDSW8Byk2YW8JxQhT6Zl_94W6VV3T54f6kt-W4cPWmn2W5n0zVNPzZV180r9_f8FRc2803)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*V8Zq3h6DdvT0N34BL6ZsC6MR0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZ8WT5v__LCW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppFZN2wHx3b7l6GqW2m4bKj7h0TG_W6_PH4M1302D-W33-VXy2s3yzZVKT_WG6BPvYhW6dvrtD8lXqp2Vkybc07VJGwPW7JL5nC79KDSMN6yh7MsDtTWCVMbSrT2DzB-xN7bHdy268G7XW5xfghq3qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRbp3S0VsDW4HfdlP6Y1kFsW96Mxz75yFHTRW4kYxYK96K9ytW4FqKHj3QzSg8VQN_Tj4V6PF9f4sL3Wd04)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W5tqPXs58xlngW6mFmP98MzzN30/5/f18dQhb0S2C87rmtHyW11PvPk31SF4PW1wr6Np7334q1W8qYl7F1NVShDW2RJkQ33Tyt8cW5nPdmx3N1PH5W4BxH6k8M2T7KW85rXl66kQ9S3W6NX0zD6L9WP_W6N8tcW85t03KVylQFJ7ZB5WGW1LxLH77LtvFwW1_TZnY7Z5vRCW7V5rQm1KqSnNN1kC3J6sgcfQW36l6X568tfCJW53X6DQ3JhYNqVw2JT46066cgVK1dlz55k19BW2CtG212G9JtRW19lwVP5w184ZN1_H6k091WhxW3FPgkd6b5vmNW2XLGNF14cgRMW7Tx_y624dWQnW7vkgrF76GPd_W8J-ZZJ5ZpLQqN2qvkgMpffdYN7fn2fbD_cT0W7KJx1c1GlcDCW28jsYz8n40jXW32bG788Lnjc2Vgl7352fcsSJW32Hgs-3-vpJnVSfn4L9293sRW3SB19R1rS_F-V-0qwy4v_zlfW7Jj0Xj2b0lZBW6r5VVC7_9xmRW5JGBVj2gR3XVW3YhTDY1qPMdBW3sz1rN2JvV78W8gChP_4XPT1GW6r0Lhd8BtjQZW20bQ5j6v0b-TW902GdP61QBH1V4Js467tSdlwW8fs2gW8tJfPLW9kTCjB4rXhg6W6WWctB9k6pw5W2X35WZ39WNHYW5TtRtG3z9MtZVzzdtP8PTKyv103)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W5VnHYb8HgYhDW6Sk7N01-P-Gr0/5/f18dQhb0S2C87w4Xn_W12hmQb2np6KLW1d7bxR1t9G8BW91nmZt3GBB7fW3dsn0v630Wp_W8ykKnN6SmLXVW3gNqXr4H4shqW2xv_Kt5GWHRWW6XSKgb6VVsZhVq4Fzz4xzKtwW86kXlk959zdTW7CcxDG5DSDMfW5Yt4pK3PWPw8W6NMYGT1Qkb1CW8WgKK2758zRGN2_pttjFqmX0N6p83fgJK690W5Y944g5XRY57W2_6hx61tvV0TW3SvX0g2rpMD_W1HWFBL2B39BTW1yQ0Mq8M1s4wVPGhXd41b2VtF7t0-HxZ6kPW6v3lw15FVSlCW6SG0g82CRNqCW95rpsN5XJSLzW6Jl2b898_L3vW3JSC-C5LmRfxW4NJFgm5VvldQW2g_dsp6dqQLPW6Rgqxh5L2KsgW6cWtlw21lcqcW6jgDmB1BJ7MPW4r4T7G8GQtx3W1sH2sY4dTgvTW8CV_Kn5yvj_NW4lD4Qs6gjHvGW5ch66v4jV23FW55XDx61M9Kd3W6BQHky3dYcS3W4kLH9S639gVFW4Pb-zS8r6KpCW8HkhQ_1GND-KM1bnp3j_xwnW7rdGF71qgkSdW3qcL5P4xDdwZW4r26RX8Lhw7yW18FPRx3H5hSSW4G0_ZB4dz5XcW3PvYc55KVZxxf5DTz0804)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W2yfQlS8fzNJPV5FGpZ1_yRrx0/5/f18dQhb0S2C87w3gbpW12h8CT3BpMk-W5jKxWb5TSkVlW9gQ2rz55ymbBW3Bw3C58rz96TW5pgBHV4kDpLJW6z1M0r9fvtR1W6Y4FYv8B2bfjW2t89C96VV2_dW5ncXt88Zl4XPW76Gxhx4B15kcN4CBmRFGp4YcW64r8Xr6lHJqrVNqp7-2GDj-vN1fcV1rHKNkNW2S8mMR7600jCW4SYgNJ5C-h9dW5FT4Qv4RZ2V_W4VyJmY8X86LqW132vxh2qfbm2W6RjGmv31vndXW2Y9t5D7_0J4hW62Gdx06Q5cm3W83kKpJ1zSHgQW6KjT4V5B7LfBN3BwVQbmPFMRW4GsNW13tbMlHW516lCG2_Cv_fW5WbJ7t12g3BQW22b5YF6CQd4SW1586s_1g40rtW8CT9M35P_B0kVQ706v361HWzN3TZqG6NFq77W1Rvcdg822ndpW6nH_mq6XpwkdN59BKFkby4T9W6czlP97HXcp6W2fSPXQ7YM0HpW39pGwr6D1k5bW32wxfC8ssNfvW6HdWDk7f1zRlW6vly9F5GdvddW1zpk7H4vx9Z9M9zw0VVBdB5W36rWCK7w42FsW12c65W832Fp0W52cyBq8xtbP2W4Hwt732k0TCrW2kyxcw6lC3bjW8SCM_H1qZ-st102)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W8mT9Sn6JBgvqW2Vrlvm4QFN350/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzW5F29ls7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY1kdw1lN10JpcMggn6FW27tw4h94SxNtW8l2Hqk61wZsJVTkv6-5J03fCW62Kmwb3bk18TW1pxBdj2zjtWlW6L5btV5r9sBmW1q_THf5FFtJHW4VSmxb63tsWBW24r0_V1qMxmmW11b0tn6Svzt4N8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW2sWRVl9bJlp8W8FHxdb7skjG2W6-KpWB6H6b5dW7BSrH38Pf7JBW2pglVT6vc-Z6W8lHS4H5yXs_P0)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W1f1J1W9b3z0FW644-YK8WbdFS0/5/f18dQhb0S65P6_cXM_W12N_sj1flzBFW1Dlsf64bNl6HW8DmvQW2-5YhWW1xy6SB8_dSNmW6r0k5p6YR8QJW97j9dv51Hn_bN6tmT6Mlw_D7W295nYz1HbpwNW2cYQZw4dCMYkVxCCRp8-vSfHVgcBk02NydC1W38jzDS1PvrTQW2ypFQT2wWnznN6qf14V8l5rqW5XLysv5WZrgGN3D3Jk24Kzj1W24tVHq8bWsxzW13WqX61ZzLqkW32xJJW51TWyKN4bG34btSQqZVCKjpL4JSm-SW3137Ss4_pqBkN597q92c3V4cW85TFfD91t_mvW7QMn7T8-YTjCMDhWND2T3ckW85lqYB923Sh-W4WBMpT6Sy3rkW8gZY5M7kFWs4N3CwmQJ_z2kJW8rHtmB3HD61kW49grtc8-QG1DW33Xsw237CJz5W51B2N047FlNhW2PRTLY18_cMhW2ZJdX24XyYkVW6lVfsK2VJ7qTW8dV25Q1rMqS5W8xZp6K6RbYdTW66xbby3615TpW5p38jJ3xlppvW5T-45s3cR63_W11rWzj6-kF1MW4t9jrf4TPmdwW1J6SPV5dnL4hW17C6QS3wb9JzW1hD7KV93lctVf5SDv9Q02)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W4zFXR85qthRXW95NXGh6BHWjh0/5/f18dQhb0SnG_9jx9nHN81SjwlHyjJqVQZ8WT5v__LCW3hHh9N5zh-NRVnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1Gn-7mW583fB54bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppFZN2wHx3b7l6GqW2m4bKj7h0TG_W6_PH4M1302D-W33-VXy2s3yzZVKT_WG6BPvYhW6dvrtD8lXqp2Vkybc07VJGwPW7JL5nC79KDSMN6yh7MsDtTWCVMbSrT2DzB-xN7bHdy268G7XW5xfghq3qY36qW4P7Ljz5t3pkkW2Mn9WV4fPbKCN7w3TDLVzQv-VVn7DD1FfrM6W32Shfb31qMQ1W1S8xyJ714h8ZW1nxQz88CTJqrW7VXhBV5gMyspW6W4dhy850JqgW5gMMTJ6HY56qW8B_Zvs1MWhN-W1MKddt2q3NQc111)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W473kH56lVRRmW4SmcsF5cVpdb0/5/f18dQhb0S2C87B0mbNN12NntdlgwtWW1wBVf473qN3fW8FMx1Q761BRjW2-WCB76By28HW7nm55H5BDnxSW7yPp1g4xGz02W6tpmB76glgPWW1LHSrh4qFf0kW1rj_3P8ZkW9gW8bYCGf672qsNW4ZJj5Z7-6nF8W2HKnNZ1H6WnVW8Zf9_j61TDNNW69Rk-7452Hj6W4xZDnJ3mRwh3N3r7Cn-kb8G_W2ZBbMz19kv6SW5hWhGm5_WrR9W5P_bQp4-Hg3dVwJc7v2BffgTW2G3k6K3kdcTHW3863qQ4Lr67vW28FVWP20LhxkW4x633f5Hy2ZNN2LTP5_BFZdjV8nvfw4TFjyqW2Phmq83xckckW1327WH1Rth9_W4_X8-Z6fCfmfW8_xvs24HKb2VW8WD4MH2qQqCQW910RQP67FRyQW9jyp_-6CfkWXW6BDnG_8NsrbzW7fKvwt8jTMzyW11lZRp6xV0XVVYkvwv14ThPwV6Y1g_3zqQpVW6YyT8S41cSvqW75gn8r44jLymW6CQLZ96GkfYzW6_Y-xz5sFZf9W6bXBtc3L-VcGW7D3jyP6zLFskW8pLvN66hbmnpW8y4sWG80ZZtMW6vT52c7GYcfXW6qN8VX93773XW9lM28S5N1k52W8mXdkN6rT213102)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W901-Rc8D4dQ1W9ltYC35wy_gf0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZ8WT5v__LCW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnK4RW582S5t4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppFZN2wHx3b7l6GqW2m4bKj7h0TG_W6_PH4M1302D-W33-VXy2s3yzZVKT_WG6BPvYhW6dvrtD8lXqp2Vkybc07VJGwPW7JL5nC79KDSMN6yh7MsDtTWCVMbSrT2DzB-xN7bHdy268G7XW5xfghq3qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRbp3S0VsDW4HfdlP6Y1kFsW96Mxz75yFHTRW4kYxYK96K9ytW4FqKHj3QzSg8VQN_Tj5q3V9Wf4sL3Wd04)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W5nBy305W8z3VN5Ft2jphhp7m0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZ8WT5v__LCW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnGlJW2SMRTr4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lppFZN2wHx3b7l6GqW2m4bKj7h0TG_W6_PH4M1302D-W33-VXy2s3yzZVKT_WG6BPvYhW6dvrtD8lXqp2Vkybc07VJGwPW7JL5nC79KDSMN6yh7MsDtTWCVMbSrT2DzB-xN7bHdy268G7XW5xfghq3qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRbp3S0VsDW4HfdlP6Y1kFsW96Mxz75yFHTRW4kYxYK96K9ytW4FqKHj3QzSg8VQN_Tj70QpFDf4sL3Wd04)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W8D6-Q43-dyF6W7CRgWw3Gfp9t0/5/f18dQhb0S65P7r69bkN12gKKgFPkzVW1gPSQY52rWFzVB9DLY3WZC80W7KSKLt6wh4LpW70rzCK8rpNClW1SMP312VYQWFW8Bdy1C1CdJrTML9hMKD0xQjW6gfkSL8z_f3_W7hFG071Kj3WZW7JRqbb7fsFMcMJxRdHTKLFmW4V9f8h5-9-h0W1nbZG522wZB2N6cJJBxrMwR8W7RYhzb4Ntn9BW5_TwTk5lZ1PbW4r0vlX2y0P-bW5m5zFK2JbSlFN4pc4Fd5YDj1N3HwrYtLLJHRVGHDyN5hKTFmW8T558N8LvmsDMBPrldpqbTcMFkPFQ_gZBNW5Dj4Zp3mXjDdW4q_4q42Md6t4N8S9Q-_QrS3xW80dtm02kHwgbW2P0Rx72lPKWKW2DwKFw1jr6Z4VGZkzZ6SD9g8W3D_mC26D_gy4W2zZPC75tW2BWW63p7c765H4PyW8X2f7t7kjFHJW3wlgB-4cTPp6W1p21Yb4LPBGVN7-VDZDyHd7xW5lhPgx8-MdHqW4mKNRb1zQWK2W2yFY9S3mmQCTW4PQDTT8YVv1nW53GdRx10Xt9cW8hHwmH5mqpw1W5KgKQC1_NmHhW5K_j-24sCPS9W7dCNYB6clhS1W81_19f4GPwW2W7xs1kC2jgyWvW10lRnD53mV4gf2XPL3m11)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W7V25Z11gZDF-Vlg6sx21MwMN0/5/f18dQhb0S2C86XvxSmW12h8z21j3t8sW1gDKz545fGCHW9fzmz24bKqMgVVwfbz5_GBQGW7BFx4Z6znzvJW7V17Cw1cH9kPW6tW9Gc2yzz7vW7dtswk348qYsN4bFC9frjvHQW96XTfh4BDxY8W57DVL87LMZ50W3QgMdl7GCngnW5rdTW37j7-04W4Kz5508J_gRQW79F82H7TT_NwN4NfdGrpM7CzMgR6884FrYGW2L3-Dt435bcsVjmF1S51rqwVW3HzW_-5TSfyKW8_2gsv5DvPhnW7JG5wg4pY-rYW1CSncZ8_vQ8DW8jWgRn530T15W1tN22q9dNym9W6M2lTn60S1_4W3N8kl62mhvVHW7Yb6SQ44xC3WW6KKTxS4nMFFKVPXCQB8ypRc1N16rv8qnkJTtW5y0m-71Fg1HsN8SWykP_Y8hMW7rLK1V2sZWvpN96JqljZS-JhV9zHBv4mW0KLW1zKfpW4QrQJtW8-kc9H8S7bxyW6gNnGq6z6tgJW3q-BG86CjHH2N6HZ56sXPCvYW7xP0zK6d32H6W3MhD981bY7x4W71xmlW69lX1DW7Fbzz78_2TXtW7R4zgf1k-FLHW8tGj3Q8N6rLgW8GtZyH8WsN_GW1wrlQK7p2WVYdMLrfB02)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*N2bwJzgXqrL8VpkH-097D2GG0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkK-1FW6BQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY1kdw1lN10JpcMggn6FW27tw4h94SxNtW8l2Hqk61wZsJVTkv6-5J03fCW62Kmwb3bk18TW1pxBdj2zjtWlW6L5btV5r9sBmW1q_THf5FFtJHW4VSmxb63tsWBW24r0_V1qMxmmW11b0tn6Svzt4N8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW2sWRVl9bJlp8W8FHxdb7skjG2W6-KpWB6H6b5dW7BSrH38Pf7JBW2pglVT6vc-Z6W7s2QgW5yXs_P0)  
[San Diego, CA - Dec 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*N7yMVNLLkWM8Tjm7j37GY0b0/*W8ZL-9b5snT17W5SkXWd3wxPX30/5/f18dQhb0S2C873nK89N12gM7dHxWfnN3RkjpP98W86N7vly_DjTvBVW7G75sr5lvjw_N1NWj--YKfPwW7ZlzXd8Z7XngVDg5xF6VN0MfW8zZ30C1vnXl6W3XLdxH2qRhzBW7gK1zw4BCRmxW2J_4345D43YLW7b5Cdg8mMqtWW30blbw1QZFYfW5vxTK_6BflBqW6cz-rw7s9kYQW5gwNKX5kmQ6tW75kp3X27J3F2W6065gM2ycprFVqG1jf2hsMxMW1HRpLp5qgw1rVzLWNQ1VKJjsW1DqHj58-1sBQW2KK-Xv3ldmNgW5P7JSv8PmKzJN7wDQnxPvlx3W2KwNz-3zGK90VLQjmD8b6ghPW8Mhfrx7DQljNW8SYlrF4tBzwWW4nyG7c7vN01xW95SvkR39YlqtW4v6cbZ60cnTCW8VrjhX3nlcQ7W7hv4kP1Kd9pyW12rt197w8DCSW6GyfQz65kRttW6GWxk86v7Z7DVfT-TW29XxMgVNm9Dn81YVXhW8n9nyr8RwPzPW8Cnx8S9c_FdfW39z1j-4cwdLTW6Hw88c38x-fsMjXjYxvGldqW2MPCm-64NbtNW1Km9Pq2gkFM4W1x2XND6ZmhSQW9m3lMc3-_M4pW5y3Pm63sqQXhW5BghPQ322BnSf5yXs_P04)

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For questions or more information contact us at [coaching@scalingup.com](mailto:coaching@scalingup.com)

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**01/23/2020**

**Like Teen Sex; 4 Biggest CEO Threats; Bezos Hacked; Prime Data Win – and Lessons!**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| A.I. is like teenage sex. Everyone says they’re doing it, and nobody really knows what it is.” | |
|  | Frida Polli, CEO Pymetrics, as quoted in Fortune |

**Latest ScaleUp News --**Plant Based Player Califia Raises $222 Million; Fortnite Becomes Official High School and College Sport; US Funds Going to Europe – this news and more at [*ScaleUps.com*](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W42-FXw6XF5hGW6d-69N8nRsv40/5/f18dQhb0Sjv48YHtdnN81SjwlHyjJqVQZtJx8rBGzTN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1cyTfXW1ks0Kj7SfkBcW2tk5vH2z_scnW6x2RKS5-lMJcW5tl0hz2vLjmcW6NT-mn2y3MQBW3gFKc94J6sCWW2-JqGL6yTcMQW5DjPwL3Y5Wy2W701nfb6ssS4-W3bJz1G6M8d_2W2TKqS-38ZWWyW4DXp0l2pcjgHW4rGxDZ2yw6yvW3P1TNt3lKkfqW611Lr93k_Nv6W82G-VB8yRr1-MrPpMvrJh2DVR6wHD6b-mP6W6cfByr5C6_lwW1Ngx1c51bCDtW7-6Vy35CHvCZVVppym6RrGrXW8X9S8r1kFrNQW5QCNC34L1MmrN4JXQH_1wvG4f233QVl03), your one-stop weekly update.

**CMOs, Affiliate Marketing Powers Online Results --**[[](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W2w_-X-9kplMsW8h4cSx31MLm30/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqVQZtJx8rBGzTW3hHhb52P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD7W6-SKXBW4syv8p1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf393L2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY94710ZC_W5Rpkcd3bqp5KW8dt2RY4yc3CKW3sSDqD5kmcLGW2Jb9Pg3QLd_wW377Dg-4WY6NrW6b7C873Fkv1BW6rW2_R5DgdGVW2DgNFN6v3s8SW5BnPtf2ZccskW5TmSGy2JsJHwW3x14BV4tnKNNW3KfWxD41ym8bW45XMdT2-mg0NW68gRGv5dTfnSW2GkWzw4Z3LddW6p0MKL74CTD0W37P0d415hnZlW2Z_zlj5tj3xpVxYmNL4rY2BTVCjYjP8j1V-dW89nlcB7-xH7xW6Gtrn05FMD6mW6-Hg4h4YX-V8W80z_KL6ml62FN4Pv86f5XL7qd8DsDm02)](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W2w_-X-9kplMsW8h4cSx31MLm30/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqVQZtJx8rBGzTW3hHhb52P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD7W6-SKXBW4syv8p1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf393L2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY94710ZC_W5Rpkcd3bqp5KW8dt2RY4yc3CKW3sSDqD5kmcLGW2Jb9Pg3QLd_wW377Dg-4WY6NrW6b7C873Fkv1BW6rW2_R5DgdGVW2DgNFN6v3s8SW5BnPtf2ZccskW5TmSGy2JsJHwW3x14BV4tnKNNW3KfWxD41ym8bW45XMdT2-mg0NW68gRGv5dTfnSW2GkWzw4Z3LddW6p0MKL74CTD0W37P0d415hnZlW2Z_zlj5tj3xpVxYmNL4rY2BTVCjYjP8j1V-dW89nlcB7-xH7xW6Gtrn05FMD6mW6-Hg4h4YX-V8W80z_KL6ml62FN4Pv86f5XL7qd8DsDm02)Some of the largest companies are using affiliate marketing/partners to garner leads – and only paying for those that are fruitful. Rob Glazer, author of Performance Partnerships, explains how you can use partners to drive leads in a 1-hour online learning program. Watch a short clip on **How Performance Partnerships Can Scale Your Business**, published on Growth Institute's Scaling Up Club. If you find value in what you see, you can go through the rest of Robert's lesson through a 14-day free trial of Scaling Up Club. [You can check out the clip here](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4LM-Xl3xM9zSVSnjKQ8smZMs0/5/f18dQhb0Sjvj8XJ93YN81SjwlHyjJqVQZtJx8rBGzTN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgnPN8446_HtvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36Rrj37W1dF8Gm6Q6LX4N8d5YN0ZhCCNW1pFsrR7cg9N4W3rwvmG8rBKjzV377jb3sQVHJN42bLY6Y9wccW2j2tXV61CCXZW5sKNVw61CZfcW8RY_8k7-4jBcW744Q7s5XxmXxW3gVNy78LjtT6W8n4LYb1VtdWZW2jLVjf22TNxnV9Mb5m46SFhxVRb-Ys64RB37N8y_DL1n5zc7W480Y_644JnjdW8HQk-V3kLKJ0W2SmPwc89VldrW2stKLm40hK2QW3bGkNX73Q0vRV1-VYV3x9l_m102).

**Prime Data Wins Coveted Wings of Leadership Award (Scaling Up Case Study) --**Notes Steve Falk, President of 40 employee Canadian-based print and direct mail provider Prime Data, “We've been using your Scaling Up book for nearly 4 years now and it:

1. **(People)** Improved our employee engagement and participation (a recent Globe and Mail/Morneau Shepell for Employee Recommended Workplace award)[[](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7Dt1dj8XqN26W2sfcc11WFT8l0/5/f18dQhb0SbTP8Y9-zHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5SC5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gg752HpkNW3pFqZs8ZvqpRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW5WLCWH70v_5jW5LrK1d7Mz3zCW7_VBcd5ZpycSW57-ZBT83C5JPW6rY-3s2KQ2YYW1GrMNZ2Y5-07W1ks0Kj38yZFrW1gvjSz8hz0YsW806yj370ml3sW3rc70-5hV0L0W855mX18PCJBpVsGLPC5pmd9pW8h9R236pjHDxN4dP6WV1zzCLW1MpqPn224FKGVs5J4R190KZlW7JmdWH2KnktlW2_Rq8b951r0TW8FCR143y2pzLW7DkFsr1Fs4-0W4mGd-r4b2m-5W5DhyW918n7SzN11rnNb4VjhvW6MZR2V54GcH6W7K-c-g2nf_8HW19rc8k7qq-PNW9lNrs35PlyCyVNndwr8LvDDpW4Gzgvy24nTvJN7fpTYtcYJKQN7dJ18npPPwdf3ypqjC04)](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7Dt1dj8XqN26W2sfcc11WFT8l0/5/f18dQhb0SbTP8Y9-zHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5SC5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gg752HpkNW3pFqZs8ZvqpRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW5WLCWH70v_5jW5LrK1d7Mz3zCW7_VBcd5ZpycSW57-ZBT83C5JPW6rY-3s2KQ2YYW1GrMNZ2Y5-07W1ks0Kj38yZFrW1gvjSz8hz0YsW806yj370ml3sW3rc70-5hV0L0W855mX18PCJBpVsGLPC5pmd9pW8h9R236pjHDxN4dP6WV1zzCLW1MpqPn224FKGVs5J4R190KZlW7JmdWH2KnktlW2_Rq8b951r0TW8FCR143y2pzLW7DkFsr1Fs4-0W4mGd-r4b2m-5W5DhyW918n7SzN11rnNb4VjhvW6MZR2V54GcH6W7K-c-g2nf_8HW19rc8k7qq-PNW9lNrs35PlyCyVNndwr8LvDDpW4Gzgvy24nTvJN7fpTYtcYJKQN7dJ18npPPwdf3ypqjC04)
2. **(Strategy)** Built a unique position for our services called ResponsivePrint**™** (recognized by this award).
3. **(Cash)** Improved cash flow while exceeding industry average profit margins.

Concludes Steve, “While every award is exciting, this one is special in that it recognizes our innovation, particularly around ResponsivePrint**™**, which has been a really successful new product for eCommerce customers. We are a leader with programmatic mail, so we’re thrilled to receive this recognition from our primary mail partner.”

**Sub-brand Your Unique Offering and Publish White Papers --**Please note two KEY ideas you might implement from Prime Data’s win of this award:

1. They’ve productized, branded, and trademarked their unique approach to direct mail -- ResponsivePrint**™**.
2. They’ve written white papers showcasing the positive outcomes of ResponsivePrint**™** for firms like Wayfair and Sephora,

To win big you must do things differently from the competition – and branding your approach (especially services firms), even if it isn’t that unique, will set you apart from the competition and give your customers something to reference to others i.e. “we use the Scaling Up methodology.” Then create white papers that showcase how your best customers are benefiting from your branded approach.

**A.I. Powered HR --**The fundamental job of machine learning (a more appropriate term than AI) is prediction – and it’s finding its way into HR systems, from helping you hire talent predicted to be the best fit to predicting if you’re about to lose an employee. This [*Fortune* article](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1cRl3R7ThJF_W4-X7H039l8ZZ0/5/f18dQhb0Sq5y8Y9X7PW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QM1Qt2G2VLDpF18C-gHLW5t7nwc8y_DL1W8BvmxZ61BQqkW97t5SC1njVvDW4sGSb18xVDphW5Dk2yQ2ykB33W6QxDhQ2yqDvJW6PkC-_999f65W6PVKcr6N3nBLW8xGZPk6bN1mwW5tjgSC5PJ0kcW8wXNtZ2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY8X5hkTxhV4m56q46zLysW6G2lbz7NMdQNV4cNXy75WRHJW85Gx-j8hdqyrW4-rxs852XR60W4H6cry6d95xTN5_-Bpp52JjBW8WcWK-7qX57NW7VscDJ7r1RYMW21Gqjh8N2McCW4PnTnv1MjB8KV7DRWC83QRpqW4yXQYC7KYXrFW4p0Nc67LrkYhW437b5H5gSHY5W6H5W1Z37P0d4W15hnZl2Z_zljN5tj3xpxYmNLW4rY0JR2M0HRdW8mhg5w87rSnwW6RWlmN50GQDsW6_8xH56-LJ1yW7zHTwy86s5G2W6gKX8x73yKD2N70RWL7cHNnP111) includes the above quote of the week (note, Fortune now requires you to register one time to view articles – but it’s free!). This is the key paragraph with links:

|  |
| --- |
| As a job seeker, you might have your application vetted by a [Mya Systems](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6PqYbz4xm2_-W1L61Gj31pR9K0/5/f18dQhb0SnG_9j1vWCN81SjwlHyjJqVQZtJx8rBGzTW3hHh9N5Cgxh0VnQ9Qq8_23P3W2KBDLR8-y10rW8-vzkg1HH8CRN8ZwlsHKzm2PN7KKkVpKnrlQW8W1JJt49krHrN8WBGZBJVQ4JW1xZz1y1Sj4QVW1SrF0J1nrZcBW2mXVQh7dF4v9W1nrCGB50QTV2W8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZW6Vn4Kk5_TVzsVvXGnx70fl6pW7PJ6bd2gM1cwW1THSXd5J10-tW5FHWx82GG4GjW1bvFsg4Nq-mpW1gvjSz3CCfbxMqPkxDnjZC8W4hmTQ053CWq1W1hs0h81BqDPlW9crMXz6drcKlN5pCFFtnbNk2W7wz0lr1FkCW5W3nx_-X1CSC9-W82H7WD6T-8bgVrkJYF6Xf-p5VvypFP4cXHZtW8Wyw_j2Rs2YVW8jTp_02Ptt6yW6Xp0v62p8_TTW7-l41V3d0zvxW4p7yDT2zQtprW36_zyt23MTdmW1hK0ps50k3x8W12qclB9bp-PQW7VrqTY6vgbqHW7Vv1zG91RMNLW24_QVK81VqGfN4h0J_FVs7V_VVmhrT25Knd9102) chatbot at L’Oréal or [PepsiCo](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1fTlyT6N82h1W6t3kt07J3jFD0/5/f18dQhb0SbTM6BGlLDW8c_7ks4T_wynW2BFKF28r4-n2MscLSbXD6prW7cmS1s3V5661W62vPnb7nwMGsN2bw805tz6SxVqNxzr8Xm6scN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvMr35JB8vzW5ZpycS57-ZBTW83C5JP1Z66s1W83KHrF7J39pBW2przrY6W3RDgVHd1cZ18dKPTW1VJryk5lX8fqW13bD4h6dklYrW1hzR6r7pt6jYW1FjT1x7vVd3GV6wyyM59gKsFW5LfX7q7q7CzhW3px79k9dHvJfW4Pc4bV6XjrcTW75MkvZ4ctG2YW6ywBGq8W2060VrsfYZ7rXQxXW1yV9DX2dVBtZW83spYm1gPTDBW83Fnng8nDXSjW38Lk6122TNxnV9Mb5m46SFhxVRb-Ys64RB37W1zLM7h3xxDzQVJhlmy6y9N98W1Wd4kj1MPQ4KW4fQj-T8tfQxcW2Ggt3_2d7ymWM4ZDML2LMBkV1hyGj5Kph96103). You could respond to an A.I.-crafted job posting vetted by [Textio](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W3j3hhp4QR_yRW7BG8HS7zkS1-0/5/f18dQhb0Sq5C8YXMz-N81SjwlHyjJqVQZtJx8rBGzTW3hHhbc5zh-NRVnQ9Qq8_23P3W2KBDLR8-y10rW8-vzkg1HHB5FW8Yxd7c2MD9tMW1TxFTr31mtY3W8Vmyj84qPhPWW61mhkf8DmPz2W8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDW5CkCbg1T4BRJW5D8zFF6bJ-pxW7nwG0k6bnMRgW4P3Dfb6b-vF0N67h1zcQC5z2VPC2cV8zLLC0VM7nxc2zW0tzW3bQnCf93P3rlW33P1251s5qpyVPmGzX5H0zmRW3dHfQp6N3BvcW3fGkpw6MdqXSN4nRS-MRHr_cN4tq3WQ_4QbRW8rRZrk8r_BzRW5HTGnY7gCY_VW5CXtGx4wFJwhW4Rj6Nh6BkmJdW6t_Hvd8Ph58-W59Bvcj6f_79HW45yhlB7x2DZzW3rLRkF1ny5pjW8R-XsQ7LKPdgW2RN9yv93LYyjW90lNnZ4FJskPW8-QQqg3v8Dp-MtJCL43_BWdf79zFDL11" \t "_blank), perhaps at [Expedia](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W74rkMT4C7zzXW64_kfH2Dk9mT0/5/f18dQhb0SbTM6BGlLDW8c_7ks4T_wynW2BFKF28r4-n2MscLSbXD6prW7cmS1s3V5661W62vPnb7nwMGsN2bw805tzf87MnmLfWLnLHLN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvMr35JB8vzW5ZpycS57-ZBTW83C5JP1Z66s1W3nM-0_6Pr3nqW1Tcntw1njMtBN6H5PfCMNBCZVMMQxX80gSRfW97rB1b8yxX82W4RCBFf8CcJljW4S6zPK3LbvLHN5zz0SfNLZ9VW4vT7tF5D47HrVdx6Fp4x6cfQW6SGcZn3KK0GlW9b950v5qbhnGW36GmBM5x7JLCW7bwdV_3Q0sW5V94XnT4XY1xRW3Kt4fz6QZ0VqW5t0j-F7wTZy2Vx_tJK3ygvH8W8c3mpg8hdNDGW7ykhcr2XsQXFW8lC8XP19rc8kW7qq-PN9lNrs3N5PlyCyNndwrW8LvDDp4GzgvyW24nTvJ7fpTYtVcYJKQ7dJ18nW7nsmX02QYvdW0) Group or ViacomCBS. You could be asked to play [Pymetrics games](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7gXwt88XVwrxW20x46T5L5gw_0/5/f18dQhb0S9r29jx83zN81SjwlHyjJqVQZtJx8rBGzTW3hHhcS5zh-NRVnQ9Qq8_23P3W2KBDLR8-y10rW8--r5N31H8WJW7qHYSR1WwscZW56Rbrb7JrbwwW56TMLb2RzdnwW4hbW7Z2RS5RsN32qdDqvfp1jVHGpGS2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW2qttrN6pzHWBW7bntkg4dqcjKW6G2lbz7NMdQNV4cNXy75WRHJW85Gx-j8hdqyrW4-rxs852XR60W4H6cry6d95xTN5_-Bpp52JjBW8WcWK-7qX57NW7VscDJ7r1RYMW21Gqjh8N2McCW4PnTnv1MjB8KV7DRWC83QRpqW4yXQYC7KYXrFW4p0Nc67LrkYhW437b5H5gSHY5W6H7zn937P0d4W15hnZl2Z_zljN5tj3xpxYmNLW4rY0Kq2M0HRdW8mhg5w87rSnwW6RWlmN50GQDsW6_8xH56-LJ1yW7zHTwy86s5G2W6gKX8x73yKD2W70RWJj8GdDWM111) not only at Kraft Heinz but also at Unilever or [JPMorgan Chase](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7S445b4fC2glW3Y9Kcz5x4cr_0/5/f18dQhb0SbTS6BGlLDW8c_7ks4T_wynW2BFKF28r4-n2Msd5w6XD6prW7cmS1s3V5661W62vPnb7nwMGsN2bDWmltMvL1VnDjxc7Hw260W5nrzSf33GJWBN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296N7bj1_4FLkznW5rC5Q680MMfGW5DFWr25mKjF6W3m2hTh53X_ZpW52Ylfx3_8mplW9fgwMT4fP9RrW2rhNQx4h6zXzW7560FD1TCfktW2Qgvq153qX1FW6W_xdv7v50dyV6ggCn6XDNmnW84p3tm1Tm0kHW4C4ysV2K5l-wW1zkHPV2M4B6cW8gQyY36B38SnW4N59Wk2tZhx0W6wP_B485wwpbW7p3C-_3MYtL8W4Z2t2M1NFfl4W8P4pWx8R9kfxW3NGSVW67h76lW52F8mg5hfQL4W8nNqVs9lYG6mN7zLcd-pHCbMW4nLPQ56_lPYnW5KMmJ28kf7D8W4Pxhj53DlwBbW3xP_dy37JpNz0). You could record one of the automated [HireVue](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7KHcgt20PbmbW1q0GR97rNhfj0/5/f18dQhb0S1Xm6tCgK5N12LCqcrYN8tW19FF-W3QLwX2W5MrKXm2xHyXcW2Zxwt-2NbBgQW67qpQ_933MhlW1qKsHs1RSkDCW5pxQqG6sknSwN4-WQs8d5Mb2W13J-Kw70L3NvW94g2Qd7DNGkpW5KqFPV8RrPQ2Vk4Mg92vM3FnW1CpCvG63570-W8bDJJ61cvFzXW7rQ5Cw42znvhVcWPk31FjqC-W81QvPf3VXJF4N1dgtQhzLQD5W31vSKw66lrPHW1zT2Bb7_6qS3N3KP0mrMs4BKW6-f8Xx46vNm0W46Brjx1hzCBWW6HXStT7PPLtTW1gqGNY3_YdqfW2HnQnk8KD_JMW4HMBVy2Tg7VYW27-qyh4NQmg0W5sgwGy86cr12W7t2z6y36yxv3W6wQ_cx5fdmsjW49KpG56Y6k7tW5yjFHf1Hnf7BW7Znt-27VBHcnW2ywcGf6VHDzFW41x2q01HCn6_W8HjgF93LD69jW9kVc7-2r9tkhW5qxn4d3XSj0dN6CQ5nxMFw6RW6-DSPs8Bwq6pW43_9Y44C3X7lW2gP1P-6_Zwk_N43M4bGmZYykMg68DYSvd_PN71lgmrLVXp8111" \t "_blank) video interviews used by Hilton and [Delta Air Lines](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5MqpkK5q5grtW6GMljX7y86nl0/5/f18dQhb0SbTN6BGlLDW8c_7ks4T_wynW2BFKF28r4-n2VscK_b1SddPTW53DQ4N7MbdjPW2LVJT_5mZ4YkN4rd0jMZvzWVW61mzLv8y_RQdW8ywbkj61LJcyW5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d9T26TvchW625bx16Gj8TSW6bVy-525hvjFVHZ5KN5D8zFFW5m3ZGG96dt4SW4r1QvY6yGFm7W7cvxVf8q5qBxVVQf4X5vDhXCW4WYzh23bQY9jW3G_tLk5rc6yPN28s-XTb40bcW5srkT_4pXq7DVTRpW44Yk2w7McVGSrdPcT8N5CWYMChBPJ8W60nCZs3hnCdFN8tYdxhf0hQNV_Y7lm4XlcbzW9bGVC_4WXR5JW4x61nr8GclM4VPN4vS3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7W7r9WT31gzy3BW7gYszf6ZHg2BW6DY0WS3ZSqfvW1-nkfn4CdGmXVxM4TX6H26tkN3pxWL3cTSRKVcSmhV60Qw5B102). |

Reading through the article it seems Pymetrics might be the most useful application to use, especially those having to sort through hundreds of applications from college grads or applications from Indeed posts.

**PwC Survey of CEOs, Top 4 Threats --**This annual [PwC survey](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6QkXCQ5Hx5v4VfPDx03rp77s0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5Sd1SrC8dVLDpF18CSvhfW8BSnh58B-9dcW8z_vPd67hlK3W67hlVx64RB4kW1l21dN6251LZW5tXzQ-2z8YQBW1nrjx661SSZmW7mG7sD51vX4yW6HSmjJ7YCxrCW2z90017cVJfVW1nxjQn3vgcQ3W2TKT0D3WgjvxW3_YPCD2-J-SLW2z_tPY41Q2SWW3c-v1L1nnQd3VQHv4b1v2sZ5W5mg0gg1CgtNNW5jPVDH47P0wCW403tVS3vbpkwW6n90ZP2FYwpVW41zDrL4pjz1wW4XTTSP2HJyzXW47C6jc3bGljNW6NZL7y4JlcPrW5xN8VT5HC_2rW4XBSvW5f3QX-W3SHDsl62L8FPW6bsb_c4ywKwrW4lhHKN6s47d3W3RGj9f5vNNLgW6TnyVy260G-sN2PGKtHBWF_DVcZLWR86kZLjN6-sdcCsKVxdTNJ8T1CZgJFW5mRgWy4qvG-cW8yq6k11qnBLnW9dp-9N9bKBVNW2klL8W4vpWK7N6qF1WVdSQk9V1_Q0c20vnnZ111) of CEOs shows a majority-53%-are expecting a growth slowdown this year (hey, better than a recession!). “That’s the most pessimistic they’ve been in the eight years the consulting firm has been asking the question,” notes Fortune. “In addition to slowing growth, the global group of 1,581 CEOs cited regulation, trade conflicts, and cybersecurity as top threats to their business.” Cybersecurity has me most concerned – see article next about Jeff Bezos’ phone being supposedly hacked by the Saudi’s via a video sent to his WhatsApp.

**Jeff Bezos’s Phone Hacked? --**This [*Guardian* article](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6TktRT6gXhC6Vwy5sP5KSH5V0/5/f18dQhb0S1Xq6_HXFDW12d-3N6R7v8lN4J3rxpDFljqW6YLk9660wWwsV-Yk526b0SqmW76FHjS6K_55VW6XpHSt4x8d7hW7_63Gt2CFnvQW20MtPH5Kw_c7W2H6W8g53xlTYW8GG3-V337-17W3whxBv5s5x06W7VHg-_3jXtPxW78Dmyd2-BJPKN4l1v21SvbrTW74G_XV6tPLt_VrQhmg1ly8H1W3p6CSM3d3MqKW4PXF7Q2lyQJ3N5Gls-KZQrG9N5PG2Vw443YdVnvMGs5hGq92W1cfT0n19jjB7W8bRkDz2lG4JlW4VXsMP2QcMpnW8sF0gN2r2B2rW8F7T6B1MN4XnW4CwGP62HDRLJW26rXJB357-WfW23B0x29fh6X5W2vfkjK94SDlQW6LgjZc4PqzXyW8GSnZF5X8tlBW8s5DZ78_7Fh8W5HHMFP1BPbkpW5_6wzq3VnkZnW4v9Hp26s-hQXW88RsRT7_x905W41VT1z50p49cW6ScYtX6bs0BMW6cl6pn7QN1ddW7X0fZH9gG4XSW6l79fs48Lw4mN7C4q0pPMQFyW7zWlQp5LnGxhVNvX7l5nZT0cW8hJ0d38VZcN_W4DyCs98Djnc9W8QtZ4w7V3-J7W96-ry39m5q1GW3vlwf042tpc-W9h9kVV7dp1Lc102) explains what Jeff’s cybersecurity team think happened, with damaging info gathered to possibly blackmail Jeff. Wow – a video sent via WhatsApp can do this!  Makes you want to get a “burner phone” – check out this [*USA Today* article](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W8XYvkg4LW6XSW26X_BP5rpVDj0/5/f18dQhb0S65P737lZhV12bJD1xBmmxW4QLZ7R6WDkcyW3MW9C06hGDpmW6FyCbw8FtSb8W8N1kp_2f6YmCW2kPsk393nGY_W2FXcrx289QGpW7pz4MQ8hRg6NW7QDqq3408sKWW7jdbkS7CgfT3W6bz0Rn1jfHSQW8ZffYH2wKsBqW504-Nz49f45VW1qdG7y4HFyCDW2lxjL95dbscgW5QQN8p1bYVyMW5TxkRJ5TnwFpW4HM1P1370yfLW4_BSHN1QYDNgW7_jFP72z8TPqN2nZRMPDvVpCW39PyxS5lz-zLW67c4VV73PvmBW7c8KhW5Tv-LBW49d8wf7Zl6SYN2lNBYm8yNmcW8FF8Tf1x_FFPW7Z5gC84X5S29W8_dcr93t86HpW363szw4pf4_kW6tY5sm8jR8XHW5hr2Nh6-hdrDVzvf-P73Cl4KW7_0MZH6FXB-BW4szvKT54lC0XVsws4986Pcw5W2tmvdw14wknmW6zZwL46TMWNDW2MbpHh24NyWFVGgdgr59nLq_W2Lz8j57y2W1fW1BlB_55VV2GxW8WWS8g81NtKSW9j44vN4fTdF0W4gywRg2cmxB6W4zBBk_8_5LsbW5KN6vk7pXVwBW4T0cHY2wjX2s111) on why a burner phone might be useful – negotiating a crucial contract or acquisition – or whatever else you don’t want others to learn about.

**Are Your Online Customers Walking Away? --**Your website is like a shop. If there are no sales people to help your online customers, they will walk away to a competitor. LiveAdmins has helped Scaling Up and thousands of other businesses for over a decade proactively greet online customers and engage them in conversation (we appreciate your questions/requests for help each week). And they offer multilingual chat services round the clock, ensuring our visitors are taken care of. [For more information](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N8PFVp2DHMrbW2QhHV_2vp80p0/5/f18dQhb0Sjvg8XJ8K-N81SjwlHyjJqVQZtJx8rBGzTN3hHhcDXL0jYVp3s9r7s5LskN49kq-vK75_9W8WxCp48Wm1whW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3yd14qL52W7JCxGl81bhDKW7N_KqM11GtpLW520N2H7v70tSW2Hyb609dH8_6W6V4mf77RmgZ8W8QKpyr4sj3hVW2BcyM91mGWmCW5VQ54D37v2R1VXw9Py62lFN0W5bb3kG73lWK5W3KV3V715-QjPW7d22Wz3BlTJMW2pM11R4LfFPFW1qKwrM4K-tv5W8xqBGj5wVT9WW6Q25dy74B5_hW2zhjcd5WV_g1W2h9QhM1ddNpRW162yr26SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RT7rKFhtQ-W8j1V-d89nlcBW7-xH7x6Gtrn0W5FMD6m6-Hg4hW4YX-V880z_KLW6ml62F4Pv86fM5XLpPqdSrm102).

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6S4fj36Rqbp0W7djjfH7MvkyZ0/5/f18dQhb0Sjv58YHrG2N81SjwlHyjJqVQZtJx8rBGzTN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW41SvLz47DqwxW2wc1Yj2ys9QCW6_DNpV373RtGW30-NFL4L4h7mW4s5Zmv3KsMQJW3XM2lr3KwXtnW5HpmVD4my5mcW2pbrdD5xKM41W4LnmWC41WXbKW6ZwFcz3TtsHsW6W2nz23SLCvLW6K6kcm7k-2C-W3m2qZ_7y6mBsVrX3l16Vzt2RN4yR22DXrN7ZW6bnYZq7zwlbxW7mt3V-6VQgt9N4gKglZKbhTJW4Dcbn34Cmw9JW5RdR1M6XMVS7W3bkZrG4Q-5SVW4HzlZQ3505T_111).

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1h4-lF56FbP7W6lpm9N9dsb760/5/f18dQhb0Sq5y8Y9YsWW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QM1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCj5QW7cvxVf8q5qBxVVQf4X5vDhXCW4WYzh23bQY9jW3G_tLk5rc6yPN28s-XTb40bcW5srkT_4pXq7DVTRpW44Yk2w7McVGSrdPcT8N5CWYMChBPJ8W60nCZs3hnCdFN8tYdxhf0hQNV_Y7lm4XlcbzW9bGVC_4WXR5JW4x61nr8GclM4VPNtBv3-DmCxW8csLSq1035ycW3bSmn08f36blN5G0__sGxg49W24RqJ891K4PZW6mPSXF3BsnYnW6pTbfX8Mxb4wW4cZMKf6KGn_sW8z1p_g1MWhN-W1MKdb548XN3Z111).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6tFCRZ8Gy1B1W5fLyBd1sChNZ0/5/f18dQhb0SnGZ9jx83zN81SjwlHyjJqVQZtJx8rBGzTW3hHhbZ5Cgxh0VnQ9Qq8-2txqN2N2xVWH59YcW1BXtSD52Xz4GW8Yztwf8-_mZwW4Myr9C2JjQbXW2yG_DG7d0gNcW8xPzP_7b_l6DW4swFGm5tr7FNW24WXzX5TncjTW2zHXtm3SLYcbW49JfBw3C8bwHW3__H9d4krb-lN5k4-Hx-SSsVW1G8v3V1G5Ny3W2_Rkz57xR9_sW2Vjhb05bPQ0kW7v4mGy8p6tHMN5wM1Sjb2L9ZW8VmtJ88W1LYJW92ksJd55T8N8W7w3wPS1NC3KcN1F6KV3vLQ9VW6mFWsy7k-x_1W1tlfbC4lW4VhVn80nq1yNclbW8NSTjr1LFQTWMtz55jtLsKrVtzrDz1TK0KyVybDvf2GGNw6W6xPdBc7CMC4rVv0BDx21RR58Vwy4Y992djRbVvKjS990f4P3W7ZjRCN1Bx8_HW7dr9qW72YqDyW3KNRNN5CBjwLW5hk1wx5yf62cW2w8xKK5bN28mW4CcbFc3YKKrtW7XHRqd3YMd17W9btjRz11wFdFW40YXzr6Q3Qs6MrLh9QrHQbCf5L5n1Z02)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4rLdKd8lZLVGW3lRsJZ5cP6kk0/5/f18dQhb0Sjvm8XJ9l8N81SjwlHyjJqVQZtJx8rBGzTW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW3rc70-5hV0L0W855mX18PCJBpVsGLPC5pmd9pW8h9R236pjHDxN4dP6WV1zzCLW1MpqPn224FKGVs5J4R190KZlW7JmdWH2KnktlW2_Rq8b951r0TW8FCR143y2pzLW7DkFsr1Fs4-0W4mGd-r4b2m-5W5DhyW918n7SzN11rnNb4VjhvW6MZR2V54GcH6W7K-c-g2pc_vsW5hfQL48nNqVsW9lYG6m7zLcd-VpHCbM4nLPQ5W6_lPYn5KMmJ2W8kf7D84Pxhj5W3DlwBb7FvY23f2_QcMR04).

**EDUCATION:**

[“Scale Your Mindset to Scale Your Business” CEO Retreat – Costa Rica – January 27 – February 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*V_FXnt4Tcl2VW7xTCmh1HHNbJ0/5/f18dQhb0Sq5w8Y9ZP0W6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5VC1Qt2G2VLDpF18CSvhfW8CsQtn8rzDsYW8p-G2x5w5P_6W8y_DL18yVsyVW66FWK38tYp83W8qBGv_8ClzmSVScmW28r4mXpW5wMTWV5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7cbF1c6bT6L3W8RRjRD5CktzDW83KHrF7J39rlTNt364Dl4vzW3sxGC-52pMJ4W8QKpyr4sj3hVW2BcyM91mGWmCW5VQ54D37v2R1VXw9Py62lFN0W5bb3kG73lWK5W3KV3V715-QjPW7d22Wz3BlTJMW2pM11R4LfFPFW1qKwrM4K-tv5W8xqBGj5wVT9WW6Q25dy74B5_hW2zhjcd5WV_g1W2h9QhM1ddNpRW162yr26SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RR6rJj8tbNW480Y_644JnjdW8HQk-V3kLKJ0W2SmPwc89VldrW2stKLm40hK2QW3bGkNX73Q0vRV1-YQP4vCQDB102)

[12-Month Scaling Up Master’s Program London Kickoff:  6 – 7 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5K5nH_7jnsLDW6VQlql46D_2w0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVQZtJx8rBGzTW3hHhd92P7_nXVcnTGj98PVCtW4vd-D325G10SW61CrcQ96Ls6SW96SXPS5DQqSYW2zSnPd6wzVYDW58R2pq1GlVNbW7BQDl72SwLc3W3481Xq7sSJcTW7zLQQ01TCMx3W557YPh2KFPsdVWf_7H8W2c9WW32CQ2l8jxMNSW1Vx3Vl2xqTTrW328h7y3_lZX3W5mZjbq31H380Vc8rT830T_rPW2Vv3cs1G8MxxW1Bb4rM7Pn0PdW1xdV_f59MzmzW6pClQD8PsHn8W69xBBn2TdhnFW1zKWBt20VQmrW6rmyKL491KtWW6yhbjb45nrt5W8QDRWk1GlW38W8YQLff1-9CpFW7zxBvr7xVKLTW1-GjTW5b61c5W1RMZq493fwZpVhvnG93Swq0fW3CVWzH8csLSqW1035yc3bSmn0W8f36bl5G1g5vW6yKjF_2L5GhqW8jTnwR66l62MW5JvWC88Pn06tW8JzcpJ9hnv9ZW8zyCXz70hPk6MZpcmq9ZLgTf1vlRRT11)

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6tcGNN5x14BQW7cZHlZ6-Sh9g0/5/f18dQhb0Sjvf8XJ8hgN81SjwlHyjJqVQZtJx8rBGzTN3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7xzWXH8QKpyrW4sj3hV2BcyM9W1mGWmC5VQ54DN37v2R1Xw9PyW62lFN05bb3kGW73lWK53KV3V7W15-QjP7d22WzW3BlTJM2pM11RW4LfFPF1qKwrMW4K-tv58xqBGjW5wVT9W6Q25dyW74B5_h2zhjcdW5WV_g12h9QhMW1ddNpR162yr2N6SSJNccb0djW3kYc044p7yDTW2zQtpr36_zytW23N6GJ8qBX9PW1CksCf7gYszfW6ZHg2B6DY0WSW3ZSqfv1-nkfnN4CdGmXxM4TXW6H26tk3pxWL3McTSRKcSnt9f670YNG02)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W32pj_L3nbfz5W2_XzDj5fy3_L0/5/f18dQhb0S9r22gC01rW8Nz18p2qwv15W1hRmk14cyvb1Mf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ85Gx-jW8hdqyr4-rxs8W52XR604H6cryW6d95xT5_-BppV52JjB8WcWK-W7qX57N7VscDJW7r1RYM21GqjhW8N2McC4PnTnvN1MjB8K7DRWCW83QRpq4yXQYCW7KYXrF4p0Nc6W7LrkYh437b5HW5gSHY56H5W1XN5L7gN6VR6H2W4q1tJT93G66rW1TSGdL33FzxDV2f0wq1ny5pjW8R-XsQ7LKPdgW2RN9yv93LYyjW90lNnZ4FJskPW8-QQqg3v8Dp-Mvbf5n3_BTqf1ss0R811)

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1LXWd15KX6yXW7Sj5_p8ml6MG0/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqVQZtJx8rBGzTW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lppHtW7Dst_06djJ7vVsMQ74319kl7W7gF-7W3xHGBTW1SstqP5dy6WGW3D11sh1NJ8FGW5Trt0B2mDRlZW5nW--772299MW8YN0_97stY03W853fQz8cSvn-W5-HG352ZsbRsW18B9pt5gHS8cVB0yt63qY36qN4P7LtdrPpMvMrJh2DR6wHDW6b-mP66cfByrN5CZmsL84rVzW6LzX_d6KWqm0W90ZCr71GTTlwW1qJ5vq8NvCyXW1cfPWg2083gcW6gVCkG3xWwfqK3WZ6_Fj1102)

[Ann Arbor, MI - Jan 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4sq2Q33gPdSJW9j0qH05h_Hsk0/5/f18dQhb0S2C82nRNKtVWp1lG2pgJDvN2X-CDRnjkQqN526S9RDKtTtW58RS2v7b1fJQW6z8DHW7ZRXRwW6-rKtT3fCj_yW8z-Tpt7DPdyfW8P9tZ04RHZ-vN79c_dmQXrYyW8pz-RV8pPQRnW8NWfCm8hP_ylW8S4sgz25krrjW2ggv5b1LgVy8W5gcz0x7S9LFbMCl2fVk8-MYN4d0PZKndtxrW54NVQV2wpG1-W28r5hC50T5KdW2tnNlH2G33_nW2jdJh-5SKLxJW336_503qT4hxW6YcqzL4M6SYBW76s3MJ4g78SgN5CDmkQq1pR7W6L6qRK4HDFN6N6rC4LwfzFDcV3VvF871gfKvW7dpDNg22Zb2MW1RplRf6yTcZ6W7fY2JR7100WFW8qbsFS3V0wwqW3vB9_03-jDFlW84Mvh79gDKkpW85c1ZP4f5zszW7RR1jr7QXh86W6Pq7Py3KCFZLW6Z5Z17174FmQW2wYJ1K4pvt0gW8WLbSN7VpXSxW96St0W6_yHQPW8_0Mq55HPQzMW3f-SQq52XjMPN2Y3zPz6vgq-W4SDpPr7qL7zrW7hV75w5KP4FfW8pKb5J7Lr-11Vz4MCT4HyYqVW5BRtnk8LlByBW3zSkxT1jz8S_W1zJGX15wYXvC0)  
[Columbus, OH - Jan 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1TBSsw7R9qPwN4JgZrsTBQ8W0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9hGBW8qZLS-37wV7QVVyWmR3GCDtSW5v6GJj3lLT88W5B59R53ldJNyW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-lzRWN2PS9sYmmNw8W4Nh_Pd6b-vF0N67h1zcQC5z2VPC2cV8zLLC0VM7nxc2zW0tzW3bQnCf93P3rlW33P1251s5qpyVPmGzX5H0zmRW3dHfQp6N3BvcW3fGkpw6MdqXSN4nRS-MRHr_cN4tq3WQ_4QbRW8rRZrk8r_BzRW5HTGnY7gCY_VW5CXtGx4wFJwhW4Rj6Nh6BkmNHW8bQGpz72zrXTW712jpZ7cn4YgW5Ly6145PYGWfVn8NJ-1wlbN3W5d4sMQ5S3p3JW3ZSQWV729T91W6KXGsb9b7cZgW6bTRZk9j-dFnN3QzSg8QN_TjW5pGsNP5wYXvC0)  
[Mexico City - Feb 5 & 6th](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W2nqzjH6WYzrKW4C1cs08_gS2b0/5/f18dQhb0SbTP8Y9-zHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5SC5zh-NRVnQ9Qq8--HBkW8_1vj27r6cbPW8Wxkrn2MyWvzW8-y10r8-v5SNVHpVHK558sg7W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGYn8W1Qj6FQ6pzHWBW79p3ps4YFc44W57-WqM3H_PtyW2DzCtR1yC0MWW4_sCKq4bFvddW56631C6yh01tV17sLg5_mnLWW3PB67p1SyB6vW7TcQ444FZj9lW3wSHg-6pnJHrW45dv7T5LqSJYW6hYSX19cSR6DW4PqCyl8VjFPhW531JBP7C1TtNW6JqFBz2F_2tNW6JZGX36Pc2NRN7Pxfs8wKJnCV3qXS-3nv6jDW7bW3kL8y1Sb1N545M3PWDM00W2vDdSk8FF5w0W7tW9JQ56fFcnW85N1Xf977S-yVHQJRY7ClB_kW723QB271wShbM19YZhKcXM4103)  
[Phoenix, AZ - Feb 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N8lTTDhsHRfWW25-zlB623dDR0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsBG2Q1TB3W1G6XC98HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_N7J_q0fj5KN-N7VjtP0k7gDhW7sn_z41P0BgKW1yttW78_KgTxN1V2RZ4w0ncDW92dqCl4lb_v-W7pr3kV93ch1FW1wffp56fjL4MW1L844_4_YtV0N7C0XTYjbTVGVsNFJ37qXM6fW4gPBgj1zWN3VW5HFsHj9gHX3HW73Qsnm1d5pgbW4NB8Q86DzwRSW1YQ3zH5THL04W5hfQL48nNqVsW9lYG6m7zLcd-VpHCbM4nLPQ5W6_lPYn5KMmJ2W8kf7D84Pxhj5W3DlwBb7j8jwMf5wYXvC04)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*VVj18g202LKWW2WjGP52V9C6V0/5/f18dQhb0S2C86_rDSLW12NrgJ2d6Gx0VC58jq8dts89W48lDvq761tBGN1QMkmyWMBVjW8S4vQT9fB0BPW3Mp2X-2kyfPyW93rVND3TX2y9W50jFVm3k6S80VqdX8h92hhhpW8NrcRT805pqBW22jyLp99x0CtW25L_bl26VvmrW4H1rL256SrpWW3yB65213YqVDW31NQ044c2z64W1b56GV7BYHCDW184Xmf8m2XFHW6bhK8l7XBc2wW5WGw0x8WhyT8MrMxt5CbS0jW6j9nnJ5MqVcpW4Lp6bj280TtsW6g3Fw84lJSlHW3nqFrG503NylN4LFNxn9QH29W5vXmgr2nz5yzW7hXnHL8tgbs_W12K6Bb4-sK9kVQ2vWp4Fl2WhVtPDh_27Bfh0W8_X7D77pm3CmW2rD57x7PQBJmW39tm3-6fHQzfW98dq698CTQStW7dgTqz1dz0JdW3KYgjx668sftW7T3m0J4xgF4qVqR_P92TcZTXN4bbp9RQMdWYW41G2Tw1G7gHQW3zHR-t4vGQ4XW2jGv5d4s2SYGN2b6Dlcl-9xqMbdg8-TwMXNW9c9nWL17VMjKW82yFgc4jngXDW15yRm42k1V8hW6JrNlB5SwLf2W1pgt8H8XtLK-f7m4hlN02)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N7Wdmyz2C-lpW1kwMKk2rwjWV0/5/f18dQhb0S2C86tQ-Q7MWVfh9F2sRlW2nPlrY8ngs-QN20LnlfQzSm1W5-qr1L2_0YcZW2kdgGF8KHpwfW3gLVqL4G4563W6vG90h1BHyYxN8F00WbrLXR6W8cw9KX867WscW5NM4dp7jmpWlW28n9Hb6Sm8c0W7McG0j1LgK4zW1kG_3G5MkZR_W22wc168lZQ6SW2PJT1C1bDXwdMRX56Y8Ngp6MLyzt6BrdZdN4ZHq1TlBZTRW6yQRrV7lzpRnN56w9y7tXl6BW30rt5Z2MPRsfW1q4-Q71GZBnMW90sM007whYnXW7m6GWH5HnHNmVNw12w30Q0BRN3LhRLvrL4pjW6LcVq62dy517W8b9csy1dJ1KtW58BQ6B1GNQfYW7FMlx04hK4dMW1-HTcF5vvMNgN5H5Qq_sZ-tdW3n88c4355JFrW1MBNvp7VLzyGW6Tk_4n3d00NRW3X8P716d_vySW2VnXhB2znjNxN1lN__Dnz6wGN1F4PhtPkrcXW5R4bKk3t1QyjW4k_rK594z1bdW6ByrrK5sMxLRW64-Rp34P47J3W161QzB31R3yDW9bHJYT9hG7XYW2gzqcw7brD30W1MJX4N6W5yXfW5QKKvb5XNZPrN5mWmfjTD28bf4ZxCKR03)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6B52nf21kfQ3N1SY-H94xZts0/5/f18dQhb0S1Xq73F0FpVLwR0J6Y33TbW4J3rjy1fgHxCW1lLKfB2RHLpwW1XVHcV32WN-TW3KZHnh2b2rF-W2QTGxj5FPnn7N4JNPPgBv75GVzkrbR4sBj0pW50kBrp1gwsKkW93QK4_6W0FswW5g46N186mHzmW86Kxgt3WLqGMW6hjjm97qyVFbW8gTyZK56yTW8VGY0YS4N7cXzW1xw7f63DxpssW51mJMM4_dQ7zW2FB1g12L6zd4W3Gz-Jd4WC9D8W4_SZLr2HlNBNW8DS91g4_5sLKVLCD6p8gzBVDW6lJ1NS6CWCZqW459VKC8Qz9drW4pGmsv8DYft8W6cPZD_73yqQsW2nZd9t1PRPznN1vTcG5QBP8LW3b4VT37vZMTNW7666tJ7Z0DT8W252BwW7dgYzsW6Ylt8K64z1JfW4t82Ll4_NYghW6XsqKb29QLWGW7gq13p1GvDCGW74FczZ8R0Y3kW2_dNK03-K_wrW6sHxgn3Xk6ygW7-dP3D2x5wrfW2BD4Sp7T9v4JW4GYqFT8M28ZKW80Y17Q7cVstvW2j196r1_Vl3mW6PZtrr6Qq5qdV_pwZR8qqVd7W21nkz_3fB8DjW9j-WPc43nypDW95PyFg89tkzzW921ltm7LqS9pW9lfK6r5Pq1z1W8C8JCL3Gf8nD102)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N4Sv2JV3FbMpMD4BXtGcmhY0/5/f18dQhb0S1Wd73nK89VWVfg_5TJBvXVb9S-z34Qw_PW6wwqKW3dhmplW2BLpzY5_3PHGW8-hW1T8Lb3RcW3-DLCV9hbqVFW7GRcBW3Lnh65W3sq9c96HphlCW5WKpk85pLHxLN4RbMPXxxGfgW8M9yJ95pl62BN25rfmBWy7njW64wCsd2_V670W1l9pzQ7DpT2PW2qx1SB8dXnfRW8wqJZp3mGNK2N4qrz-l9YP5yN4ScKxHhTqbLW2PcSFx7jFcgnW42BBrK4ByN_mW4mqb2b7ZtXyDW6bd2lk8t8RrjW25CcMt7XGnqSW10sc2M65bnLGW1rnbZb1JXvVXW81lBsr1w8p4hN6zLjqH35_vSW6-trsZ8jxH6MW6vP1Wf1fzMLqW2n9nZX8S2HssW3NTbZq1QKry0W4zZV4M7MpYn0W2_BmjF8zvSS-W8KXTJp5MSs2NW7RYvTM3lBJR7W8pPqcH3T7HBjW7ls_kz1cS5pWW83-d5m5Q7mCpW15v0MC9dhhKbW9gx2Vr40K3GhW75lFY6949zQqW2YQ-Yc7vqV3NW3_F4Br52_2WdW4BvtC110n-fYMpKQKVV0y09W5dMD8c6WW03vW936DjG7rxZrNW6gJlrf8MyFNVW1rrY_b6N0msvW6BBnGM2m4G-fW601Rp_5LPbwK0)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5nVp9R4yDsDZW6RPNtX6s5Phl0/5/f18dQhb0SmhT9ctzqxN81SjwlHyjJqVQZtJx8rBGzTW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Tt-3wW6bwKbf51RWPgVQsxvS6NN2w-W7lK3pR7dXMP_W4L1Fzb41G_98W3M6VqD3BY4_0W5Q52r75kn5JBW4LxpZm5WF8DGW41_WgK41yjTPW4tYC123V-d3dW62V7xp3NZBqTW4tfX3G5hXWmWW3sHxjb30XKxRW7f-g7k5KxXB6W5KDCtZ12tL7fW5B4_wW1tbf35W5F_2Jd3XsqW0N5pfw1S4SHgXW8cdftw3X0g0yN6bp1cMbq5fxW4TKc2l6RdGz1N7cmnJ4DLLrmVPKjSQ9jfVmWW37bVCN2HRfQsVb5nJW8rkYzyW5vKLVM6mRrr8W5vZQ0541lhb6N87142DcGS-kN3sFbrmfgJRpW6PwNXr95ScvkW64NZX78Q_GrQW63PH2l86fZLLW1bBvW33_5Xh9W23byK01NFfl4W8P4pWx8R9kfxW3NGSVW67h77-W2qS-Yf2L5GhqW8jTnwR66l62MW5JvWC88Pn06tW8JzcpJ9hnv9ZW8zyCXz70hPk6MZpcmq9ZLh9f4Lx34j11)  
[Guatamala - Feb 25, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4n02g77z5gtmW4jxCLT5Kqt540/5/f18dQhb0Sq5G8Y9ZP0W6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5VC1Vq7GqVLDpF18DsCk0W8q4QZq8Btbw6W5xKzXN8rC3XHW5x4VQM60TTpWW1sM-dB8vXGJ-W8m6Tz91rfXn0W8r4BmM60TlcVVXwJfg5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk19m1WKW6Pkt_V62_rT8V3DKLV9dH8_6W6V4mf75sdxXgW8gjY6L8WBKbVW56sy_82NhXH1W2sth9W6gZJf9W1R_Z5t2LBS1vW13fcMK4NBYxQW7pNCkR2cZb3cW54-Gpl78JLpvN4Qv23F7nnHHN2Qstnj6QDB_W7JLjrc1FJj3ZW4d-kvZ4R2m59W58xLmh2sH5FGW4Cl7_Y2st6l1W2g3cVG4lBZ6FVnpt286GTq08W8Ph58-59BvcjW6f_79H45yhlBW7x2Sbc7z2LRRW5hfQL48nNqVsW9lYG6m7zLcd-VpHCbM4nLPQ5W6_lPYn5KMmJ2W8kf7D84Pxhj5W3DlwBb5H-Z83f4bXfmY04)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N2x9v00tHYs9W4Bcp2C6rZsmP0/5/f18dQhb0S3j473F0FpW12gM7361Kyw3W2nzcK22qQjkMW3fX8Ns32skKPV-Yk5l6b0-kHW3KZHmJ85dBTLW4lf-ct8yf-HfVhvPXN9k82SJW20_F9S7BFW16W67P5pz4pnTQDW4tH2K093zn85W8mNZg97VW_t9W4drSSR2c5fSWN37DCyrqJ69bW2K4tP-1H-xJdN1MM9qYX_8_-N30sD0XYVQT2ML2Db4cHh_VW251k-z1DdkrlW5nRNK130PGkRW714MzM7sNRg0W4ShGHL2ypybWW51N68K12ClYrW6nMYRg176FCMN47FJZ-bvNylF2FRYcy2Dh0W5f-PFb3SNd_qN501CV24w_VjW7QqGTg1gYJ36W4JBnbp3BszkbW3NcG4n5BnBq_W3nfmf_3NKLm_W4Vq35K5jt9szW90M67V7P0bH8W5jCHZl8CW6gVW3H5QbJ57XmMYN4ZbqBhW19ZnW6Xz_PQ3TwW0HW7V2jt730Kxw9W5JgLRl8R7MkgW63d_Jj3xfWzxW8R4qhc41YB_GW98phZ38Y9z7LW21H-qF9gTCTBW6Dqt7L3VRRm9W5fD9bX11xr29VVPLgR6y_rYMW1Zyb3s7jrZpfW1MshbJ28M_TrW5RJY6k98Z_QXW5Nb-mS5Rc4y_W41MbRq3pDRc_W315npt6fpSzj0)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N4VjDPNjr5syW8cNsJp5HdVS20/5/f18dQhb0Sq5L8Y9YsWW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QM1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28tZDljVZ6sWH1pNWLnVNgVz85F306dMZwvby-_9TKW8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDN5CkvrlwNrW5W1x4lQB6HdqlTW7nwG0k2lKchHN6pgXdsRFkK4W5G18Kh3y9KYQN3dgtNk_tCsvW3n9XYZ5jSDzgW2-FDl18LML90VPgzg035x0bNW8bCgc43thDG2MZ5NQLZsXl6VZ6sTf3LpCTLW14pf3d5hlB1rW3Kt0Sn5TpkbLV__j9V43GFh2V_5Fm88Nkjg9VZs4988JmgGxW6wydXJ392FRmW6ylMBt4PxC8jW448fzV3vd65QW4WXgCP3VV5kKW2ljHhb8mhg5wW87rSnw6RWlmNW50GQDs6_8xH5W6-LJ1y7zHTwyW86s5G26gKX8xW73yKD270RWJRf7xxq3_11)  
[San Diego, CA - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W664Msd7MbymnN6D1jx5dN1qb0/5/f18dQhb0S9r79jx8C0N81SjwlHyjJqVQZtJx8rBGzTW3hHhcf5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtN7HX-kqqh2CFW1SPJhf8WxW-ZW1WvCy62Mn1sBW32lPx_1G7dBvW1HmDf21D8J1mW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gk59ZN2Y7DWG9HQvGVrqJ5y53X_ZpW52Ylfx3_8mplW9fgwMT4fP9RrW2rhNQx4h6zXzW7560FD1TCfktW2Qgvq153qX1FW6W_xdv7v50dyV6ggCn6XDNmnW84p3tm1Tm0kHW4C4ysV2K5l-wW1zkHPV2M4B6cW8gQyY36B38SnW4N59Wk2tZhx0W6wP_B485wwpbW7p3C-_3MYtL8W4Gsj5H45Ly2MVkwRPg8cKL3TW1Hnwhl2RyhkDV8XNP84QDcJ_W1vt4Hq9fQsPPW4r8V6_2_yS1lW6TGKPD9m4Kv0N8hz3JRYjK7GMVMPVbVrLq8W5W_RVV4HzlXl0)  
[Raleigh, NC - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*Vt3nBC68mtDgVXRTcy83brq70/5/f18dQhb0S8389dK6CsN81SjwlHyjJqVQZtJx8rBGzTW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XDb7NWJHjW7NPY6-7n9244W1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S3788sDVDQlyr8pgz3BVS7JNm3LsyzqV2gw3G2BFm9ZW7y9HNC3L3hgyW6mkLgN9hW9PkW73GtBw3rGYTlW8dr5dy25LRxtW3gMPRK96zLfWVcLlch8pwS8PVPY3Qm5P_L7jW41Lqb_5kYFsKW42QsYL49kJ93W6fXB_K11rnNbV4Vjhv6MZR2VW54GcH67K-c-gVNGPwq1Ngx1cW51bCDt7-6Vy3N5CHvCZVppymW6RrGrX8X9S8rW1kFrNQ5QCNC3W4L1Mmr4JXQH_TVgZR6lysd0103)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5VzXYb7vNf1QW8_ppk66TpFM70/5/f18dQhb0S65P6XvnqxM11vrwC49n6W4_m2Fn4_c2pdW3m9yWJ52-bGXW3Wyxvk5x3w9kW41VrBk6NsbJLW6cPJZb24qG54VxDP301fbKvdW5-3qDh73jxygN3rbptJhpWwhW4nCWR-4rJGQhW6BFXk13bsGZRVRt_Mf8zmg9dN4PmqTJxDXfCW5-3ZkN7908vxW7PvytG2-8BF3W71h5p87sdz1VN4-1-n71b3xvW68GWR02ZbTK_N3JxNg19HRdsW64kDq01z9MVSW99g0Lx51vX6jW2wx4YR4c6rJCW6wL16G1jyQt8VyDRWb1dlKstN8Rpw11S2hc9W19z0m_5dWFPXW4y_Msc54pNY6W5_1ldx83tS97V6PPtT5N47jfW4CfhxH6VF6Q3TScxd8pkhpmW6fvd126zv685W981Cbk8CTQRZVnPKww7v735hW5sHmGl3572CQW6nM8WZ91z16xW8ZzX923mDrlHW2dHj7W1BDBKhW7_cbTF5wlRZFW7DZDbq15N3LMW8t2LBg5v2xyyW8R-ZRY8l9dC5W2GgCpZ3zbWg0W44njb18wxVWqN8fKFMjNqLMSW6Rs40S9hts3ZW6_4HVm4J9R70N30jpmHclT96f4SBKPn03)  
[Charlotte, NC - March 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W3X82gz5rz2k3W7QmvBZ1Qpww-0/5/f18dQhb0S8389dK6CsN81SjwlHyjJqVQZtJx8rBGzTW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XCq7bj4RQW1YfpZF1Yb4QTW1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S3788sDVDQlyr8pgz3BVS7JNm3LsyzqV2gw3G2BFm9ZW7y9HNC3L3hgyW6mkLgN9hW9PkW73GtBw3rGYTlW8dr5dy25LRxtW3gMPRK96zLfWVcLlch8pwS8PVPY3Qm5P_L7jW41Lqb_5kYFsKW42QsYL49kJ93W6fXB_K11rnNbV4Vjhv6MZR2VW54GcH67K-c-gVNGPwq1Ngx1cW51bCDt7-6Vy3N5CHvCZVppymW6RrGrX8X9S8rW1kFrNQ5QCNC3W4L1Mmr4JXQH_V1vZC33MsGtT103)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W9dkyvC3H9nnvW5gFPZp6tDB8T0/5/f18dQhb0S65P2WJLfhW12hmSG2_Vc7zW4Tbhs86sjSp7W6RXyBJ75xWQ7W2QBHWz1pmw75W7rjXYZ3PqDP9W8JclQ-5J8gpRW8J9q2Z5T--wvN8ycVC4bkWynW7QlnRM8PNLv6W3sXX8W6WP_JdW8trMK34cpqrGW5FzZ001WqjPtW6x_xN88M1xhpW3gXzRb37N8wXW3_j8gx4fmN9sW8T0Xn01-BG4xW4NghPb3GstwXW52mgNH2yskQnN1fqWyP7JnnGW1g9Cmz7Bb8jZW3H4NpF341YlqN93Nggdsvn3HW5STyPS6p_t5WW62rW7W71FdGCN7sGJFvGqSqgW47VbPk416BrdN6f3HcF3hVljV-XVhc3bd8mjVk4jJ33DwGJXW11j6Yx8bsGwnW8w3Z7G6_L2FyW5xsfhF5gn9HwW4jYJzC5Xwd5kW58z6y14FsFsxW8yzwcS2cdTW2W2k03bg59kN7GW58VcJh41YkXrW6SJG117JhQY7W6YjF6V1kv7gbN1ZnVFWlJFblW62wJ6g4fjz_QW4lP1Cz4sD0GXW2_dyY73PK_N9W7nx5198z5MfCW75qMh-4sNnrRW2qfYzt18MlY3W44CkQF9bc_n2W8VjN275pQ2fzW6qXzf188ZT3wW5-_ZVj819MxhW7DfnPb32-phzW70tH5v1xfGg8103)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W2qDnSK3Y43mvVynBzW6GzQ4n0/5/f18dQhb0SnGX9jx83zN81SjwlHyjJqVQZtJx8rBGzTW3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4hbHsdW2Q2dn51GnyPRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pkGnRW3m2fpy53X_ZpW52Ylfx3_8mplW9fgwMT4fP9RrW2rhNQx4h6zXzW7560FD1TCfktW2Qgvq153qX1FW6W_xdv7v50dyV6ggCn6XDNmnW84p3tm1Tm0kHW4C4ysV2K5l-wW1zkHPV2M4B6cW8gQyY36B38SnW4N59Wk2tZhx0W6wP_B485wwpbW7p3C-_3MYtL8W4Gsj5H45Ly2MVkwRPg8cKL3TW1Hnwhl2RyhkDN7MVntXP9GRKW8j1V-d89nlcBW7-xH7x6Gtrn0W5FMD6m6-Hg4hW4YX-V880z_KLW6ml62F4Pv86fV5XQzm10d_Tt102)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W8cnnQC6xYV3NW1wSkmg8P7nmv0/5/f18dQhb0S1Wb2WJLfhVWpp3L2_V4zqVCFpyl4N05d7N2kwcspQBjRPW3Fxr6q1ZFfB0W5wx0BZ7xThDXW7LhtGp85Ytg7N4J1K-WV9qgHW7LkWjN8bJbc4W2WF2_b5SN0_1W89LSSV4DhlSMW5S5HPQ6W6ygHW3sJpLp5sQQynW5sGFrN7qMX2bW8dNl9l1kC2Y2N1c1xHYZnqv9W2rlrD-1Yc2NVW3B81pL5jXn-bW2qwRzq4VyhnqW5nzfvD1qgPBhW1HS48x8cBSXVW1fWk4w3GvHTmW4J5_g72Bm3_2W40nWyx5sV9r8W2kmLH42dHStQW6ZP5dH5ZTBfTW5vnvrj5RxRFXW13NV_g6kCBzBW6rJyJW8blyMSW2Y4zyy58vrFhW2byZXT3pmD-3W2Kvdkt8mcg2_W86Qltx4d2LrWW4ddt_Y8ZljVTN2JBd9yzc1t_W3-0R3D5MH9THW5cSqR21ZXL0dW5-nmGk3_XSWVW20nshd3XPgncW3lw0ZF9dtR3GW4Zf0Fn3bz2PyW3RqNBV9hZBYyN41gLvJS_M9dW7xf9096M9QFfW6nGYYX5-phcMW70b0_z2H2s27W4yN_m24TH_znW4x2FkN9jZgFVW8Df0G_3sJJKFW4H9ryd4CywswW6r0nnh18wSPKW5jn_x_2_npf1W2jLmCd51F1cP103)  
[Louisville, KY - April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W3NJMV63kJwjWW3yhbkR37pzZL0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558RJ4W2MnrdL1SymPFW4hY0Pr4cj21HW4hr8wb7sqgPTW54Gzrk4fsHrtW6yRyWK1D8r1QVsN8vt58PJg_W2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gq4W7W2Y7Dl76pkGndW3m2rMZ53X_ZpW4HGVLs1G8MxxW1Bb4rM7Pn0PdW1xdV_f59MzmzW6pClQD8PsHn8W69xBBn2TdhnFW1zKWBt20VQmrW6rmyKL491KtWW6yhbjb45nrt5W8QDRWk1GlW38W8YQLff1-9CpFW7zxBvr7xVKLTW1-GjTW5b61c5W1RMZq493fwZpVhvnG93Swq4pW74t_l94M1133W4H_8kn55CTvkW23_QGB2dNs_SVMkypY30Hpx6W134XCF2k1kLCW7ZH9db4Lgg10W42Nj_q9376rBW32DQ5_9dTtsxW7D7Hxj1Dy_KCW4DvKFY5wYXvC0)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W3D5GZJ2LC9hvW8js3Qg1V33T00/5/f18dQhb0S1Wd7BfGH_W12Nm542l-z1HN2szK0SP46_qN8KJXZtQBM0YW3Fxr6q3_c9NwW1F0VN_2b2rF-W41ZPRQ2HwcqGVhr1jd7wy-tXW87Xcg59cpm5MW1rkMM02YnfxBW4ZWPdx87ZSLSW4DPYrm8fBThlW8S8sRD3w1VVxVcJnCv3w24vpW2rJpFC31lYv4N4PSdm7PQ56HW2N-8rk6GGbjrW7gWSQz5LLC3BW4l4qp44Nh4V3W22zshY4nhFg5MTM4b2yF9-bW64S2h367HNTwW6H3Gxd7fHrczW4-CVLx7rsJMVV3mklV7Lpgx_W2pqHPC5jzZ1vW2QLvDS6zPFtjW2l96-s1GlG6rW39z1Zh7d05JzW7bj8jK1dcrwZVz6W7Y4yxYyCV2XHXl66RGTzW65TqrP4MZFkmVgzFFH87dqRFW1RLnhq5PKBdsW8WdJM54y2p84W3WK49-6BcJ5JW1QbTtV8st3mPW41gfPN2GQpQnW418KlT7YVytJW2CbsLS994JlCW7-vXcY2BRxlQW3mfcMQ34RtlbW6ccBC73lw3ssN6QyvwsG2YgYW1HrVYf2lwZw4W6lY4DB3pYCBbW8NhMDx39s9mpW2-KxLL4pLCdSW5X-gtk4rmGNXW28s1tR72SPx6W9kM2Kh5yKjDZW17tz8V6WTMkVW8xhM0_9bXRJDW8N23PX7ZLHcFW9jZGjQ4xTjtXN3Vq9z731zdLf6FKD--03)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4Sy1SQ5n_DlzW9fP1s51-RGJP0/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqVQZtJx8rBGzTW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW41SvLz47DqwxW2wc1Yj2ys9QCW6_DNpV373RtGW30-NFL4L4h7mW4s5Zmv3KsMQJW3XM2lr3KwXtnW5HpmVD4my5mcW2pbrdD5xKM41W4LnmWC41WXbKW6ZwFcz3TtsHsW6W2nz23SLCvLW6K6kcm7k-2C-W3m2qZ_7y6mBsVrX3l16Vzt2RN4yR22DXrN7ZW6bnYZq1KRl6xW7mt3V-6VQgt9N4gKglZKbhTJW4Dcbn34Cmw9JW5RdR1M6XMVS7W3bkZrG4Q-5SVW4Hzl_13CYR_S111)  
[Danbury, CT - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5l15PM8BRbyrW5hJGLC7PCb2g0/5/f18dQhb0S2C873p1KjVWVmX-2vPQnVW1bK1sz1tbdDLW3S_YdN68xJ2qW7GbsCc4sPBJFW7kJV7K3F6VN6W4vm5cl2W63d3W2clk8h19pH-dVgh9Cl5vjJBCVMcFJB4Ct-91W87708k7LhSp2W82Q5f_14klHlW3Vs0s96PR98kW6YMPZ849jYh8N2xNvMpwwmw8W2lzvvf5R_CdJW2nj5nq6Z-wrRV31w1d6w6mfqW5mQZQd4Ln4-FVwJWSH9dslW0W7B3bs41dK7VWW5WsN8s6Cns1WW2rNPxn1VtPdVW1Vspv_6Jw-QRW3b6C_B1fDvQRN2stLYWHxkZ8W39Cmzj734Mh8W3LWHwS5fFz29W5BZqcr9cq9gWVWVFMz6K4JgGW79tpg-8Bb_VGW3ZlVv56bw4d4N4kVddcnxGyxW2qytY26g8w1hW3fpbdT64B_6YW6vJvZv7-s-0yW7vMv193XZgKLW42BC713MV5HVW1Ylwp12C_FFkW1zGmKZ36y2zQW5hsfQH3rRsMGW2T4sxz8TX5NKW6g-pJ363bJwJW91ss5G5h3cRnW5-RNl27pHfnFW74x8m56KqZS_W43QPsS51XpCwW8CVgv38MKTf1W2jCJkp3QLn4WN7J3C1chxpZsf1q7CVT03)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5y-1JB1458K4W3fGJk836hwzr0/5/f18dQhb0S2C87zPGQmW12NkDJ1lj1lsW2vJzw02vz5YQW6l9Z4B2vRmclW7-sGNN1-2nXGW84hQJJ6HqQ7gW18WxZl9h9mp_VwSqnd4HjSf1N3Qt8q-Hd0m_W91S4sZ4sxr9cW9bPLf32x-DBWW2YQ19x1vdTpqVWvGYm37Z7TwN3378xj9FPP1W2DXckb71gpHDVWTLcP7zY4zDW1NcCX_16KSz1Vd7G1C3gB_vzW1FDHDP3Ny5LLVn1NCL4Pf5FdW34b5TZ7q45x6W5s7GDn6s91JgW7tMkgw5r_WbYW3_Mq6G27FTPjW8P8K4W719GqPW6W36V13rcYS2VFVXHN2ZGVshW3zzfwC7RFGzlW9gTk9P231ZFzW1-1dsJ4SZzxgW8my6Wy2-n4hvW3hmXxx40bsDZW7237lw6z6r3jW5j2rzp1KjfgfW37v7Wy8YZW8qW4F3LQm6r327dW1wg27c3g4wPVW3WBc2Q7gP7TfW2qSyby4P_k-0W3ffLfk4xfddKW75qckX1Y2qtxW2xf_gm33n-Q2W5tTh5X6c2sMPW45n0p823VKh2W2w-BMd8Ft32MW6ZRtmK4y7dqFW51gKQn3v8XRkW4xS5Hw8777N4W7GCTLM7cpMPWVhL19P9gm46H103)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6cmvlK2T_lDcW2wqY4J3w5pnp0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4-v6Vv44mF2WsXvmVvdp8K2MFqW5W7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zDyCsW9dGZLl3lp531W4x-xGt7zLV65W2NnQ5K4bQW_qW6c44sy58grrMW1zxGFj6rkNP0N1-7S7Ds2QGRW1-V5_04dQhqMW1tk9b74jY91FN8XmMBcnFTM-N8Y_zzhmH5X-W7sRC7g7BMfnqW7sV5Lv1GSxnyW1KmDwt6cvj6NW8Zw4vZ48xjF1W51cxPY45k5v1W5tb4QN3fBJpBW53NYtc4PLwTVW7pzJGt1T2M3kW1cxb7G1KVDtzV42cYP3nNLMcW3msc774xthb-VQZmGt5pVyJJN93jdKGCDWpNW5HD-6936sLG2w1NsfDK5wYf3Knxv_02)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6nBs4k5F7rZ0W3yD6T97G9j1Y0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x7R1kccfnW62Sfb16VkVRKW7vgLK45lRKcNW3Dv6sQ32xHnwW1hZpjK5mNLNvW7bqTzM7vp5SXW8Q9K7l5Kn975V7x5ll7vpdSRW3BDc3t6FBdh5W6Fpc9Q2F90VnW23-nGK265VBJW22-vhJ1Q40wbW5w8KG83gPWlBW1ybvFB5L1yFvW4gbRRs7bQ_p0W8QKpyr4sj3hVW2BcyM91mGWmCW5VQ54D37v2R1VXw9Py62lFN0W5bb3kG73lWK5W3KV3V715-QjPW7d22Wz3BlTJMW2pM11R4LfFPFW1qKwrM4K-tv5W8xqBGj5wVT9WW6Q25dy74B5_hW2zhjcd5WV_g1W2h9QhM1ddNpRW162yr26SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBX7x2TV_MzW5bN28m4CcbFcW3YKKrt7XHRqdW3YMd179btjRzW11wFdF40YXzrN6Q3Qs6rLh9QVrHQtM6cf7sf102)  
[Franklin, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5ffRrr51Sr-cW8WCh-J18MNnb0/5/f18dQhb0SfHw9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcZTW2RwRFN1G7JSDN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcN1F6KV3vLQ9VW6mFWsy7k-x_1W1tlfbC4lW4VhVn80nq1yNclbW8NSTjr1LFQTWMtz55jtLsKrVtzrDz1TK0KyVybDvf2GGNw6W6xPdBc7CMC4rVv0BDx21RR58Vwy4Y992djRbVvKjS990f4P3W7ZjRCN1BxxJmW7ZdjLr73R1h2W224l1f6pHKM0W770mwh1YYyGTW4502qq49FShzW8MgT6Z3qsnt3W78Wmjp3vBtxvW89X2K38rX4YVW44ckB67PXX3YW3wPByY3wqskTf1H0vCh11)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1NgCxx3YCmjbW23BNL48V3xRV0/5/f18dQhb0S8329dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5RP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyVtMcYH7sSWg1W7v58RQ2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss62VmCKVF9zBw6mxy9rVFgykj5wJ_hYW3x2D6-34YZPgW8FjHSG3M5GW8V-2bY28NkYj4W8FrrvM5tLcN8W8Llz8j32t2bFW37wBj53vghcyVCPZXP5PZSRWMFnh9MXxT_fW5vM1L-8yzM7LW37Q5Bp2280s0W98hpMN4Pw1VkN2sbPxnb2sQGW3W18Ph3W4TCKN1phNPdWDM00W2vDdSk8FF5w0W7tW9JQ56fFcnW85N1Xf977S-yVHQJRY7ClB_kW723QB271wShbV19XPk14nJmb103)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6Cf-bG4xVXCSW1P_yFg7WCBLw0/5/f18dQhb0S2C873F0FpVWVpGr5VRmjSN2nzcKJn4fpPVKPdXs30tCymW2Sz9NP6b0Sv5W6wQ9KB2b2rG0W2QLXB71YpLbTV6TQLY7cZFDtW4vzQXQ8Z9KwkN4sT8gzglRQrW8Jv8Jm8Nr1_pW100fgq4GwqzvW4cmWdk5YcSh9W4dMGZ58w2s0TW57LtHM86L2WsN2dXqG_pLvcVW2QRtRQ5hFL1wW2GlymX2tjZLRN51K3fxJRtfJW6NH2pZ3LzpvmW2N-RPm3FFMmhW1hCtt31Ngx6kW3Ks8Nk1JpdCNW3Mnyvn513JvFW9fCQFh8LbxGjN38MtTbdccgKW3dKGJT7Cvvg2W7p8cJq4b_VrmW1gyQWJ12jQy7W6qNXRp81lPq1W8nDNYl8W47rgW11w2YX2yQnbcW7wtwHb2nprp-W135khJ1kLXyDW3Z0Q2s2pDxhtW6qC6J98WkFS0W4D_WB94qrLLqW929PGW3-YGmXW7hRD-298HcsWVnfNNL77GKrZW3TCdrG392n7hW4b71xG6Kpb8cW49d0232gzdjVW23QWgN6b3jY_W2SFSvZ8T7R6HVPJkdV7yPWYyW5G-JG9870m2QW9j_RhL3fttv3W1LCd-59m43x_W8Xkpft5yWZDcW8t6N9g33mhKcf87yfty11)  
[Phoenix, AZ - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7TM4Tf8_B7KHN3TRmM9XDgSL0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3Vvfpb2PynP9W58jHz98HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_N7J_q0fj5KN-N7VjtP0k7gDhW7sn_z41P0BgKW1yttW78_KgTxN1V2RZ4w0ncDW92dqCl4lb_v-W7pr3kV93ch1FW1wffp56fjL4MW1L844_4_YtV0N7C0XTYjbTVGVsNFJ37qXM6fW4gPBgj1zWN3VW5HFsHj9gHX3HW73Qsnm1d5pgbW4NB8Q86DzwRSW1YQ3zH5THL04W5hfQL48nNqVsW9lYG6m7zLcd-VpHCbM4nLPQ5W6_lPYn5KMmJ2W8kf7D84Pxhj5W3DlwBb9hB42gf5wYXvC04)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1Dbq5r6SljpvW651ZsB597sT60/5/f18dQhb0SnG_9j1vWCN81SjwlHyjJqVQZtJx8rBGzTW3hHh9N5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558_4hW8V2RP64gsg6VN6xhb7MqCqbzW5pqZgQ53b8ZPW56kKvC57R7KxW7vlcPZ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqzN19BjML9HSCrVrqR6Q53X_ZpW52Ylfx3_8mplW9fgwMT4fP9RrW2rhNQx4h6zXzW7560FD1TCfktW2Qgvq153qX1FW6W_xdv7v50dyV6ggCn6XDNmnW84p3tm1Tm0kHW4C4ysV2K5l-wW1zkHPV2M4B6cW8gQyY36B38SnW4N59Wk2tZhx0W6wP_B485wwpbW7p3C-_3MYw74W4Bwc5j45Ly2MVkwRPg8cKL3TW1Hnwhl2RyhkDV8XPjC4QDcJ_W1vt4Hq9fQsPPW4r8V6_2_yS1lW6TGKPD9m4Kv0N8hz3JRYjK7GMVMPVbVrLq8W1x8YyH56dWZz0)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N8MMxbdzX5StW3Wd04F55y3cM0/5/f18dQhb0S3j42p44bJVWn-C52_Vch6W19hS5r5WbWqpW1_Mhcy1wdW5QW590VPY7MzYGwW6x2vVy4m5b2DW5NCXVp8yf-HfV7MCJJ4G4qsTW2R2HrP6yv24hW8zgfwl15m1CvW86Mt2g4pw2zGW7Twl4c70zT11W5FlH718HjvdvN3_LVS5wtdcbW5sDWFg6vxXMvW70WxJg664-ZhW2GQC_952X0KHN5dl7MfHPnjWW47srsJ5FGylDW2Vx3X02vj7M2W25dX_z23CGPkW3dXkZ-7mB-QTW1kFvdF8F-06jW4lnD7C7GvSsQW1wYJPp3DK2fyW8fkGYw2flN1vW1GtBDR2Cg4rhVTfCSz2zmDLzN3bnmFx-hCvSN4R7FBrPwJlMW6c6FQ_4918L0W4T0S4X8Lh-y3W6RPjTC16DhvPW80yDwp2rGv73W1240Xb5Nvpt0W5Z4wNc7p_6DQW4G-GTH59kzsmW2BrKr_81Qqg-W6n-ZhH6BVSL7W44Spsg4SsXM_N2N6JsCTQ6ZTW6tSxlk8KnS9DW6mrBJw2CckSWW4hRkLx5ClyMjN6xHwkPZpVCXW9gy-V15GSr-tVjPm231WwksXW80v-lv4GPDM5W8VdJnw6zQNqTW93gTcS6qNx2JW7Zls599g_vLJW8lZT991NCpTCVgW_tJ60WNQP103)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7XDHGY6pCj8kW4dySSz5Tq5Hg0/5/f18dQhb0S3j47BfGH_VWp9MN5VRxDzW1999lb2qQjn6N7YMBJ1qhn82W7KK_W93Bw9dtW1F0YCB7xLSdhW8236jl2RpljBN2lMyVqBc30mW2fhjmp5PcHqpW2fqlVV4PM46-W8Jp8Qc8tyK_WW3L7ZJ18X2nqJN8GbT2_nsf9vW7s3jT155Lh81W2Kj7147qLtPgW3wtW0f317njyN5g_LpjXgmhDW1dL1HJ3TYgfPN2Jcgs3VLBLVW1bgHJm3vyZs_W1KMM6y1l06RzW8xyScK7_NpMzVfSb_P1ytDg_W8qphh-32t_llW8_pllY4xWfCGVq4chj55Wy53W7k7r7F1RW0KyVjY9L63TTcrZW7KkrlK16K3DyW9jxv1W6P6y15W8bPBzQ4VTl0KW1JK_Nb2MczVKW4LLkSm4PDzFbW60tQRv6tvz3lW7HRtnN4lfpQbW56Yptk784M0YW10rwHd84XMkkW7SGtFf6d1Fp0W6dsDJd3rTX_rW7Wrg8S6bhYHjW48xfjj2fbLjBW6SbqKG7-v-2mW8GtwBd3N3lBVW6TRfFY6DXx76W1ZWjSB3z9s8lMjWt-4jPCKcW7tb9k_7xc3tDW4Fz-0Z559DQWW7yfw2B5PK7bkW8Bx2kX8Js3BNW3NSzPn81N0v1N7zKr6hf7hD1f63y62n04)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7-Jf9J340f_XW5yz6xf2lK3Y80/5/f18dQhb0S2C87zN5DhW12Nllb1v6532W2J8K4N3YFZlrW86GXhT3Dr8W-W57Lbmm3pfrKpW8rNg5j6XNKKpW2NYJr839yLw2W81ttJL7mzRYSW5sB5J131wyGVW7znxx15NGcqzW4CpzTl5Z21ZtN68bLsQLhyngW3BZqjB3jFcPnN2XpjWtCG6p7N12Dl3h3LngtW3DsX7l2bqbcSW70TFTG4nZL-MVWz9z13Jh-dMW6szf2l5R-bpBN1z49lxlRqQKW30TwNM5plH1BW2RcM1B3Bc8pbW5CnNGD1zTVwgW7_vpNJ4fjNHyW8ccyjp4JfTrPW4p2fS46TrtbtW1hNq-G5VlPXNW7764yB6l8q7lW9bDb2x463vQwN3W3XqblQg97W7m-p0r5YLM0DW6zLqH97-qcqtW71s0ZG7Z6rm0W5j2rzp1KjfjDW4g3QM37QmpY4W9d8wKZ6p4vDsW2-yxHv6z7B0bW7Q85lw7gP7TfW2qSyby4P_k-0W3ffLfk4xfddKW75qckX1Y2qtxW2xf_gm33n-Q2W5tTh5X2KQvBZW23HgWQ12Y6SMW1g-zBl90NxrvW89sdB-6-5D8QW2wFmpJ6qFpjvW2hq1Ph8M6j6QW3QR8GG8ggkW6V7v5xk10rClR103)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W1gMKlt30r1BTVxfvGP72brSz0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhXC4WYzh2W3bQY9j3G_tLkW5rc6yP28s-XTVb40bc5srkT_N4pXq7DTRpW4N4Yk2w7cVGSrVdPcT85CWYMCVhBPJ860nCZsW3hnCdF8tYdxhMf0hQN_Y7lmW4Xlcbz9bGVC_W4WXR5J4x61nrN8GclM4PNtBvW3-DmCx8csLSqW1035yc3bSmn0W8f36bl5G0__sW22w1cc24RqJ8W91K4PZ6mPSXFW3BsnYn6pTbfXW8Mxb4w4cZMKfW6KGn_s8z1p_gW1MWhN-1MKd9Df441NYV11)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6XKnlc30j6W8W3gZzC21g_s_l0/5/f18dQhb0SmhR9dZz5lW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5Sn1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58ySkb7vl6X_W7J9Ww97PSh-KN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK38-W7-W8kV7mWsnXW7dzcsS51vDDKW6vYDb47v70tSN4RssPTHMvs-Vc55VF30T_rPVdhLFK72nt_yW6sxx-h20XMq8W6Mmrqh1gBPKMW5ZgR5J88nyrqW1zy6rg6c1C0GW72540n6WCJVFW1TdBFG1YVZJQW1TfZLJ7vNlHhW28Pvcb19D87WW7qY1Nv2mJ9WYW21YLjB89hR3gW1YdLhT87zbdwW1WVLNZ81D500W3G_1lT6l4V95N3Nz9PLcZLWRW86kZLj6-sdcCVsL4QP7NMbGqW4-qysn7mt3V-W6VQgt94gKglZVKbhTJ4Dcbn3W4Cmw9J5RdR1MW6XMVS73bkZrGW4Q-5SV4HzlYcf86TV3211)  
[Franklin, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5cPtjQ1P_XZwW6tZCk81Q27JK0/5/f18dQhb0SfHw9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcY4N57QDJGrPm2mN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcN1F6KV3vLQ9VW6mFWsy7k-x_1W1tlfbC4lW4VhVn80nq1yNclbW8NSTjr1LFQTWMtz55jtLsKrVtzrDz1TK0KyVybDvf2GGNw6W6xPdBc7CMC4rVv0BDx21RR58Vwy4Y992djRbVvKjS990f4P3W7ZjRCN1BxxJmW7ZdjLr73R1h2W224l1f6pHKM0W770mwh1YYyGTW4502qq49FShzW8MgT6Z3qsnt3W78Wmjp3vBtxvW89X2K38rX4YVW44ckB67PXX3YW3wPByY3wqspPf7-xD0Z11)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7qrk6g1FKlYKW7mG5Cj74BVDD0/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V70pP_1W-WdNW6rDPYf58R2pqW1GlVNb7BQDl7W2SwLc33481XqW7sSJcT7zLQQ0W1TCMx3557YPhW2KFPsd2m5jR3W2N33B53_t0gLW32Gf2Q4dnWJcW69NG1w6PqSXLW7RLPd46W3RDgVHd1h718dKPTW1VJryk5lX8fqW13bD4h6dklYrW1hzR6r7pt6jYW1FjT1x7vVd3GV6wyyM59gKsFW5LfX7q7q7CzhW3px79k9dHvJfW4Pc4bV6XjrcTW75MkvZ4ctG2YW6ywBGq8W2060VrsfYZ7rXQxXW1yV9DX2dVBtZW83spYm1gPTDBW83Fnng8nDXSjW38H1td3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7N7qzBBj10N9FW5xftzc5wXnCBW5PHNNL4V2M7yW611PDX2gkT-kW2wXz9_8q0gSBMNDyx-rTzpYTSMLz8qM1jx103)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N1bJ6WP8xW3xW62LKYf83JF6l0/5/f18dQhb0S2C82p44bJVWn-C52_V4zqVCFpv-7334pgW81Yznc1wd_80W7f3WlN3WgZgPW3g1sKZ2b2rFnW2VQH9B4gFbzYM2s78Mzx9jcW4vzCHq6W5D0hW1rkMM02XVxbQW8NjrwN8dX8rwW98yH1f8kK4kZW8kl7QC6DWCPFW40Y3Dh5NmdqtW1lnd7D3kn_NFN2pyC2qM6c0MW3bGXCz35QG28N51mDlPs3Z1sVC7mKg3jc81pN4fWpGQ9NkC_W24-rbl93shK2W3QlFPj2Qc4WjV4-Nn16wXKpcW6GYfNt1N7F56W8_DMWM7xDgZkW4K6F2D74_dxxW8hTDhr415BZQW36FtQX2p0LPFW2q9RpV1kC_H-N1vTcG5RzVMXV9-zPM8j6WDdW8xFGGb4jxDY5W1K2pdS65zDYHW60_dSr6hH0j4W92jdKy3Hy69SW5nVwN-6jhtlkW7VKB5T6kJptDW7j7skj4BvNlfW9jBKvj8M-v_yW161x0K7fT4FlW8Tprg12PcVsbW7QxxRl8ynNRBW4BDrg135yQcZW6CRR_R1B1dFvW8ypQwL7cvZGBW5-wkX729kRfXW5_JdJv6sBqhDW7g0h0r21k6P0W4F1DnB97648ZW2s4NmJ8WnHTwW9h6cGf9m1htVW6gV4BB6LW-GGW3V6fQT2bNHj3111)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6yrbL71NYWjKW4g-L0439zrJq0/5/f18dQhb0S2C82RMFfcVWnLZh63Jg4RW1cgnD34NNKxhW5DC2Bd63X1lvV-Yk5l6b0SrLW1VcNl74cN67yW5_vyZm40QZGMV2Jy-8181YCgVTnWhg8NGH6MW3bqq-j5VLnHgVxGSQC789Pn3W6VjJ6l4w3WFnW4tyvX07qJ_pkW6p1dvn6SGnnRW7gzhdp3k10-3N5hq1h37f5cHW1mj_NS6Q1GtTW8nc--N1qY5LwV8qL7z7nNjdRW7nDb841pHnLdN59-0xtXK86vW4J3m9Q1CjZTVW96JlBm7rDCWwW2GT6jV1TrVnjW7JZWzz8K8n0tW1VySX573zfDxW2mHQWN2_BKhlV3tLv47bmkfZF4JkplGxBT8W1hLfWW6Q2rQDN5nVmjjj9c0jW85Mqd53DSTw_W13rFXx79ywFmW9czXZl3ZMK7cW54f3l632bsKbW4-2-YZ8ds9jrW2pJLnG1_dT4YW81PWB24d6r8jW5Gkytw5Y8LNnV6sJwn7R5z35W83pDWM29x7yJW20m4Hb1mYhF-W1TkP5N1_MG3pW6RTFKv45VWl4W1-PRxD6725qHW8C5kvq7xsdbmW8Xdsbw6qW5tfVpccJf4FwcLSN5RZjmwBkgqvN93WZH8P-yVmW7xY-z715mnkG102)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W7rwCCk18z--fW4-P1zG4lBTG30/5/f18dQhb0S2C82RwkM_VWnBwV685bZ-Vb9X3d2nnZCgN7n9vnRWG_6FW57vfLq5b1SsdW7fSkGN7v2tvTW29SlZb8yZ4RJW1CFx1Y6RrMPRW4VzCHL8bCR6qVcT-Zw4VD7Z8VyGmQS6Nc5-sW79Z6ZR58QyPKW13FWSR5NlrjqVpX7t-3JXkHsW2KhGmx55TwRcW6GC_177FvkmTW1lFqzz82_SzHN2FplxK69-FgN2lSt2dC-L93W4P5LCH2W01-8W351vJm82YbvjW3C7rJd2PMF46W2jcXBx5PxskLW7H7jYw1-yTmxW449sJJ2hcybDW4yM_TM7CrPJGW5K0GLc4-SRb8W4Wzzs_8LyXqTW8GxpKQ4Z5NClW7-f7mG6WBC6mVWndS82v2HdQW7DyYFL7Yt3cMW3c902g4xggXqW5ZZLbT6bK__3W53DLK23gMkc3W11qxjN932tsTW42rHK31xh3glW6vG_xB2BD4pFN5tTG5PKdZfQW7Pnn3J5G8N9yW6lYcfL65rdVwW5-g8ky5ytGyKW7G6l493mbWX4W8pmd2V4bf2N2N5wshf_zJYGLW6q46Vy5bH36dW86_Lrj4GxfdKW9bcm7f8pGg0VW5fySp56_ZPQSW5lw0QF64Fdd5W18sHX216mdTn103)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W5F85bf4TbkKwVWnDkd6N4W3D0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzW5F29ls7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhXC4WYzh2W3bQY9j3G_tLkW5rc6yP28s-XTVb40bc5srkT_N4pXq7DTRpW4N4Yk2w7cVGSrVdPcT85CWYMCVhBPJ860nCZsW3hnCdF8tYdxhMf0hQN_Y7lmW4Xlcbz9bGVC_W4WXR5J4x61nrN8GclM4PNtBvW3-DmCx8csLSqW1035yc3bSmn0W8f36bl5G0__sW22w1cc24RqJ8W91K4PZ6mPSXFW3BsnYn6pTbfXW8Mxb4w4cZMKfW6KGn_s8z1p_gW1MWhN-1MKdcbf5FbbHL11)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4YX_ws3LnNZsW8jqZCj7V9Kjh0/5/f18dQhb0SnG_9j1vWCN81SjwlHyjJqVQZtJx8rBGzTW3hHh9N5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558_4hW8V2RP64gsg6VN6xhb7MqCqbzW5pqZgQ53b908W2Rgsz92P2FPtW1FFQfk4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqzN19BjML9HSCrVrqR6Q53X_ZpW52Ylfx3_8mplW9fgwMT4fP9RrW2rhNQx4h6zXzW7560FD1TCfktW2Qgvq153qX1FW6W_xdv7v50dyV6ggCn6XDNmnW84p3tm1Tm0kHW4C4ysV2K5l-wW1zkHPV2M4B6cW8gQyY36B38SnW4N59Wk2tZhx0W6wP_B485wwpbW7p3C-_3MYw74W4Bwc5j45Ly2MVkwRPg8cKL3TW1Hnwhl2RyhkDV8XPjC4QDcJ_W1vt4Hq9fQsPPW4r8V6_2_yS1lW6TGKPD9m4Kv0N8hz3JRYjK7GMVMPVbVrLq8W16HrNy56dWZz0)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N18KWR32fp5mW2nK7YW2FGfyP0/5/f18dQhb0S3j4737lZhW12P79r1wBV1QW251gJJ4tF5vzW8GtrDh2SBhgvW7W2H7263Xh-bW2dRh4l8FChZTW27kgX612Zlf9W8pmSdt9hb-xHW3GVY_F3CPMbVW8ZglKD8MbrRVW2dgw-G7Rs5zXW8Fc77m2HG-hVW2-kD987cWN2RW1fhJpW42x4TyN56nPrkVMwW6W394YBM73C3knN8CbZ2t6rPcBV29wyZ2vQqpjW1ZZ5TN30MMG5W5c1q1s3Nm8J4N3KgHMf_s3NkW5q7ZBp8_BHJcW3wS5Q07PRFb7W3n_Ykd4XzXm8W2q3Slz7175TyW8GTHX177636WW6PHkVc68162WW4JMh3t63K2v-W14tbvg5kLVqxW53qZmV2kjmdgW25NF8W7ZJm8jN7SQPR2nYjjtW1Br3lN8nlLBrW3P5spH1MjZQhW89nFdQ3hfHrXW7lflFq2YL3gpW4NczFV8wRg0JW6PrMdc5RhgnpW1GRYVw9blbpwVd78vP2xJWLDN30Mw--GWMFYW3XCbY_3pxh3tW70ST8v890_zKW9jMV9R6KBvZ_W55jwq377XjJXW7nlJwr7sbC2_W4zF4b-98mhl-MDQn4Flfl0Rf83bm2902)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W2HbjKH8xXQPHN4pcqcPlTZ1h0/5/f18dQhb0S2C873F0FpVWVpLB2_V4zqVCVKK4733XlRN80HkYcMDGhKW7f3WlN3VhyfZW1F0YX53PqDPfW8xK1TX1pcFbGW5S_VJj85rl3wW4p4_P96Sx6mvVcT-hj3y9jZLW94RdzS3sbk1YVTmk0Z25X8lzW23942D5473KZW4m1hpR7rDYxCW380D4h5xHVR5W8xxvhg1Sj8bsW1nQLYL1bcmKtW7dZwJF5R-RLrW5kD2wW4WypyMV2Tg5m32zJ7HV2fr8z3BpfG2W2p_Rgk4mRzNjW1Hsqxm1hB2nkW14gZym4sKTZvW4g4bjZ1w-4vBW6V_Lg81PJlSFW3lM5BP8TzC2HW1PKtQG8lSvzfW6vP5YC6lgHCNW7N0qyC7cjMD6N1xGjzSq60JzW2jH-J46QycW8W3lrv9_6YyhdtW1809Tl8jjRhHW46jFp52tXM6DW39wYMk4dSw87W3rY4W24t_DTrW4wTS5s2gzs7DW1yPJGs3K-m1lW2fbWk75MDTrfW2lbWzQ8NpjDRW4lfYZG2YQpBZW3jt6H-4Y1l16N67Y7hB9rwP0W4X2j2G1Bh87yW7yblGX48TwCVW8CP3zV5Nm77jW2lgZZ88J1MKZW28vTKl2kgSfJW82-1NT8KHvKlV3wDzR29B4sM103)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6ZMq4z4jGdlQW2WVJQ55RScp90/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V70pP_1X-8qyW6wzVYD58R2pqW1GlVNb7BQDl7W2SwLc33481XqW7sSJcT7zLQQ0W1TCMx3557YPhW2KFPsd2m5jR3W2N33B53_t0gLW32Gf2Q4dnWJcW69NG1w6PqSXLW7RLPd46W3RDgVHd1h718dKPTW1VJryk5lX8fqW13bD4h6dklYrW1hzR6r7pt6jYW1FjT1x7vVd3GV6wyyM59gKsFW5LfX7q7q7CzhW3px79k9dHvJfW4Pc4bV6XjrcTW75MkvZ4ctG2YW6ywBGq8W2060VrsfYZ7rXQxXW1yV9DX2dVBtZW83spYm1gPTDBW83Fnng8nDXSjW38H1td3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7N7qzBBj10N9FW5xftzc5wXnCBW5PHNNL4V2M7yW611PDX2gkT-kW2wXz9_8q0gSBMNDyx-rTzpYV1Wt8F5PHJ3b103)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6K3y273hMFsyW8cgvFX3kMVDV0/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V70pP_1X0yXvW6Dvxs958R2pqW1GlVNb7BQDl7W2SwLc33481XqW7sSJcT7zLQQ0W1TCMx3557YPhW2KFPsd2m5jR3W2N33B53_t0gLW32Gf2Q4dnWJcW69NG1w6PqSXLW7RLPd46W3RDgVHd1h718dKPTW1VJryk5lX8fqW13bD4h6dklYrW1hzR6r7pt6jYW1FjT1x7vVd3GV6wyyM59gKsFW5LfX7q7q7CzhW3px79k9dHvJfW4Pc4bV6XjrcTW75MkvZ4ctG2YW6ywBGq8W2060VrsfYZ7rXQxXW1yV9DX2dVBtZW83spYm1gPTDBW83Fnng8nDXSjW38H1td3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7N7qzBBj10N9FW5xftzc5wXnCBW5PHNNL4V2M7yW611PDX2gkT-kW2wXz9_8q0gSBMNDyx-rTzpYM16KHtFtG44103)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W8tJxdh5tbjV8W6y9rfq8c6ZJR0/5/f18dQhb0S65P2WJLfhW12hmSG2_V4zzVCFb9m733XlxW80Hnq91G7bzCW7f3WlN3WgZgPW3g1sJt4n4sRXW7LxVbH20MXM3W7DxYPc4H_7y9W16FTqm2n7dnhW550Sbj5SN2n_W4pKZsx8fHP3JW3sGGk19g7qlWW4vHNRv57lhnDW7BMlzY48QSH_W5Z1-WZ5t37sYVrZvms5gNf5QW2wxBQT1yvnfwW5KrbTz1jHqJ2W7p3vbs8rjBcHN6jXrqljSxt3W7240L257cPnMW2D8FV01JHtZjW7lKNCT4CN_wCW30qvFK87LHwqW1Pq07l77M_dCW2KNh7p5GL7SyW1Phm7f7XWmlFW643gXy6L84nSW5T5SLk3pPl5MW2lS3Nv1F5t_wN3FbQDwrHm4WW45Zjt45LLPj9VSF-_21sbFjZW81FHsR2YKcPmW7dSKYr6_Sn4KW7lc9RL20nKBZVWJq6j4dGXNsW6X7KKt6CQQckV-PKpp1XqYM_W7xbk3Y8YLpK5W76bJlq6j7prdW5RDxKk58YstBW23Qyl783NxbFW8G48W146RBLgW40M0KS5Ft0H2N2t9TD-32g6HVnYF-h3jsWL3W5S9DXX8kNX8QVVdlQl25Hy_cW4Fyhkc8D1rz6W4lC-GQ4HxGgVW6RLDPg82pFMRV792GW2cM1RH103)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W6gDlNf5cn5xxVfVsCM8hdbSs0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhXCW4WYzh23bQY9jW3G_tLk5rc6yPN28s-XTb40bcW5srkT_4pXq7DVTRpW44Yk2w7McVGSrdPcT8N5CWYMChBPJ8W60nCZs3hnCdFN8tYdxhf0hQNV_Y7lm4XlcbzW9bGVC_4WXR5JW4x61nr8GclM4VPNtBv3-DmCxW8csLSq1035ycW3bSmn08f36blW5G0__s22w1ccW24RqJ891K4PZW6mPSXF3BsnYnW6pTbfX8Mxb4wW4cZMKf6KGn_sW8z1p_g1MWhN-W1MKdbT2PW_xw111)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*W4FTztn4vmy71W47Cj3v1Nn1vY0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhXC4WYzh2W3bQY9j3G_tLkW5rc6yP28s-XTVb40bc5srkT_N4pXq7DTRpW4N4Yk2w7cVGSrVdPcT85CWYMCVhBPJ860nCZsW3hnCdF8tYdxhMf0hQN_Y7lmW4Xlcbz9bGVC_W4WXR5J4x61nrN8GclM4PNtBvW3-DmCx8csLSqW1035yc3bSmn0W8f36bl5G0__sW22w1cc24RqJ8W91K4PZ6mPSXFW3BsnYn6pTbfXW8Mxb4w4cZMKfW6KGn_s8z1p_gW1MWhN-1MKd96f52bRcJ11)  
[San Diego, CA - Dec 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W3j868m8158K_W1ct3zB6krx7B0/*N6C9bjr1Z0ZSW6dWVDh8Xj4Bc0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DWxXr7v4WN7W6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW7Pn0Pd1xdV_fW59Mzmz6pClQDW8PsHn869xBBnW2TdhnF1zKWBtW20VQmr6rmyKLW491KtW6yhbjbW45nrt58QDRWkW1GlW388YQLffW1-9CpF7zxBvrW7xVKLT1-GjTWW5b61c51RMZq4N93fwZphvnG9W3Swq4p74t_l9W4M11334H_8knW55CTvk23_QGBN2dNs_SMkypYW30Hpx6134XCFW2k1kLC7ZH9dbW4Lgg1042Nj_qW9376rB32DQ5_W9dTtsx7D7HxjW1Dy_KC4bHY0Lf5wYXvC04)

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**01/31/2020**

**Guru Dies; Best Strategy Question; 12 minutes; How You Measure Your Life**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| The relationships you have with family and close friends are going to be the most important sources of happiness in your life. But you have to be careful… | |
|  | Clayton Christensen from How Will You Measure Your Life? |

**“Jobs to be Done” Strategy Guru Passes Away at 67 --**The world lost one of the top business thinkers/gurus this past week. Clayton Christensen popularized my favorite “jobs to be done” strategy question. Only when you are crystal clear the job your product or service is doing for customers – often synonymous with the “words you own” in the minds of a market (Google’s job is helping you search for answers) – can you innovate around it. [His 4-minute “job of a milkshake” video is classic](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W24C_BK5yzJKZW6P4wbF4KZKNC0/5/f18dQhb0SbTY8XJ8QKN81SjwlHyjJqVQZxwR8q5Mr-W3hHh9c2P7_nXVcnTGj992gLmW4tV42X1nh0pZW4vgKM19926BGW7lPDJ36HDCqYW1nNFxK5wfm2JW3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1D15bKvbPW3SQgn23_CV3gN3V_TcnxZ29gW41TlcR3Tx3JbW5ThdHg3s1XjFN51GcQzzV2fGVYSX-57m_B1RW5c8d-S377W3nW15-Lnk2q9cz1W7ysfpR5QKqCtW8StB-J4DZw5VW51MDkH96tZ1-W7YGYz56-dpfhW7zk6G71dm2xDW5sfwYq16DxrGW4Wz9d_65jS33N2zk3v6DR_pLW1pwyfH7fJTvlW63B5DL3ypRD3W2plG_D49kJcmW1dlJkz74kGSBW4M11334H_8kHW55CTvk23_QGBW2dNs_S8lRCbPW1wRS6N5cM6hdW3nK75K8g_4ZxW4MlBgh7yq-dCN823_6RJv74PW4qLrl74L1MmrN4JXQH_1Ynwtf2zR6x003). Please watch and reflect on your own products/services.

**Innovator’s Dilemma --**The research and book that made Clayton famous is [*The Innovator’s Dilemma*](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W1r0T1Q4b0KfQW5c54HQ8qYC_q0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQZxwR8q5Mr-N3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vZqmW4zDbCb8Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zkr3X0g0yN6bp1cMbq5fxN4TKc2lRMvkLW6Q8tpr1x4qnXVbC64T8xT2mHW4DmqB-5sfmNjW7YNr9B518_fBW7gtt0l3Mw3YkN63dx0Dch-qpW8rl6sX37dG3rW4XwRYl9hLgHkW9jYxy76NZvXVW1pRTNr7mrT-yW7mpHyc9hhZJxW1bBvW3403lBdW9h70ww53NYtcW4PLwTV7pJmfyW1T2M3k1cxb7GW1LnjbS2j-SgtW2LdjVl8kMZXJW3crjv46Mjc8pW8cWRc14cFtkHW91lBzm7bbRNtW5QKQtG3y19vMN3wMXFC1Ph_2f3n5v0003). It was both Steve Jobs’ and Andy Grove’s (of Intel fame) favorite book. This book explained how mere mortal companies could take down the Fortune 500 by finding a niche and serving it, initially, with a clunky product/service and then rapidly innovating to disrupt a mainstream market.  Again, [there is a 4-minute video](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W32H05Z8wkVcZW8kqTQq8mS2d00/5/f18dQhb0SbTY8XJ8QKN81SjwlHyjJqVQZxwR8q5Mr-W3hHh9c2P7_nXVcnTGj992gLmW4tV42X1nh0pZW4vgKM19926BGW7lPDJ36HfKxqW1nd9ZM24XgDjW3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1D15bKvbPW3SQgn23_CV3gN3V_TcnxZ29gW41TlcR3Tx3JbW5ThdHg3s1XjFN51GcQzzV2fGVYSX-57m_B1RW5c8d-S377W3nW15-Lnk2q9cz1W7ysfpR5QKqCtW8StB-J4DZw5VW51MDkH96tZ1-W7YGYz56-dpfhW7zk6G71dm2xDW5sfwYq16DxrGW4Wz9d_65jS33N2zk3v6DR_pLW1pwyfH7fJTvlW63B5DL3ypRD3W2plG_D49kJcmW1dlJkz74kGSBW4M11334H_8kHW55CTvk23_QGBW2dNs_S8lRCbPW1wRS6N5cM6hdW3nK75K8g_4ZxW4MlBgh7yq-dCN823_6RJv74PW4qLrl74L1MmrN4JXQH_1PqX9dbzCP-03) that summarizes the important ideas from his critically-acclaimed book – again, please watch and reflect.

**How Will You Measure Your Life --**Toward the end of his life, after suffering a stroke and contracting cancer, Clayton authored an HBR article and book titled [*How Will You Measure Your Life*](https://hl.t.hubspotemail.net/e2t/c/*W7CyF3244xpCJW8CyxnB2vRSs40/*W57QNQ46McsJHW1fpp5L1-MnbH0/5/f18dQhb0Sjv88XJ8QKN81SjwlHyjJqMQZxwRRzzsgN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vGQpW2dYnJh8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l5wRzcHW3MhvPv4M6qp0W6PmQrc8yt8TvN3LylBR2ZfvzW1xnWfm16MfDxW7bV2x94X9DYtW1HNGr0742RQVN3rRR7HD_dsqW73z8m73K7bQ4W3B3khV2HbF9GW6ZvC4f4L7b2NW7yLQpR3yxl4zW1bBvW33_5Xh9W23byK01NFfl4W8P4pWx8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1cW51btFP8YJ0CDW3TWvNV56fs1SW91h3X5955rcdW7bjStt3trqP9W3y19vM3wMXFCT4sR17MSnwK103). This [*Forbes article*](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7XCyBl24lcGTW8j4w6f8htb790/5/f18dQhb0S64D6_HXKNMX39tQj58HtW6skf7G2q915kW4x5KSL6srsYvW6L6cYf7gYb5jW7jtjBP8Kt2lrW43Qb4G7wZTyXW8bk-vL2Mk2DQW7-FCX63ZrD6jW6LznJq8LgmypW8R_40Z6V011SW76nysq9gT0S9N5y5bW7QrDqrW9gm0v-3KKfPrW30z4L33K-rVcW3-CKDr2w1wqkW3_GDF94l8hMnW2vKY585pSWlNW7VBp428GH3XkW3j8G571b6_BYW2Bdc9g1CpmnJN2ss230MNlCHW6Pjrbv4P1KjHVs3r5k6NGYw6V2NgHR2_PY7mW7Qj8zt13Mh5nW1bhwgR5qpkjNVxRDZr1BdDT2VWs1411rnpH8VG7tdN2x4BddVl4ZCX3NSkxKW606Vv82C9hxRW1QcmbS6FzC3jVHQ6Bv23MpQNW7jbF0g2dkPP4N1xc9XHsqHxgN6qnFwWwLzcpN65YcX5CZZZXW45pWJf6QZ2LGW81Xxd75-BVWHW7TzRXY1pWlVGW5NkJx_82YBbqW8KJxxt8NXtD3W7Dg1Sr6NV633W2TmWxh6NS7zLW1_g4HR6h1w0gW5clP_F3RHx9KN7XmTrLZ-hHMW2hwCsn3_1lf8W8lPL7k7Y3TBFW40nWww3vqyc5W8xjcT-6QBJNWW8vKDSM4hJsBrW8BsdD12jPky9W9b_6WZ3kxTPVW92ZqpX4BxyL7W6J2JBZ8Gl5d0W6KL6K35vGbWXW3v1Q_r9h9blH0) does an excellent job summarizing the three key lessons:

1. Do not over invest in work, and under invest in relationships
2. Failure is progress
3. Always stick to your principles

Please take 2 minutes to read the article – and get the rest of the quote from above (…you have to be careful…).

**10 Minutes Hardly Summarizes Clayton’s Life --**Clayton’s impact has been calculated into the billions – spawning entire category killing companies – along with scores of colleagues who felt this Mormon’s love for people near and far.  Yet knowing how busy you are, curating the two 4-minute videos and the 2-minute article was my way of helping to spread this man’s important teachings – I hope you’ll dig further.

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W9fYHQS6C1WnTW8bsJ4B4FxMsD0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVQZxwR8q5Mr-N3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MhhW3jxWlJ3VVkFJW4LG55J3yZDDxW4VLZpL41zZbqW2LhK9b4LJCk1W4tvBsm3vDq-3W3JSqh46GMb6bW5YlB8n48prBSW3gWLHM3T4Cd0W2p5sSF6PnTqlW374gmw3zGxzSW4GKhnY6_PRBhW42f-RD51wyvtW6xpYqy49DVVlW4G5XTG7k-2C-W3lPDyG5Cn65YW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhJJ1W714h8Z1nxQztN77Z6yJxl4TyW7vPS3r913155W162_TL5dPcm1W7sF24h8B_ZvsW1MWhN-1MKddFf3HbB8_11).

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7jnv9l718yShW3T-X3j41Yhc70/5/f18dQhb0Sq5J8Y9YsWW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5QM1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCwlFW7cvxVf8q5qBxVVQf4X5vDhTYW6L_yCS37L1m9W3GMPvF4pKkSJW2DDCSp4WlCq2W4WHB6K2b9Ks6W6QNHbJ67s0BCW4TV70m3Mj714W8lxBqs10dk0YVNFSZ22BjBYGW1r7Vsn5HntQgW8q_ncB6Ld-xzW6T7VJY66xCK-W2C6yJj8GclM4VbWLyW97kycyVcWbVf4Wpz-0W2Mlrll7P1X4ZW7P9Lcq2PB4_2W1Ngx1f51b1MPN8Qk9NP65m5FW1TK9yS4ByPVkW7jlhw13Fv4VfW8W-kjw6Q3Qs6MrLh9QrHMLZf6v1lPJ02).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7Yk_wm76vKSCW5hpFSW3-Bk2g0/5/f18dQhb0S4006_rVWdW12NF941b7L0ZN1wfNDzGh5VJW6HnyjS6gQtk0W2RhbGp3q_Qn2W2S1ypM1Xxh3sW9l7FFr69cpljW19fk_M22Zn9HN5HWMwxxS257W39p0Vf934vJ1W6syTSV98KYgBW4WCRfh3SQ5YSW3GFcLB4_wfVSW4cZl_r5_cH_KW477v-s4zR907W5zx5r858P5TcW14fQBg17Vs32VcW_w23dKpWcN7_HcxcWxyf5W8z44R35KlkBBN2Tz0P7f-4_HW20xSNd2jztNjW9l5q7d3zDqP-W25VZSd5wFxrDW4LmwqS1td2nBW5-dq625tZFL_W3kfmRx3dlqGWW3T6BQr3x8B9jW1hSQ8986y7BgW4CL9gQ4kXdfrW24Q2zD6qCvkmN5-PKL9W_QdDW4NphB42qZYnKW6hLQNn6YhLyTW6_6zDH6CHK1BW4p9HRN29GXMxW3lMPP521JSX2W6BT-4N4kfv42W3872ZQ5Y9bLTW5J06N17zvTtnW3rP1vd7Ckwm-W71X9Dg733MvwW1cTzvC4H0mkVW8hHl2C916sNvVCwDtd2kgGfZW98f2vM6_ZQLkN88QflWMcKJtW93lf4_3lfpRf102)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W6zWRnR2-hnpDW4hMdD-722P9t0/5/f18dQhb0SbTH8XJ9l8N81SjwlHyjJqVQZxwR8q5Mr-W3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW31by0s8hz0YsW806yj370ml3sW3pBxLf1TmxdCW9dmpTr70SQN5W9m1bPd4H2ZRwW7VNNNY84V-gjW7t236x1bW83yW3c28Tm94ZhhFN7Dq5Q4CsNnmN83p65_pdLYwN4dV17ysGQJKW5mNrdL1fdB2cW75yK1y4PgcxdV1-l-W2DbVk7W5Dhs596gh4c6W6t_Hvd8Ph58-W59Bvzg6f_79HW45yhlB7x2vY_W3ly5h-5PkNwpW8Tx4hy8q1DhYW5YS8jM9955DDW3tXdVn9kn3_vW7024yC9lPYXlW7D7Hxj1Dy_KCW5BPvy037JpNz0).

**EDUCATION:**

[“Scale Your Mindset to Scale Your Business” CEO Retreat – Costa Rica – January 27 – February 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W1nTdY75TQrv7W16yCXF5GPkq30/5/f18dQhb0Sq5G8Y9ZP0W6KB8JF1k63-nW1DWFz17t5DXQW6Dk5VC1Qt2G2VLDpF18CSvhfW8CsQtn8rzDsYW8p-G2x5w5P_6W8y_DL18yVsyVW66FWK38tYp83W8qBGv_8ClzmSVScmW28r4mXpW5wMTWV5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7cbF1c6bT6L3W8RRjRD5CktzDW83KHrF7J39rlTNt364Dl4vzW3sxGC-52pX6bW8QKpyr4sj3hVW2BcyM91mGWjzN6myKNnNYYj1W5Dty6J3sJxJmW5kZYL43zmKZZW1d9m292VRvY5W42Kx7R8ybGPzW5Xg5257Yqz2kW6P97RP7dW-b9W7cLrGW5knJ3sW2HB3fR8pYQ97W4r221842zL5hW42kbHk3SXM3-VF2zVT6SSJNcW4LNML89dKkQHW73Qsnm1d5pgbW5m7WT66DzwRSN1Z2rjmJFNcRVsk4dR3BBrWGW6WmPXD72lY4fW56fHlm5RYDHqN8RXS9JVFY0JW9f3-Z_6ml62FN4Pv86f5XYZgf9hhcrG02)

[12-Month Scaling Up Master’s Program London Kickoff:  6 – 7 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W2vcXRy305TfLW6010H02V6Fph0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQZxwR8q5Mr-W3hHhd92P7_nXVcnTGj98PVCtW4vd-D325G10SW61CrcQ96Ls6SW96SXPS5DQqSYW2zSnPd6wzVYDW58R2pq1GlVNbW7BQDl72SwLc3W3481Xq7sSJcTW7zLQQ01TCMx3W557YPh2KFPsdVWf_7H8W2c9WW32CQ2l8jxMNSW1Vx3Vl2xqTTrW328h7y3_lZX3W5mZjbq31H380Vc8rT836PDZlW2Vv3cs1G8MxxW1Bb4rM6D_WQgW7LGj5H2Xr0mnW1FHkp22W-X0ZW91rXYQ6krFgCW7wps0L2PT77MW1Sg9Xw1YGLd2W1Mk1bk1Hl5NFW1Q63rF6kH4RHW1NPBby91ZXjgW8N-fvM7n9c-SW1Sxrj22PTKM_W2FGRdQ8PFGrxV9zM7D3Sf-7jW36K8lY37P0d4W15hnZl2--S4WN5tj3xpxYmNLN4rXSqBq45KkW4c-1T-87VyYlW5JRx0r4fgDwKW5RJ4Q-55Q6L-W88NhkT22pwd7N9lzMx-ZpcmqV9ZLc_4Z84tq111)

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*VVxZ947lk_MqVpVrdP6W9zb20/5/f18dQhb0Sjv98XJ8hgN81SjwlHyjJqVQZxwR8q5Mr-N3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hy8mbW9dH8_66V4m9NW87D2W_3X0g0yN6bp1cMbq5fxN4TKc2lRMvkLW6Q8tpr1x4qnXVbC64T8xT2mHW4DmqB-5sfmNjW7YNr9B518_fBW7gtt0l3Mw3YkN63dx0Dch-qpW8rl6sX37dG3rW4XwRYl9hLgHkW9jYxy76NZvXVW1pRTNr7mrT-yW7mpHyc9hhZJxW1bBvW3403Gr8W3Lc9Ld7dr9qWW72YqDy3KS8zQW5CBjwL5hk1wxN5x0FC910NbdN5x6QZLvwBz-W25kYQ321Pb_BW7YZQtH4qdbxVW2dWJ0c1V69YhW6qD59g73yKD2W70RWHY4wnRs1111)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W6GTgQN9gcrVmVcM07M4jYS3j0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15N1hZ2jZK71TfMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzR26G2lbzN7NMdQN4cNXyN75WRHJqnspHW856rW05qCTXYV4jPlc8Y-MlmW6_dryf7pHq4yW3-nXRC2wBJRdW8jPsK36yQtsdW7K9bs04PbXCxW4cHgwF6d9_cRW77jFH39kqzNTW4HsMf-82yq82VJXFGW3GLV0TW8mfNGY9l9-MVW5gSHY56HBFdtW7Rdsv67dr9qWW72YqDy3KS8zQW5CBjwL5hk1wxN5x0g9p215_BW1J7MZk10_j4NW4dFr5j41Bs0mW6zPhvp8Rr-C7W4wNw1_3MdmNRW3v6kt74R4NrZW4HzlXP6jgxxd111)

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W52gfYP84q6dXW3Fs6w23ymQVY0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQZxwR8q5Mr-W3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75Rk01W94q7cq6VKJl2W1hC_8g5lppCBW3bN77h53xpBKW2QL-MP1Ll-DTW7kyqTc1NbQ0zW5gGlcb67ssC-W6KWg1p4fD3b3W2ZFfMT8FNcsTW83Fj3X3Fr-4vW3CTKRZ2FK3RwW1lhxBy8WwCNTW2cx0-c22gSvHW2284kz6CwCdVW4-BLYC3qY36qW71skLr9jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VmDYWjN4QDgwJWWjFDW44mpph45Tl51W5_5mNB3Q0LcvW6WNNy32B9trfW2jNQFB6gVCkGw3xWwfq8z5f45Y6DZ02)

[Mexico City - Feb 5 & 6th](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N6nM39fgVns4W2X9Qt596KS040/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5SC5zh-NRVnQ9Qq8--HBkW8_1vj27r6cbPW8Wxkrn2MyWvzW8-y10r8-v5SNVHpVHK558sg7W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGYn8W1Qj6FQ6pzHWBW79p3ps4Z09TjW57-WqM3H_PtyW2DzCtR1yBHh5W5dyj9d5VFy9lW8tg6D12XSJhFW4pMLtz2k-dylW2wVjGS9dPJKVW8DWD-83v6pTsW8tJNwT5hLsK0W7nJcqw5fS-mMW76S13b32GDNlW5ZKf_k4_tr5bW5njvRL8knY8hW7LkN086rgB20W19Jgv16Pc2P-W6rVvwb8bLvGgW72zrXT712jq5W7cn4Yg5Ly614N5PYGWfmLt6KW1wRS6N5cM6hdW3nK75K8g_4ZxW4MlBgh7yq-dCN823_6RJv74PW4qLrl74L1MmrF4JXQH_k1w9dzndB603)  
[Phoenix, AZ - Feb 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W6QgVbS4wvxDDW8qzDsl5b1cGv0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsBG2Q1TB3W1G6XC98HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW193CrZ3NdkslW3ZQ23F8vr5SsW62p2HY2_5vzfW5rfgT_11YhCNW8xZxpZ8Nq4T2W8stKfH68HJ00W5RWY4q13_KSjW8CvyDW11_4KDMHcxsmY4DSbW5jQdJ63dnvv5W3W_dk65rMJ2TW2-ZgKG30zPDsW3nJXcs3jJmmjVS7j6p8kYbcXW227WNM4N8SknVrX3l16VzHhFN4yR22DXrN7ZW723vJ75NMy52W2cyH2G8mYKg2W7sZmDL2xzTcKW8_4lsB6ZR3bpW9kCRx14F-KJqW9lvrwF5V9WFRW3f5_rb91ZkH-f5JQG0x04)  
[Amsterdam, NL – February 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W5Bsp8168VLCgW4DWHl92CFlmZ0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcW8zp-lK5C3LmYW5J1scC7_jbGPN7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5ThfKzMmmF9_rqw-wW2LGsc952YlfxW3_8mpl9fgwMTW4fdfT57psKzKN8T6SH160xfTW9gR5GS9h7SzxW3mTgD44jdHL8W1TP78q4Qz9-1W3r4d-58jtxD5W2qjRtp2tNLZrW4bfHHf1zYyrVW7xrydM1TCxPrW2KWgKW52VnW-MqSyLKqS6qTV5W1Ln11MynNW3MYs_J2zP1d7W54qWs34PxC8jW448jnB3vd65QW4WXgCP3VV5kKV7XW448mhVQYW1JDxqr3KV6_yW1CgZ6J6nXkjBW92VjQZ9l-V7nW9dqCmV96h2Q3VcYJKQ7dJ18nW4QVRY-48YJTM0)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W3P3fYW1K-2z1W5hCtZS2LfF0k0/5/f18dQhb0S2C87B0mbNW12Nnwx3Cp7HdVDTzsy2Yn2K7N8DYYwvRnYJTVcfkdW6g6PX3W9dG9JY7zhNt_W1_ns5t9cjn4fW5dnKDQ1Kz0g7N4NWhbmSwbzfW4ZzVNP85YJK0W8LCcQG1KtY1sN6z8S3tgmj-ZW4Qf-mv7wf3zMW5_qd553430GfW4bmlnD3MvM3VW7_cc5W3fMwCCW8kWwrl1hbNPFW5k7Yc-6tN0x6W6CGK3y5gq0BfW4LCvzp5ls7ybVtJk8W4pVD_wW2szqFJ6Cr9L6W7fLKml4cWNzmW3dmDqd6_kb3_W8CHfkH365vCSW2GkDr42nGw7tW3Jthtv1D7zKdN5BS55Zyzb6vW39p_Jk2bYdv4W62kFdt7hmZ7LW7DhZYD4SXy--W6fH7787MMlHWVZ90l17C9hScW4kM2p_6vVD_vW3kLWSp1dDkJ5W3TCkV76PCxX1W9046cs4mw8JQW8jrTFH3fj2twW90ChKS4cD5j4VVx74F5HtNxzW124q_Y81JlJCVT9B5s8bMjVSW6Hl5yL1ZqJqJW8LyfNt1JkpGKW1HQ4f93q90JbW2gLCmT8JyYLSW6zxN7t7hRPzGW7LmTGS1L8TbQW5DvW076Y7L32W5-1QZB1V7M23W1n9y155GS5wl0)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W4VFrzt4NdNsMW8xm76l89mbPv0/5/f18dQhb0S2C87B0mbNN12NntdF2zr_W7FFF8C2KkL1BN4kfy9lRQrLGVnx08-3vWFrXW8SkTR85C6SSrW4hZ1dz9l7Nx2VpbxdW7m-HVwW2M5ps943L-f2Vz3ZCj2_xrfkW6WSLht4qvC5yW7W7wwJ6pQFg9W7Zh7g15B0j5jW6Xh_pk5WhrtBW5v2Mrb2R60lMW6LWFlj76NpH8T259W7fKPZFW2qwc1K3gYs82N11tJnHKQmcvN540G5c2ypQRW2xmDW42GkGLwW19q6yC3SlhttW6xnm1m2vzFrgW1pm9BY6S4rK5W4tCH_G4PQwJ2W3jmvV76cfYsqVD8XG21n7djMV_ChfT64Mc9yW72YG2j28VJ-VV9z16j4nycRZN5DPKqjWdqgfW7T1Tp_352BjZW7DctSF7Hgc5VW6PMLq76-yFJyW34J8GY5Z2VWKW3kcJNW6m8h4bW6RcX773r2GY_W7hZNCr368Gh7W5vbjHJ4XD8CsVYL_bG3M8ylSW1Fn4Pl6H1jpqW10961H3LnjBZW8_6M7D6fYXPsW167Wgs2884S7N6mRx-Hy5335W1Lt1Nx5d6zDDW4HsYcs8tJ1WSW9f2C193wq1GmW4qd7vp2fkkmXW4B8VDb7TMHNXW58wpMY1-t9zX102)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W2G_k--7srMNyW7Q86Pj395xDL0/5/f18dQhb0S1Wd2RMFfcVWnxKt63Jg32W52rMtz2qM0JTW4zdKs_6tC-MJW1qf6P71ZSjcwW1VcHtW7yXl8TW2DTVtL4gQt8zVrcCsK3q3l8TVbh_4H5gc6z0W8jpxFv6x4T_rW8DN1877C8YFQW2kN8ys9h3-zYW4sC_-p1Qxt-2W1YqCp84r7sqsW5vPmzP2Sz9KvW66_yLb63LBDTW6rSbpq5W-WBKW63_P3r2wtKppW2y8Mnx607BKRW6fpB-651XXq1W5r1wWn62Mh_2W93phH57hF4zDVFlPG259pjGVW5bZ7fQ6kTWTcVgpt7z8mJFMCW3Rq1Fv6DCznMN2GsBs7T0P8gW6kCkTL6Gq_0RN462CJGbN8G-W1F86v47Gpr9qW2Lh6bS2SKxfhW7KfKbK90rMGVN6mKWPzKsFqjW39t8M58-XGnYW2hw37s6WPZCwW6QyxNs7RmhZTW2wN_0D8-LDV9W6F0c_k1rBrvCW6xy119147dZWW3Q6D6z8GL1kjW7Yb7K81hXbJhVlCPBm2gNJrPVfjbwV54VMjVW6Ntt1x84sH-5W5c2Q1J8pBXnLVXFCbX1c-LZ5W3d25Ww3n-QG2W4dQ9y18pn0YZW1HSDdQ6pP7T9W9h3HWJ5fGgnrW3chwlL3RKZCrN3Vb92dhx3gVdWFDrl03)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W4Nghcz8gskrnW2S1C9697cYHl0/5/f18dQhb0S8319ctxSbN81SjwlHyjJqVQZxwR8q5Mr-W3hHh8w5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCwVxW5pqZkk30HSWzW558jwW5nrfmRW4h_dcD1Ww7fNW558_4h8V2RP6W2m59z_2gmPddV4CtBr1GTVfmW7sCHPC7x2YfrW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP37RjV2W7NrMZs3pcyGGW2przrY6V4thfW3_5R1X7XxVPrW2_1rp53ZQ23FW8vr5Ss62p2HYW2_5vzf5rfgT_W11YhCN8xZxpZW8Nq4T28stKfHW68HJ005RWY4qW13_KSj8CvyDWN11_4KDHcxsmVY4DSb5jQdJ6W3dnvv53W_dk6W5rMJ2T2-ZgKGW30zPDs3nJXcsN3jJmmjS7j6pW8kYbcX227WNMN5bSpmCrX3l1W6VzHhF4yR22DVXrN7Z6bnY_PW19h-4j5mSYQ1W6Mw7HX5sr7JxW6p5PHd6LxM9qW82g0hy9gH2wgW8Rnffp8tMxCpMVMPVbVrLq8W14jkVh5XFY1F0)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W3FX1XS99FK1mW2dvZty5t_g420/5/f18dQhb0S2C82WJLfhVWVKx34V2XY2VC7dPx4Sv1jsW3MF3tY7M3w6ZW5HYFhH3DWdqLW7k0kXn84gWP7W2b4Qch20vRb2V5j-vQ15dPt_W8cFXhP67P2s2W7DqnN74s74N0W5PdNnc8fT6qTW2S_pGC6-3yZWW8N8GKS7hxsgXW7pJhyw5LTdLdW3Wv3Dx6x2f66W2n3LsT1WZ3FsN5y9PyvXJGXqW34_xj25yXk1TVQKvkd8jNhLlW50qWKz68z-l_W9lcyVZ6VBz6mW6nm6QY1tXMDcW5LWNGR4KMvvqW7c6rg62LNSKbW6ND-tt4RvwWDMmT7PTpVxtMW52kM0z3G0DDFVv7Xlj2LPt59W1ytrS842ld48W4RyGbK8ZHdkSW5vSC628JNqHSW15rvlw6-H6B7VyMZjg2KSdmZW7MCl3n3Qr8k_W42015H5Sgdh1W3sR_Vy8JkGChN7MzsWbVMHNKW6QX6NY6vD4nNW6677ht8T6gwrW3mvKqt5bwVZhW7jsHNc8tCCy0N6c_z8tzqb6bW8yt6Q_81XFtqW6GxYmS22Hr39W3lnB2l7FN53NW5S3cgK10gsNDW1c6lzP19dnPkW81vf3W6-lt7hW4FyfXX7YfrcPW8Skp_D3tYvftW4D0hVN3wcLxZW7FCqM972645jV2s9v65hqCkb103)  
[Guatamala - Feb 25, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W5fVM5K5f5BQdW8YZ0912KgpG10/5/f18dQhb0Sq5B8Y9ZP0W6KB8JF1k63-nW1DWFz17t5DXQW6Dk5VC1Vq7GqVLDpF18DsCk0W8q4QZq8Btbw6W5xKzXN8rC3XHW5x4VQM60TTpWW1sM-dB8vXGJ-W8m6Tz91rfXn0W8r4BmM60TlcVVXwJfg5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk19m1WKW6Pkt_V62_rT8V3DKLV9dH8_6W6V4mf75sdrhVW8gjY6L8WBKbVW56sy_82NhXFJW3m__2d1BS_DDW1STGZy6Vq5pXW1jR0Gw76L1myW2slhCL5NFBnBW85r2hF7LhsPtW2rrNJD6yJPKrW49ghMC58HD07W52nVqR1hGwfwW5p6GY47vMJlYW8W2Dyv838vcNW84FplF7LR1znW1j3gQh4lBZ6FV4t53L8nSTHfW4Pw1Vk2sbPxnW1m9YXB3W18PhW3W4TCK64g0dKW6mkh802cyH2GW8mYKg27sZmDLW2xzTcK8_4lsBW6ZR3bp9kCRx1W4F-KJq9lvrwFW5V9WFR3f5_rbW9lxJcv4lQrnH0)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W4Jsghq4_vPHkW8BKXBY5g92Bw0/5/f18dQhb0S3j42WJLfhW12h8CJ61KKFjW1fDjgh5gp7M0W7CfCzh1G748_Vm3qdz4WQ88FW3cY7gV4kTB3TW41ZnpJ851pP6V4B6sm2DyF_sW2cl00J1K_YChW8_77zB5fQvrHW3rJ_T83vGZ-7W7M96Pm17WpdDW2WL0_F7XHzSBW22m7Sq8BWp7xW2_FmdK5QxCGKV9bxT57TS1MJW68CR-z1Z606-N7qGLGG-42JpW2XY4LB5KD_90N23BjXyKMTz_W4Rs-f430RFPCW8D5c6x65Fvk7W3mHtQj6T03B5W86gVjJ7VfPMFW3Wr6ds50TRSXN63s_qsZtQVzW896qfk2QgSk2W2mDKf21ZSsQGVPdq3c5fstb-W8fJxCT3xZNQGN9ffqfdtT2vtW9c4HR_5KBZZQW320YTw8cjK_gW17rQmm2gThP_W4qk5qh1m6GbnW8NPS5t9fP_9TVDJ-w125gZDwW1VBRz06TnnBbW2-HxC12yLYmtN8gCbf8ZmqtfVy-zKX4z_hLLW3hY4Pq3lsYFmW9fX7L16SV8d5W6LtKt-4rbz5tW41V4ZG3GfcTcW6FG8Fk1vkDkhW2G27TG3ZQCTSW4pDh_15JyGfdW6WXf9M60d-Q-W9d-vsL67m2FmW5r9K5W5J2JTwVQbfk71L1pDSW6Q3GQ36pj1B20)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W16rhkj6szd3CW6Spz9c53Ms0D0/5/f18dQhb0S1Wd6XvPVTW12hqfj62Q4FDN6cvrxxDQbRPW3_GcS06m1C02W1_Z9NS1nxb19W4bbPyg6X_q5jVryg-j5TWhTlW8lb-Cw4_lGRrW4PBqVm5KkKrSW3P8BCy4rKTRyW5pKDgQ3JKS-jW570lKT7Nn8drVkz_TH4dM9GmW3530ql1sHZsCW6-B0BP5mLYlyW2FrX0b4_93krW1K_SD71fp8BVW7y-pV-19J_dLW2GcQsT2T0bZ8W88h3Bf3_4tPyW7xD64F1J1Z0tW3fKYNF3LmwbxW3jFCHT4rf9NXW3LFZVl2HdY7TN1JmMM78ybg5V-QDBp4vYpvDW5HHJWx3Z7BkRW4yQF2M96qFxSW5q70r15GgqH6W7Tb2t-41VwxgW3Ky8vn7MWcGcW8Yv3dW3VZPGmN1P8mFd8vT4yW66KV-q1Kn9rMW18LmMK6fgq1SW3c3PC_1VZ_tBW85zrq57jBdKtW4BZKlm6Sh8wWW3KzjhG8nNxDNW5r29Nq7y91DgM7vVs_bdfRwW50nTD_7H68G1W8Jhjgf9gRs3hW1vRrJd4qFgJMW93fPz69lmgMhW9jHmKX3jJcwMW8NGFZg3250R1102)  
[San Diego, CA - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W5Llkc53pm3xNW3hwfLr5dXX-b0/5/f18dQhb0S9r59jx8C0N81SjwlHyjJqVQZxwR8q5Mr-W3hHhcf5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtN7HX-kqqh2CFW1SPJhf8WxW-ZW1WvCy62Mn1sBW32lPx_1G7dBvW1HmDf21D8J1mW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gk59ZN2Y5-079HQvGW747w107R0x14N33FK-yqPkxDVnjZC81Gv-MbW4fcvjl328qjcVr8m6y7KCcSZW9gJnCn1Bmq3GN6zpxWcLbG6ZW57TwF57v_Lp1N2NmBDsqBxrXW7tCf0T6gsVL_VrZfv59gkFs2W9dQ3g24bQyr-W2QGj-w5pMqzVW5mJWHF9cvsWxW2p8_TT7-82CFN7Q_R55Ps031VgkKmy5qjj6wW3K5v6F2t0XPvN3rNdXz84rVzW6PxM5043YN-9W7yst876Qb206W7zW_WG7dshzVW8LZ58C5JMJ2NN4Gj5wWtJCL4V3_BWD8j1KpJ111)  
[Raleigh, NC - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7tZC5c8TwSymW85YT5G5dZddP0/5/f18dQhb0S8349dK6CsN81SjwlHyjJqVQZxwR8q5Mr-W3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XDb7NWJHjW7NPY6-7n9244W1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F8v1cmfYW6Kp_MZ7PnVV4W8QKpyr4sj3hVW2BcyM91mGWjzN6myKNnNYYj1W5Dty6J3sJxJmW5kZYL43zmKZZW1d9m292VRvY5W42Kx7R8ybGPzW5Xg5257Yqz2kW6P97RP7dW-b9W7cLrGW5knJ3sW2HB3fR8pYQ97W4r221842zL5hW42kbHk3SXM3-VF2zVT6SSJNcW4KPvsl8Q1NNsW73Qsnm1d5pgbW5m7WT66DzwRSN1Z2rjmJFVW6Vsk4dR3BBrWGW6WmPXD72lY4fW56fHlm5RYDHqN8RXS9JVFY0JW9f3-Z_6ml62FN4Pv86f5XYT_f5PF1ZQ02)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W141pmq31Kx0PW2YcMhN1mSQGf0/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5Sx1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n6cCj0DW5K_zXK3lj2tvW3blhRk3YTvdkW64dCjn5RT0QvW3fmHQh5QZpzhW8LMxwp3hNR2HW5JGzzw5DHpk3W3HwZmp3VksmlW3vF2tn3jJfGcW3CcKjX3lcgH0W3yB8tR8KRn60W8dQ9Dh5mgs7sW3J2TC45BLrw-W5hkFtC8bck2RMk8xjrKkx0fMf_tcMfTlLHV1KsWQ1Kdy7KW8g0Jpl8Z3S_lW2Z0_d42GD9PDW47Hp6M8rm_mpMT2-3Xns0JVW4lGMFm823LqwW5rY96Q78F4ZsMmRw0WdXyXbV1LXWS9dnZ56103)  
[Amsterdam, NL – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W9fGc6532FtHNW2dgHGH4w3vTt0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5ThfKzMmmF9_rqw-wW2LGsc952YlfxW3_8mpl9fgwMTW4fdfT57psKzKN8T6SH160xfTW9gR5GS9h7SzxW3mTgD44jdHL8W1TP78q4Qz9-1W3r4d-58jtxD5W2qjRtp2tNLZrW4bfHHf1zYyrVW7xrydM1TCxPrW2KWgKW52VnW-MqSyLKqS6qTV5W1Ln11MynNW3MYs_J2zP1d7W54qWs34PxC8jW448jnB3vd65QW4WXgCP3VV5kKV7XW448mhVQYW1JDxqr3KV6_yW1CgZ6J6nXkjBW92VjQZ9l-V7nW9dqCmV96h2Q3VcYJKQ7dJ18nW2fDKrw48YJTM0)  
[Charlotte, NC - March 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N82M5nlk8_XkW69kSNd8Z2-Km0/5/f18dQhb0S3gW7w3BMxN11Snwr9970DW2vPv841gL4lJW3FNRdj3NQFHsW6bLcvg75ZH8HVYsymx7t1_rNW4HDg827GpFKtW4xB6NZ7XYP8hW3JZJH_8RMgVSW25pFy_5QsLxwW87P9PM2S4PJNW70kS1b4mhFxhW1X6nxl4tBQDrW4FwNJV4R7_LQW90T-nP284gtcW820H7v5Pl4MYW3lS36V2qtw60VhV8gL7nsngQN6k6wbHZPZsjW3Nkyw_3t5_F4N1-mpGG49YrvVD1dWw7MPcPPV4wgZh8l72BmW117VYZ8h8CZgW7hLtyv4jmZ6nW2Y8X0q4HByGHW2PPqCc75VDlmVBLw_z7vccD5W2tdWV24zRvkSW5_qlWd21RRsTN1rBmcR4q5TfW7-FSpt5g14-bW4B6L2W8SYZlXW1HK5L45lXt52W3ZvY0N113821W5SsNr51y_FMbW7vrM9L26j9LFW7hvmfP8sl1fKW3fk_wB4cBjyWN6txpYLybrk0W7Vzgkm6YkNn0W6JNsSN3qK04dW7mG0dl2cKhhJW4j6Jhb8WdZKsVdlKby4K56r4N7qTsdQ78d0BW3p-bDk70PQYcW1l98wh9c6GBcW8Lt6Q41WzZcRW83z3vB5syWPtV9skJC7r_hqw111)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W10GgnT2DzBjRW89FDh82wgN2G0/5/f18dQhb0S65P6XLRKpW12htrd1p0v2mN2JpgrP7-gdSN8GmJCY5194SW5cfQ8N2bM0pGW4696Jy3K4pMtW5fSxrr3N6YWjVTrb345v7gB3W3dl9tM7XT9LlW1gCK747f6P6hW5x-L6z87YstxW8YQQxB8kK2ztW7nqLd28D6r9DW3hkDyY8LGw8HW62-BXG2c_0gnVpdrqF3Mvr5bW6q1KJL6cKPzNW1fDSZ35kL_QFW7RyWSg41m3r4W56kFGd1M-jgqW4Q1byr641FfTMH686gMMvPHW56kdvn2Jw-1qW1W26TG8qcTXrW6TDDRH3xMZ9tW2y_DNg2J5RrJW6GpMMm6c3D3vN4Z4kkqsszcNN6ntBykCb4zSW7g_slG23B685W73Pq681P4MhrW4xsHfx7TvjP_W5gDD759gflqGW8Hdlkq5LVzg-W8H5qYZ90VyKsVpH85B2ThkMdW6NklXM1p04L4W7W_Nb-2zxN42W1tF_SQ6qRNNcW9gx17z8YYK7NW2v93mb7GXtsDW43xqzk2xMb3SW780Jyx83Cl4CW10JLzd4tJSBZW4kNBt-7pJVy3N3X8Krsv1wxbW2kK7qx6MtLmLW8yj7YZ6pGg--W4FvfWj9k3xyfW6g70gZ6qghX-W9kCyWv6Vsv4RW290--d5LgRYFf12720k02)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W8hnYVR9gvTsSN62Y0-pVWhJc0/5/f18dQhb0S3j46XvxSmW12h8zT1b7RGjW2vc2J52xfBLkN6SGjcLQWgJRW3x4m6d3-fNFWW4cRKq08FqLnYW1-xJdw3dJZc0N3bnKk8QHj-mW7jSJvk3drxdkW7pbL3x6XnycvW6Wp9Qh8JblMZW7w9plM8WfQ_RW1Zc-HL3PcbQMN4rX113T1vtgN12PbcT6cSb9N5kctpH-XCZDVw7_K447CYjRW3yFkqb7705xYW53jfXy3sZwbnW7Wd_Jg1dnfyMW39fTky7fzwZwW58rrvy8gjtCBW71Jpcs7NTPyfW7bDkrl78QzHPV2CPdM9jS6LrVMcPR53yqryTW8j-0rz1cfbpDW2pT2y271CJcKW5DLngg2DSztDW4JjyrS6zl4r2N2nbN2tBq-KVW13C-945x5LsmW7rYLlG5sMtDdW1b6qrz2Vsz3CW8KtGVH40P9PRW7-lbQG5G5p5BW4M45Q16J-BmxW6gDl--2LzJ97W6nBq6S2JRc-3W4C8FDT7yrhT0N1Q7BHDQ6d1SW7pFNmW39Dl15W4zGDjH866BHxW2F7wDP69yzqlVwyWJ59c6gH-W995_3X2x2htKW91gmC58hTRNwW8YlNvT4tgjJKVl2z407nDJ3Nf5PXpBQ02)  
[Minneapolis, MN – March 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N1mX9ZdmWRLKW83HG-V5c7d2T0/5/f18dQhb0S65P6_rD8pW12NPg64_B3bPN8gyFbsFgG8jW3qZhhF93C6JgW2r60zW6g6mN9W8p1Ykk7rvvFkW4C66jy9cpGX1W2vfP0x11K2rcW8cCVyt2-HWryW4ZhfnR6bcRgyW5qTH2m166nKvVTx0Mc8G08wfVKnyQB1wy1KHN2szb_WQkNJPW4HMfJQ3mVxCPW1YN2LP1GhH3RN2c-K1YK-Jt6VhR-xl6mrM_zW1lB74Z4pNHfmVcKl0R3lYMSGW1mTlsT13dCqlW56vcbP2lStpVW2RF1Rt6zs5nhW4Bq7YB6xVqGxW3HNjvn6TNnClN894Brh73z_mVxJ2PK1g7yQGW3cxzqH70XkQpW7tPvtX56LQ1dW5DND3P2cVWFcW5vpTHQ98LcQzVGPkqF7R5crkN5fchVQwbD_hW81v-Rg4F0lRcW2Db2kD688lmxW2NtNp-84VcCxW9dVq3Z9gzGnwW5JNdvr5HTCcDW7j0VWj11q3gwW61CYYf4-HZRXW3t6c8F6Dk4mGW4PZm_T6tKsBsW7Pd84v2tV2ZMW7qh51N7Kdt0KW1TkcVk1fy0HsW37vkkn701XKtW95c1TR8BpmVcW1pY82b8_mp2hW2Wv3Fk6PM8JpW8M9DDh3gdLyBW3fyKPJ3LJsWy111)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*Vxj2LN9lgbmnW5-bk2L4w-0X90/5/f18dQhb0S1Wd2p44bJVWn-BZ61KykBW61KyJ45WW_cSW4fQbF230tyP5Vm3qdz4XPqWKW7SP-Fh8KZnBXW5pfSk9430rVNW2lYkdR7G13PpW7Brtcl2q5xVsW15GLHs7GzFVdW78kqV46WLfJ9W7CbKHB89BrQ8W8LXQLB7V4ZNdW4slyGs7t2pqlW44H5757mT4zGW1b0MNQ4RGc7LW686myL2Rj6fYW5FVF3C2S2Jh-W2Yqp5z3TcgSHW26f6k05XNDsJW5lV90L1JhfPGW313fNn2ByDf8N6Bsvf3s-CfpW8p0DF35HM6WHN5hnxzHPwjlxW4vjQM660gx3nW4l55th4SnYncW1Pkd8M2qW8KJN8yWvrVV9y92W8npPWn6mnvnYW6PV3HC1Lq1JsW48LT2N5yhbcLW1ZDFRj8q6WJSW2kRXf08GxDxRW8w-KXH80KVxhW13K8NK9f9CytW31Tq6S18sh70W8jVN3W8yrdmXVyvzwg661DJbW8HSlhN8r6bJYW6N0zPK4zzyJZW3ZTTgF2f7YjLW6v_C4S9kVzrcW6ytvSN6SVfywW8Z2zHD1_vCyWW7KdcXC6kmyj8W4WwYgQ6tVX0XN811cJpRVjpFW8XhLVL5ySnpJW8pHV5J6YTNf7W4Fzrhz996q44W7TDQdR8DbXspVZhPPx7ZQ6Gz111)  
[West Chester, PA – March 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W8m2z9w7j5MQ-W3lW_WC2_f0LQ0/5/f18dQhb0S65P73nK89VM_qZH1fC93HW1xx1y32YqGYHW6xVLp13zJCW_W4_mRzt2wvtJHW7nm0GN8Gf3l4N3NFX-0VjGg4W1HHvsQ1MzDt6W7Z9d8C4qDKB6VyRTVs6v88GNW1MsWDF4qd7bBW9c9lv65yWS5MW3S-1pq23byWtN7LL5lSTqxRkW2tC9Ss6DMjv7W4dXzY44fmNgbW38fgHG2Yt0FGW2QTQxy68K1zzW2lCpNf2_744PW5-2vHH5m6nW4W4P6G6W2Pcn42N1hDG6WfYG4hW1hgPbF5F-vq8W2s6b9B3sPH4mW5vDx-t3S1WVvW1mP-MW861KGVN4qkhKqkjztxW36v_rl6cyLpHW4fR2cD5XXz2-W2ZD16r1FN92NVWKBd79k8CnDW5MX-Cq88BKb9W5dtFpq5jVYLNW7MSGfn3-bTxXW20L8zt1HKnThW8_jMWL6zQPxqW4vVbQS1g6vLhW6KWwY_395w4XW1lRpRV2j9hjkW1_1Tlt78n58DW4lM_Xc8HlxvNVP7F1R5hwGGRW133JGd6THtv-VT9zmn4lnntKW3rVNjW6HtwxHN6_lzjjsMgTpVzCr3G8qWDnhW4cwVmt6-BPj8W96gWyc4z_TdwW9584SX8Cx_J_W6PYQTh1qpkMxW5DMfLP8r4jPQW3JlHhj6B8N4-0)  
[Louisville, KY - April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W930vrb256c8qN2WmbpsJvDL00/5/f18dQhb0S2C82nRNKtW12Nnwr1g4M5jW53r5zJ3wLqmlW7YMZfG4R--wQW2F4l972v_VM_W7T5D9R6rKQS9W5NsncB1CML92Vq87gs7mtPt-W6X-4HS87tYrKVyRTVs6v88KrW8klLNv7gTjbCW6ZJ4TW5fP9nLW6KswZB7W58gSW3q6R5D3SSJGWW39zxwq5c3xkKW2lwH3P2qk-pHW4YRM3r7-bx1JW6T0_yT5lMs75W2xH1618LBTpvW8_Z8cq4_CpcVW5PC-XD5lQMnYW6j0nLC4VHn8vW3K9Znq7NPGDGW1_qy3S1j2NJSN5wmpdrD4w37W2FR-mj8dZJs4W3MywMd2-V9jHW4Tt4Zx9j7TNxN1d9krwXdgrSW1PNwJ07fm5GhW2vTxkr4X7Q1XW6FKLzz5TgxhhW2wK6V-2Fv0g-W6SMjcw7smw-9W8zZZ4D6V3b6-Vw04F86HXcKhW21SZZ_8Hw1B-N8yfm8tGl-dFW1MyTrr8r08WgW604L1v1ZFpx0W1tQXH06JXLQ1W3YMm4657_JKJW908crh3gh4J4W91kzbg8384d0W4m177b7lw6ZPW8VhY-47scFhXW65M9Sf8N1XfxW1S7Vhk2gRwtMW4tJcz59hFqwYW4D85jK29J7LHW7p2TXK2bxYRX102)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W8wWxd_6Ls6q0Vbszt-59Tm-X0/5/f18dQhb0S1Wd2fbDwPW12NDRW5kKMcTW1ML_Tp5XVZZwW7bn1p18fcwbFN628rDjFKbRyW3CLhsv2lc77CW81-cvZ5_LKnBW1_QNZl3dM239MJVFmX5YJxXW4Tr50b2Q1RvZW4wFnPX2fRp7qW4DyTYV9c2wx5W76zKPY6n7sTvW69P0wz983nmrW1gSFPq5K4yhdN12f3xTDKk0KVbsn933m3zcxW59Zyct3DYMXbN12YBbMhSlP_W8lM4k21PVnPZW8tN2jj5v2MdcW4XFVpC2LlP1PW22mlF52YZdCwN4qTVMvN1ztPN21wNvlQ4tVgW3NCwJL5n6V76W8mM5R075hzRpW2l3Yk22Q3KvrW1Vx5f-7pFGWHN1Q8pBXZSX5jW7gX3w33CcbfDV7lBnW68FwPJW2TM5k634G39LW16f4gn6Pth-CW6fTphx9jGxQMW6pLfxF8c2q-YW3t0B1Y3rSQ70W6-8JWq2zX9l6W48qMGR76xG4dW5TW8LN4-36KtW3QpWyr2TPRj3W7X83w27Jdvh3W99V7Bs6SPbpsW43rJQ_5Pqj4cW3FHLNm783sWdN37fCwn9Np85W62cB3Z6l8Qy3W92ghJ98L6KYLW2-hSNx949BskW4Y2q838HRDB4W3f4pMf8KXRZGW2hyqMT2sP9ckW1Lx1rj9m0SC1W7h0tg761hzHhW5RsRrn9723X5W35GjsY9g57KBW7GcJng2s5GPCf3p0mry11)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W3xQnL13x_DD5W3XJJv-8DjLjC0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQZxwR8q5Mr-W3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXQW3jxWlJ3VVkFJW4LG55J3yZDDxW4VLZpL41zZbqW2LhK9b4LJCk1W4tvBsm3vDq-3W3JSqh46GMb6bW5YlB8n48prBSW3gWLHM3T4Cd0W2p5sSF6PnTqlW374gmw3zGxzSW4GKhnY6_PRBhW42f-RD51wyvtW6xpYqy49DVVlW4G5XTG7k-2C-W3lhLZ249XkzkW3Cdk0d3wv7SmW6x-wL52PjBM4W2FGwQ77qz-_dW4J35Sn2N3DcHW4WRfh812H9FlW5HsNdg8G1DWmW2d5BfS16syLXW5C6MJD7TV04jW3wPByY3wqsp-dDjzQ511)  
[Danbury, CT - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W3rTdVy4flzXTW66MTv060zvpd0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ55f_BqW6WBkkW7vgJmdW85Q9CM5LnrWMW85H89L8VrmLTW8h08lK3qLxtsW1yvvYX62S397W5k8wbS6vGWXQW2HVTVM3CcrhnW3MbN8N4pBT3HW2V9zyZ4Lkw6tW3MbDqX1QQ4x7W3jjyH73jcy46W5_FdFB5KxXB6W5KDCtZ12tL7fW5B4Lq67r74zSW1FpGmL7vFN-MV3qcXF8tYWf3VpZ1Rk8gjXd2W2NnQ5K4bQW_qW6c41HH8ZKSX3VklzWX4d_g_lW8VmWDD587JpDW8WlX5P2JHsq2W7q8FGb7qFRfWW92fLxV4hZ5vJVwJtlj6krC5XW90XX-q1_V94sW1X0V2r1TcP7fW5dt5Jm1TZ0zpW1T_7cW1T-KnzMpP-VpjGRzfN5tb4Q9s9MryMyZtYHwKJnCV3qXWl3nv6jDW7bW3kL8y1Sb1W5V2JPj5hfR42W8kjXbk7wF5Y7N1K5Y7RMVCY7W8GlyhX6L1C2mW1vPllF4-8k1wMNDyx-rTzpYV1BzsG4_xR6x103)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N2VHFSHz4Lr_VcbChL3MtFsK0/5/f18dQhb0S2C87B0mbNW12Nnwx5YFHy0W52r_6Y2YXc_-W7ZTSjq1FK854W1fvvRk9jD52cW958tv029TjqtW7Zvy3N8vvlKgW4vCzcN7zYGYjW2-6-MM8CZhy-W8bd9WQ8z_dL5W4vYjcS4nN0r5W5p1Bsb1Q35h8W2jL__k6QNWNyW7LwBpw2mr0z6W5Whnqr4dX-lxW6fnr175z8QJpW2lPdm81PYZjPMMw_dCQ_gsYF2HvwDqzC3kVRlTvS1v0JJyW7HWMNB4-sBQ7W3w4ggr1Xr4MFW8QWbNz1n9vQvW6WyFTl8Pz1ZgW3sQ8Tq4rppsCW1-Q3sy1s-kJFN5RV0VCKSW-HW4LhKZb91Pjs0W4T7tpN3R5m76W5XdmnH5-xW8-W7pSp3Y3BskBQW7G25jn6mZBbWW77y9RR385P8PW85Xf1Q66VfSgW4fBhP97qHjqkW6_HfBk1zfJL5N42PsLdcKvZ2W5_7JDF8y4SG_W6HjzJr284_jTW5VTDyZ5-cnztW2nLvZw28V6M_W4CPBrj915Q09W6KwGtm3Vz873W3H929l4h1z0yV80y029kvMFkW4B3Cbl8QkDnGW3vLyMm1Kd_X8W91GtZN9m5dThW9jn8Q928h8qkW2zgwpy6lwQ-TVrtTNb3KtJw2103)  
[San Francisco, CA – April 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N8F8hDzvB2BtW7xVWZ64tTk4h0/5/f18dQhb0S65P2RMFfcVWnxKt63Jg6nW5kSpqk3jFPJpW7v55vd4VXlpxW5gc0dv2PPrKqW6MtLrf4d4QNfW5DPx8L8xtdt9W4-qyhL8tlB7bW3j4fZz1n0lkBW6MC5lJ1ZsmkxW8Pq5Gq5PXzC3W44Pk9_5Sk5hLW6mHX1N5f5jsgW4xbDJf8sy9b_W41J6ZG2_88mrW1tnM564TS0qNVbby291yx118N2tdtlbbXph-W4fDX8q8v5nGgW10g_0S8j-mlqW5gZxl81pC_WLN6BLqXvlrCtBW6KMtG-1622QlW5JfXY93PSMM9W1xTxP45m96bfW4hpLP83CrLW-N4PvyfgRPlH9VThx138PjlVVN1SP4kyHD2r-W9h8zHc3KB0GZW2MKBgt2KbtLvW8JQB1Q10Z86KW87TCFH7LPsS-W820Ps55M1bkqW4Rb9rD2dBWcsW83JQVr5m2hk8W80ZRp74ZjbTdW1Vwq763VTR9jW8KWzWC8PyhtmV7NqRF37j-FkW7_9WMF4WFwdQVcWCD77Zk1h8W35xrfZ7nqtS_N7M6l-cSDlQnW1LRPd32R-N-SW5Dr6Df8pFVgpW4VxtdF4BBtTqW77Rwrh8Vgq-BW5QK1RY99cFW9W8ykRym5f29G7W3gwCgN8kRXq6f3VmBkz11)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W99DvqR2NkDN7W2jBKqq3Dg-Y30/5/f18dQhb0S3j42jVJq1W12h8Cl503zhkVDHCDy8ngHgWW3-0q6p3fgKg6W8jVTkr1RFGvzW7xpyQW6ssblpN7yPjRnnJX29W74rblg98Vv26N6mrLG5_mpP4W30v6tG6T7dH7W87bwNK6J-4R-W6Nvr45420wMVW6grn1v4vvGj6W3tm5Js49jXBjW7hx0y-13-4QdVGBFYW7DygHSW1ct2vL1lCJ0yN2D-Vm2dlQ9pVsrL3w22z729Vb4wg24BMdxyW4cCqxG6zn8nhW3Mtb4c6hVm1KN1SPr7Wyn_0fW5DjD7l22cdnvW7Mrm0j8-HvD8W1T98qS30jHstVNYzcs1N9NFcW4hqhsL2_vcFtW1-2y_j457xwYW4ljcDD9kBQjCW8GJp4H8mH8PSW1nX7Z82ZxywJW5sLDbH6kdQ0hW5wpZw_8nxVj-N6mNxNDNzpW-W3c20cC1dxvtYW2D3qTN7LdL_TW5wMNzC8Frv05W783zXM3K6fvPW6BNKps3l-zYhW83npKj10r9cXW1GmKMg73TPyMW8LN84g1wcxVkW3m9Zff7-nLsSW45_6lG4mmzsHW6jm5JJ8rFhMbW8wCDRf4CVbdBW95j1Lw8fWbK2W1RDT2-4rJRLkW7nHNJs73ZGlcf7Nk9WV11)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W6ZfRB92_H5sDW2s3Qh65xg-qc0/5/f18dQhb0S2C86_rDSLW12Nnw0503zh1N2xH726LCkxMW6zd_B62xD8RDW533YCH3w5sPrW8SkTR829P-DrW7Zvy3N8NWP6lW4Q_3jz7pg5YjW7fb1-H6QRdlMW6Lk1x13W1JytW8Rs0mx5RQ7nYW4CzKf75fDvPvW7hFxwb3wJ9lWW7wj5V07B3N96W627SvX5m0j3hW3bMrHq5zck_XN2lkF81Q-NzxW5rsMPb67C_j6W2nRHVR3zFx28W4Szyt32Z4D6tW67x2Fm4qRMN4W4yh3_74vb1P0W7DtBLg1Fm4PJW79tNQ31JbqZ7W9dsncc6z_MMPW7TTjhX6gwH_vW5r17pn7VmFv0MDXmLw6QHjsW2k3Qzd3F6Tl-W8NzQB38zHnjrW17DVR08HbdJqVMp8_n351zM1W34yTjG3jwdjBW4llmVn8n3ZJnW4jbWWv7TrX3kVp1YDj3Yz9C1W3kfd2V3FQWb7N3f44PRPlGjrW1snDCz3yQltDVXnQ5L4yQqVkW2RzgL64bnRL3W14TcQS3lFdQQW4P75fG7B0G_CW39jgwS6Z27P7W6BGCbr89_vpBW4kFlT049Q4QKW8trc_S8scl07W3Py0zG437fCZW5Q55PK6168TcW4l2C2n5qrD9ZW32h0X98W71Yyf5GS5wl04)  
[Minneapolis, MN – April 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N7PdkvK2MrYyN6vVLRjT0ZSj0/5/f18dQhb0S65P2dYCpZVWnxH61j3lXHVDMFsM5v_v4vW2HkYJv78z2MvVLVH134D1FcFW8Th2sl6NX0d7N6-rz2YbSQbRVmWGsP3mdlbxW5t0-RC7XdSKyVQBsmY9gf6pTN4mL2R8ydbwyW9j0xYy8N9WR8W3P9l-88B0TrkW1SnWb94zc5dMW8nPPR_2yMLtFN1bDD32jHfV9W1wsnFn6T_FlkN19f2gHnd-0-W78VXYb5f9h6hW1vCCRl63KKG1W3RkRRj3R4nGzW26XMH-7chpr5W8rJ9DC6nhtzFW6ypK331_sc0LVK-twk1Vs9KDW5hNjG66-qJQTW6wjVLv3LjPWXW6TsXn75ncyKwW6GBJHB1qQv4wW2k9dss8MP_dqW8vqyzn7T5JMMW5bjYxw7PnBRfW2rxLVS6SnBSvW2MQVmH6y0pVSW3M8Jc-545hR_W6_Mp559fW1ZLW2_nD1J3gkFP2W16zNQ83NzlNDW3M8XX15FK0wlN7C3DZ2bjJk1N3NHZLGqXJX4W6dT0VD124kJsW9cTkkp1D6L0NW4hMtFs8SXZvtW1GNVn513WC2TVKDDrS77r3hkW6njl812d3d7YW43_dZ22j2xCzN86k0LSyyL4mW3GVSnz5_LNQ4Vc-pyr46fTPn103)  
[Los Angeles, CA – April 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W326YD64VYWjZW7wK1zJ1JHdpj0/5/f18dQhb0S3j473nK89W12gM342nhjfnW1x7Gmn5SSWBvW4kfyry3zJHSCW79dSKY5ZhjZxW7nqnsf3zjJh9W28QMgp3whTVgW37zK6_66wFTzW7zWL8z87tRRjVz3ZC03F9Q4FW15rk7M8N0CQgW97WKwG9635QKW3dQDjV5cZ1BJW8r9WTD2TrswVW6NHZ3N4scbhSN71vnBNnpnf4W7p9WR-1s56MMVrlC4v4b2fpmN3SlT7qNMl5PW2L8CwG32TxpDW2YkYsd17Y00jW3F0nmX524Fk4N5r88ftBR9kBVsfDr4784tQ0W786lVQ8stMmJW3wKlBw6PZyQlW2TYD5n3Km8qgN2zJgTBgJx5PW30WQCD6QnP49V2pHs61Nj59_W56LF-f4dV9wcW5MqdNh94mHzxW42jCz82F4dHKW6rHLkD4hTqcGW8_wB4F63ytx8VFWqGF8Q1rGnW4wWXJg4Y_VyjW62-Nh98JtzxQW4hNP-V47R4gxW3z_rJt8F9vHhW8qk2KS97YMKpW9bj-2T38xK4mW7JGwdK6Mt4nfW4mc-nw57H3wQW551ZWz7w8KV8W7gzXRB7gvKRkW7kqCDd8bTY5VW3QG_tM9b9sBtW4Z5FZ_5Sb5xFVRtyv7703FR5W9l3twy1vVlTmW98c9XH59013VN1bd3kNb63tn111)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*MjTRMSV-zb0W8t5PBd5Y17mp0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcZTW2RwRFN1G7JSDN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73Jmvv7R0x0WVxc8Ft1NC3KcW1F6KTt46VdfyW6kq9G97mv6vsW8Qqf715fdQc9MrBl1rsfhn1W4lnVtP4grV_CN2VQCPDqCYyNW7vBSGh7kZhTNW22qN3r1yhJW4W56FcWw2WgjkbW21DF7B7vVj1nW47m28x4kcNBFW2S_cx-5dcFQ2N7ZjRCNpQ5-kN7zyqpsrPpMvVrJh2D5vHs6kW6b-mP66cfByrW5D6tqQ3xxDzVVJgD128fxvH9Vg9fKs3Lqm0YW9c3KJt5fzK6GW7gZNmD8qTddrN4h0J_FVs7V_VVmrcZ2hg3NV102)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W2rzMqx1jqYkkW6nh5pr8ZwK3K0/5/f18dQhb0S2C82MzdMDN12Nm4zFPmf-W2vMF175ST5SMW7mmQwT3Bf79KVbg04v6gCjvbW98bvyx6P6X-XW8j4ksT2jQMsfW4MKwB83mD1gxW6MpT8n8t3xksW7FX2xK3Xr4gYW8tLszW7znmQDW20wRRZ4hGtzQW42jwSh5vLpQyN1VGRzBMh6pLW2rtjll8x3GFGW7W2m5C5zbGw7N5SYSwDVvpw3W4_5Y_R54qRbxW5-TYzL2qnRKnVGf6722ml5gDW4-CWX-50KyWSW3J3S5h801FFtW3Zyv0Y5YRk6MW5pcBMs844cFFW6XdGsW8sSGn5W38TSqs6cVh9wW7blX5-50BWtlW4XZh_H3TZTBtW45ybjq2V01gzW4Pk0wF2bjWJXW2QW7X-57Gqh0W41YNZG6d4d87W8w14dT8yx_qnW3fy4Z988RMPvW6dVBf47GrVRxVQRbVB3M8CzZW7PVx185bZwC2W334pcy369tVsW5qfcHk4VFKKZVYL_bG39vDc4W3gLGvf1GG597W2d9v_K7vKMcsW8F_SRH2MxtsHW4vB6mx8Ycn6sW6L4bGq28l-_1W6VVB2v2jc0mMW8MHn_f9bkcZmW9dR9ky3wq1zFW4tGMW_9f8vJtW9gcxwW8LH3-ZW5b9wwR8kK4qS102)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W93dzrl1qMMVWV_b6v65Tcm2X0/5/f18dQhb0S2C82WJLfhW12h8xJ5VRmj_W1fDwwj2rhwvZW1l91rD1G748_Vm3qbb4XPqWKW5ww_0c84QjRTW3H5nQD8XND17W2K9gxX2CJY61W5dqlGj87tLCdW4Qx0LY3jKKCqW15XKhp5PqVN-W5RPwNy703r0-N1KmzKBzyBghW4vk6Dt3M0JjDW7Yw6tf2c6x-QVC-NT14V461wVYVZgP5r3WgtMpDwTw84nXxW1GHvGN3pk-GbW302FSz1RjbYWW1WLg0x2LBN4jN3g7PMWdHPbYW3nCHZP78t46vW4rj4X14R_8gZM53hQyHTFmVW780k3-2HTYYbW3184RR7pZsyTN63T8TylMFtMW3rSNQJ5vSpy0W3mWb4k31t1t_W9lXlFJ6GffyRV9PbcH3Sh_PXW3jrGRl7DcvblW7Y1dtL45l-HKW760PG6426zx-W1nX46r7wMq4cW15CQ704njfpLW8GZvfd4s7tNSW1WgTnb5kX20SW11jz-18p4RxGW7x8-kW3q1N6VW27Y9mk3PH0tZW2jHZTP56tzJxW80Ks9m7t022-W6SlzBk43xy46W2R89wL819JnGW3MLxC18Xm7y9W7BPbdJ540hsYW6-QrGf8Jp1DCW76fVLG6pV6BbW82-Z-D8pP0yndskmmy11)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7zv8DH8ZtNjCN81BY4TP4yqZ0/5/f18dQhb0SfHn9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5TK1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9mWjN1pNWLnNgVwPMVyz5QWyV7cW5BCrNH8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qHN2m8DqKmmJhCVRTHmy5rkYxhVMMQxX80gSRfW97rB1b8xr3cnW5rQ-FW8p6PlKVf_9yh98zcqKW9c9RfG6NJ4LlW8zvptw3NxpfGVg0w7p6R9Yr0W7hQLS_4RDFYPW4Xzx0Q8lxpsrW37V4VM5GPH4XW3LbG9_5rP6-9MMFWSQSHJ4yMQJgTXcP3sMW25tF9-7wTY46N5J7PqGSKtwXVcZLWR86l3lKN6-sdcCsL4QPW7NMbGq4HDMZgW7mtWSc3pf2RTW7pNj0h3byWl6W3nMFPY8KHcl3W9jVMsx93MPm9N8XrbJxrVprCW56gBW-3JRrygf5g74-j04)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W7z8FYV73SVgSW2X1LZs3sMRY_0/5/f18dQhb0S3j473F0FpW12gM7c2_V4BPW5qhd3M60FhlXW4kfkyH4VJDtGW1ct0nf1db_LCW5wyFVy85SVS4W1rpZbf430dYmV5zb2w2g0DwXW749ZPX7NmWKHW2nmQwR8ThF1JW8Jv9Yj2fRK1tW1pKxt92gyTJgW584hYl7XKD7hW41w_5q95VYVbW5hJpZd5vM8pbVh8G3Q36kQ5rN1zWKjbP03FtW8n5bnP8-QsGlW6063pW3GFd5wN5mCfW691mcvN2tj5M0gBJwvW3bxChB2KNlQ0W24FvBb6Rss7BW7RQQ4j6Qt6YfN1DFtQ6GVSq0W5hzSqM8gyly4N7PmTtGVHgC5W40D8R85r1mJ8W1z_Gsz45g7srVrvZ3x1PTW8fW842BTj6QBJRvW65wb2V88jgz5N5drh_jpb33jW6fXHXK3kx0TxW5n7J8g337k61W4VTQt58K_q7hW2114h14RvZmvW3FmzX42NHwpnW5cDNwH8nz9J8W6tMN7j5Bm3DDW8DrbGX4lZKp7W6CQK3460gHTjW7XVy-l27gtgGW57H25J61LZZDW7s3C931T3lSXN4G0V-Bg0wCqVj_sp-1D18FvW7v56cx2jhnlYW8rNdBk5x-d1XW7TsCyC9g6mT1W6lK8Pc7R1FLcW6QRwMQ6ct6z8V7P7Mx3CKnv4103)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W8s0f_C7YsnQMW8XD2sP6wvqwL0/5/f18dQhb0S3j47rmtHyW12gKGG2qyqyqM_lTj0n4sXvW5JpXVS5mzSV9W2qXCdm4Yh7p-W6MtYJ78qKZQXW5CS37p8Y9f0GMBLF8PFfVtxW3n-v7B6Q6n46W4gD4b75yltwsVwTzs68dWckrW9dqbfy8L67lKN6_hQgfxxVBBW4xl9391rsYJTW3t3VXN1XkkS1MCSVdr6MjMFW2d7N4D2dG7-sN1vzcxWKL38KW3CyttT61ZbjnW1t4Yzs5TNwTWW7n-fw279d3lyW1f4YV01J0Nw2V8rBBx7vSjJ_W3C1Y0J59KPWrVHTgm14Spk0HW8ZstS66rztHVN2rv0VLc9sH1W1PQwrD6SGJcmVbh-fM46v7f_VWpvjq46W5clW4m-x1d57Bcx7W891YzT17_4pgW36FGRX20ZczYW43M1Km6GzB8VN4Zb4vGrhZfSW4jyNfp26ttdrW5mbdy61HQGpNW5tfhYV50N5P2Vz2s_m7msjKNW40h-rc6qmB1pW24Vl-R8gyV4dN66CcHzTXpKTW3T6LJF7cVp-TW6QV_8C3qX3tGW64rtpt67WmBpLdfr-10l5VW3MC7kp7Mdm7sW6YVn_Z7ZSLx3W17-58c5QcCZHW8DctrJ8MMDkJW1ssLc93RJhXLMmY1Sw3dQXQf315z2-03)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*VSWDvw87H_Y1W1lNWcC4pfPtV0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl1D8_YxW7vB3TH7w415NN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73Jmvv7R0x0WVxc8Ft1NC3KcW1F6KTt46VdfyW6kq9G97mv6vsW8Qqf715fdQc9MrBl1rsfhn1W4lnVtP4grV_CN2VQCPDqCYyNW7vBSGh7kZhTNW22qN3r1yhJW4W56FcWw2WgjkbW21DF7B7vVj1nW47m28x4kcNBFW2S_cx-5dcFQ2N7ZjRCNpQ5-kN7zyqpsrPpMvVrJh2D5vHs6kW6b-mP66cfByrW5D6tqQ3xxDzVVJgD128fxvH9Vg9fKs3Lqm0YW9c3KJt5fzK6GW7gZNmD8qTddrN4h0J_FVs7V_VVm6tG6tbVlt102)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W76_v4h3YrnF_W8kxFPb5g8B6B0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NKkkW7cvxVfN8q5qBxVQf4XW5vDhTY6L_yCSW37L1m93GMPvFW4pKkSJ2DDCSpW4WlCq24WHB6KW2b9Ks66QNHbJW67s0BC4TV70mW3Mj7148lxBqsN10dk0YNFSZ2W2BjBYG1r7VsnW5HntQg8q_ncBW6Ld-xz6T7VJYW66xCK-2C6yJjN8GclM4bWNc-N99j4KLcWbVfW4Wpz-02MlrllW7P1X4Z7P9LcqW2PB9bD1Ngx1fW51b1MP8Qk9NPV65m5F1TK9ySW4ByPVk7jlhw1W3Fv4Vf8W-kjwN6Q3Qs6rLh9QVrHCbW4WBTYp102)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W40KZ3Q6Zvc1yW6WcXvr6Tf5120/5/f18dQhb0S65P7r69bkVWV92z1hzKCHVNgd2K1tzhfBW2Pbfq02t8KFfVRCpL36w2g9vW83234r5DBgMKW86WmYL4Wnp0gW4TP6hv64frN2W6SgW4x6RPslKW6SS1375yMcjXW4m2hXN8P0380W4t4YwH9jCQ9SW6yyYbT6lxrXrW5skDMw4Yk1PgW3QyWs22gB5rwVxKZN94D8Wl8W6s0cb77p4pP1W43yfs31g7MMtVdWLgt4_p7MFW3S6VdW4-G3wrW2FJ3Z45WSpysN6s_vRl155x5W52j_8K7Pm6thW3hZ4m13L5hFLW12Yl2t5sysH7W4wh1NY8tHFt2W3xz6vr4Vgk1gW2XgbND203fx0W3j5fL9361w_XW2S3J2n5-V5gyW73PS6-9hxCD2W5MYvN96pBNxKW2MD--F5wLPTLW6h-_937FRrCQW13CvYr6r3fF_W7h76-p905RXZN4flQ7KpxYPVW2VstW169ntnWW1vKQTn2NqxFSW7cjdGh6L-CH9W5Lgr763XT4t8Mybtt8VP3-gVBwbbC9gPhz-W7c_QL06TPx1MW6hzN5-7sc0nsW3dTsDg4HRthlV7cvkw6zKs3mW6Pzbnh2h3b_XW9m0rQJ80JH_kW7ZY9qr6_lYKYW7nX1Y-2VTJblW671Y017k9CPPVFxYzj6B8N4-0)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N6STKTSWZjmvW3ljWrL5VVXcg0/5/f18dQhb0S2z-7w3gbpN12ZD_XP7j8fW2vflXQ1g60DmW2SHfcc1QGgFMW4Nb6667P_M2SW9dFNdj7zhNt_W1_ns5t9cjBllW15H9L66yXP3cW6BpHMp8_1mYwW8v0yYh7_d4QpW4vQQCm7cNQ8mW8G8rrB7kp4F2W6BXnx63fYvsrW1YmgyP36hzxyW4y7HjP4sxNPCW8_Gf3l5PNmt5W4qMC7M4_mvvnW1kj2ZV1DrZSGW8H0f831k5R1cW8ccZrF1l61TDW2tbkL516sYhmN2rtjFlNNHngW11BBpT7syK3xW3xntLY9dbsNlW1WD_h66dbwZyW5gHJrK4NjwfgW5sLRwL6szgzHW3G5XzZ11mgx-W6kCFZs9ck5RBW5t86QR4FHMw7W4ZG94-1n4L9-W39VTWv6lZDbBW8JtBx16X4VsXW81QRkg7RSGSnW8MjWZQ4Wvz57W4lrR3l1GDRj1W6vWycj6WGCS5VvDDhV1j1rlRW803Btc7wc1HVW30s24r6TdBdYW8lLm2Q86TYTCW6yDptW3zRmTCN4BbZDMvvS_3W7j90h_4BMx4lW1HP-DF3q8Tj2W16nYSr9cbq1WW7McFnS2Hl5WVW8GBQVk88LFgvN3JB2F3gPYM8W3lpcq33Hk-CrW5CB5YS5GS5wl0)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W5pv8yx97n5C_W6pttT31D3dRc0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZxwR8q5Mr-W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdyJZW94q7cq6VKJl2W1hC_8g5lppCBW3bN77h53xpBKW2QL-MP1Ll-DTW7kyqTc1NbQ0zW5gGlcb67ssC-W6KWg1p4fD3b3W2ZFfMT8FNcsTW83Fj3X3Fr-4vW3CTKRZ2FK3RwW1lhxBy8WwCNTW2cx0-c22gSvHW2284kz6CwCdVW4-BLYC3qY36qW71c0Kt98_-SBN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS5C5Vd8y6q1QPbWmW86LRWw8cKHb2W2B6k8B7C1225W4qt6Ph56nps2W4DybKQ3bGkNXN73Q0vR1-WdGf7KMnjk02)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*VWcw7H1lCJpDW8m9_w14VNNkM0/5/f18dQhb0S4JY2p44bJVWn-BZ61KKF0W1fDjgh7CGgZ2N5JnD3JQBjRQW2qyPzt1db_NSW3JHQ-z29flZHW6xYd_N81BwBDVBLBkW8Z3RwMW3NLsWs1b3sDZW4Qx0LY3jhmw_W4cS7FN4rlRbQW8N7nwJ6ZzBn7W88HG0x2RNKBwW6LRWSD2N5HmWW6KVNKR7BfQRMW30WsvY5XbpFkVr4bb05j7nTFW2tkrFF7yzCGzW1kPhN226K20vW7dTdmM3wQ4lxVBCHsX56vhpmW5nGSYl2w32PLW2BTp6X3FbrsvW7rW-b87LDKGCW34fslh75B3WRM253bwBRk6yW10XlBc7l6yFmN26mBqBY6-93W6_c7Vw7q2wgCVfZhJr6FNh03W1Ps6q-2nWym1W3cWF1Q4G_Z4kN8RZt9pjXrD0W42Zg-F4RVHW6MD_3fYKZT5lW85MhNW2tXQfyW98v4_b5j23XWW4QkssW4Yj5XXN99JWrnBwdVqW4XjDbr2Vg2Q2W23kWBd5zsrGBW5TL3wd6h4RPrW41DCC13RQ3PMW3ZRSDb4nNhG7W1Tl8Tc7XFd_PW91b90z1NxsmqN5lQjZG_ZfjGW3s8Qwv8BmCykW43vMT83mSZrWW9962Mr44jkcNW2MQKMg1DPLJLW4jCHfm5w5YXXW3RXvv_6rgB4d0)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W6sylf35DlwzRN3PxTdDKRd7W0/5/f18dQhb0S2C82WsqN3W12h8CT1fC93xW1wxys12nzWgnW3GLvt04VJvd3VBLNMP2wvF04W5JnHHJ3zjYFWN3PVr6qbm8R8W4Pcx8T8mhJGFW3ryMc844tK48W167vDG7jkL5_W5y5nN05yL2SGW8P6MPG8t8YmhW9j_8GZ3mcWhlW7qDw0v5DXNgqW3Wspn06x2dmRW4KmXGn1YXjcrW52X0GQ3n1ZSqW1Rs4tn1nQVjKW49yCd_51Th6MN1SNN-KLCy3QW8wr1Dc1k9r4fW50Qz8n5C2Jh8W7qZtDQ5yf0bvW8RJMpG722yd-W2-htG_61-vxMVCnZ3x1HkZZKW3j57x386m0rHV95f6t71PyVDW8LM-927nP9sDW75qC5P168CK6N7VKR2FpTYqqW2GwX_C8BZ5lZW20FF5w3mrG3HN10K38vdPLlGW7-Z8hp13sTrfV9PbJw80bLNtW1M7zMf1Yp-MmW20lc385ngGJ8W3zkFGM6NLRQ0W7SBwld5lKNJ4W5R6PJR8GvBPDW6TQ2L754VRvWW45S7mY4vgszlW5GnWmk4nJMk_M3gG4p5HwBKW1JDr8520rH4FW917gD_92BjvbW5c3S-c66dVP4W987RbQ2dPF5XW3Jdfpd7vHkR1N30pjHh1D0GFf4j2rz003)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W84_l1J88dSWFVYlXrN8tvbQL0/5/f18dQhb0S2C87w3gbpW12h8zz2-kxGSW5jLDH42KkL4fW5Mn6dX3fB4CCVpjZH-3vWFs3W7mYZLy3M2fc5W6zxCV_8vvlL4W8Zd8yt5NShDLW5x5XTp43LTRxVfY8Jc34VrBjW15XKhp5PRwZjW5f-H9X7rGD82W9cWksr7XM6HRN20LhlTGRyn8W2KmRpC8wTSjfW3b_Pgq3cWg03W2nT0nL2tDS58W4Ld8M412wGZ8W12x26n3SkXc-W4-nhrj82DmCCW2qX0v630YD96W1km9ZZ42QcRbN3TSRZGMm0MhW4R_V8P8LC2nSW862txV3n8vPRW493kGY7nHfSZW8Sg1355ZW5wPVhrdKv7G-7c8N5ThvQ4B4Y0xW2M6GdX947M9XW8z0jyW1b7c1XW8cTyPL5N0wd_W4tLRyp2_0Z4vW4_Mz2m2kbZFFW3sYnnm4t1GNgW6880H365w5WWW83PmVy6sJdczW6q5zpr4k4SZyW8kfrg11G0kYqW4LhmLD8s6gKcW33Rgvs7XVm2zV_6kN32BZ56kW4V6kTm2xSXwxW801TCQ8nWq8qW7kmfrq8bV2cdW6gThly1Q4pz3W8Xqkpy3vQ1gzW3MDWJD2kW_q_W4BzZMX7s_x4qW9kDnZB8J14RLW4Tlxly4tf_Ym111)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N2BHJGS4fvp8N1WxmxqBXF6H0/5/f18dQhb0S3j46XvxSmW12h8Cl503zhkVDHCDy4PJlYlW1__J0d1D198MW5YwgxJ1QGj5JW3NbNTB7XNjk6N3PVr8PrCSQ6W1yBrwB37mNGhVPmcM47XTtSVVQBsmY7QzGrJW76SwrS4cmkRwW5MLJv41Q4NvfW236Tvt7QVlsdW1rvk_68TMSKPW1QR9yk22C12jW3GFBXC7HPjnDW1swv863xK3xnW54xkD05jlzhlW2m6PCx7HTQs4W98NlXF5l5Ss4Vbbfs04NL7bJW4ykJDC7--NbNW1d6J9v6by3DjW14Z_hS10N2PsN8rsh7nL0m8sVWTLsM5XGWbTN94-ChrMcPR5W3yqryT8sV1pzW1r4trk2p0w74VgptW25GCRw8W2_nLfv1NymvJW35z1zQ344lQ_W7D869P1sgLs0W4CcQgV40p3VzW5sYDxQ95DYW1W1ySvnL4CZCV4W39wZnm3Z-p9DMXgQ-tHZ83lW6n8_yw7QG5vpW2JcCl65sZ2XkN4f-S4XvtX1dW4vqWCn11rygwW7Kk9jR1D8433W3F9cVm8XZc_YW6J92Vq8VhH_mW2Qy3Vj56ZbB0W6LvlML99bj25W6VqwYG4vJ9wzW95Ggz_8YWp0QVYX2Gk2KrcVrVS--Z58THLv8103)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*Vxjby86_TZlJW8SJRPD2hfkn60/5/f18dQhb0SfHn9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5TK1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9mWjN1pNWLnNgVwPW5HwsxP5C3R_nW3hhCBn8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qHN2m8DqKmmJhCVRTHmy5rkYxhVMMQxX80gSRfW97rB1b8xr3cnW5rQ-FW8p6PlKVf_9yh98zcqKW9c9RfG6NJ4LlW8zvptw3NxpfGVg0w7p6R9Yr0W7hQLS_4RDFYPW4Xzx0Q8lxpsrW37V4VM5GPH4XW3LbG9_5rP6-9MMFWSQSHJ4yMQJgTXcP3sMW25tF9-7wTY46N5J7PqGSKtwXVcZLWR86l3lKN6-sdcCsL4QPW7NMbGq4HDMZgW7mtWSc3pf2RTW7pNj0h3byWl6W3nMFPY8KHcl3W9jVMsx93MPm9N8XrbJxrVprCN56gBW-3jdl4f5g74-j04)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W9gx0C853N256W3HX20C2Bw3Bx0/5/f18dQhb0S3j46XvPVTN12hc0kC43PGVLFD3Q2wd2M1N62n3GlSLrsRN7G3MwSCXHJyW1jvf4z6TgvqGW45SStZ11hp53N79qjPvBCXghVg1YNn26pky3W3rJ_T88bqhlpW3p1YZy7y8245W4Mr52v1Bh-FzW5-M0rG8f_H5dN514QY1cjVk3N56k6JH2M5tfN7XVp8x782CNN4HT2Q374C7kV2qwKf63Y26QW350k2k5cR7P0W2XYFLY6CcHQFN1YBhXpyXD-VW56nK-J9d7fjJW5yV0ZP7NkS-cW15KP1T4XZNQYW20qc-44Tw2PxN8QFgFlGxhgCW4T3jJG4_n83JV7qXgj2P7nd2W3w20Dn2bh5RJW68C41B45Z-jRW1-W5SK3k8qWGW6HX_Fd7bk1fQW7PZM4J3bsgtbW1Cbymg3t6NB-W85S8Q37NkTZtW3lDkPl8CHBq-W2t7g5d8W8s2QW39SrP_7JfmkwW529wDg3RC1lRW7jDK781NpnBsV-CB2b5qH31nW28SqxJ3qpV5dVLWyxx1VdWkHW8JrHfG4H228jW27TV_T2kmlD9W5f_LrD3vjqc_W3CqSP37gmDNbW1LRt_16tTq1mW1sLgX256dWZz0)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*VN3yFZ7TBcTnW8P3zwW8CzsZ50/5/f18dQhb0S2C82f9Wg_MWnFhkJwrjtW1hHSr75gnjPkW7z9j8N5myS4TW82ThQ61rjK6RW7WhbXN3sgjjGW926xHJ5pClD1W93qb2k74lbFKW3jYyhp8d0bF5W3drxdX5tggk9W8KsL-x12tq0LW7gsH2317WpdCVxPGMc3QJHh4W3vXPmg8WFPC2W4PJ5J03gNl2HV5wzwX3z7C_pW3gDbjp6b1PnwN4L7PKJttzGKVLKv4H7Vvgl5W6ckvvL3_7dBqVYscJl45xCPnVY0lz58tddpxVhscbL3ldnQXN1p4c0Sm-mT-W4R4FB34lZzxxW6DzqLQ1tPVSxW2rJcT_5X_SpHW3zswGv1p1HnQVmj0fF8fBQ6GN3mTf_rZGyRbVSKFZC5TDxKxW38v1nG7kk18DW2qRRMv3dt75YVzwzTj1v12DXW5NyP112F-BbmW7SQh-l6xWK6rW6_4s-k44LPjDN1MBXPPtvFkrW1hyzyx1XJjxZW1BvY5t6CCFPcW96kXwc7XfW0mW3lbwnC8fsV2vW8LwGTT6z_3z5W6Yt_6L8tz2LzW8x19yK7bmtxDW6NYlXj7qnS1fW70l8xC9lYF1JW2LWMSJ5dwWxSW4pJv696y6V45W955F_w8yr2QbW538SpV13nTCmf5GS5wl04)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W373pCr4zG26xW6hjHT74hqs4S0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZxwR8q5Mr-W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnK4RW582S5t4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdyJZW94q7cq6VKJl2W1hC_8g5lppCBW3bN77h53xpBKW2QL-MP1Ll-DTW7kyqTc1NbQ0zW5gGlcb67ssC-W6KWg1p4fD3b3W2ZFfMT8FNcsTW83Fj3X3Fr-4vW3CTKRZ2FK3RwW1lhxBy8WwCNTW2cx0-c22gSvHW2284kz6CwCdVW4-BLYC3qY36qW71c0Kt98_-SBN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS5C5Vd8y6q1QPbWmW86LRWw8cKHb2W2B6k8B7C1225W4qt6Ph56nps2W4DybKQ3bGkNXN73Q0vR1-VjQf4VC-1c02)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W5j0K796xqg1QW7ptvhM8tFtN30/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQZxwR8q5Mr-W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnGlJW2SMRTr4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdyJZW94q7cq6VKJl2W1hC_8g5lppCBW3bN77h53xpBKW2QL-MP1Ll-DTW7kyqTc1NbQ0zW5gGlcb67ssC-W6KWg1p4fD3b3W2ZFfMT8FNcsTW83Fj3X3Fr-4vW3CTKRZ2FK3RwW1lhxBy8WwCNTW2cx0-c22gSvHW2284kz6CwCdVW4-BLYC3qY36qW71c0Kt98_-SBN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS5C5Vd8y6q1QPbWmW86LRWw8cKHb2W2B6k8B7C1225W4qt6Ph56nps2W4DybKQ3bGkNXN73Q0vR1-G0mf3BYZW_02)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W8YWc9P5G7pVbVJ4Sz78Kv1nP0/5/f18dQhb0S65P2RwkM_MWnxJxFPmf-W53K81Z1tbmF4N82FS6xXj6pYW2qDnd-699PzVW5HfGGX7nyrWMW28C-5D7D7jT8W8w6ZVD6QlZLrW2xZGP02xzGT4VpVLkV7MS2T9W13sm487ylvZZW6-rRBx4tbZ_JN4y5CRXRQW1LW8g_6FG2N_MzhW6FhGw12J8TyQW46JpKs4WCWfTW8tjpv81CBB3FW91-LHS21b4ypW31lgPj5XH012W1tB1nx2Gl5XHW1xFDwz6hsBk8N37R7tT5zLKHW5STrvC6LQCmxW2N7Bdk4xFQMXW4LBpFv6jyNQTW1psxGX99mSNPW60GMMs7qK2HmW6kFDHf50wVDxVC2kqy4-CVhWW5TpTGd13HWtjW2dzdD52jyZptW7lGNlq91PqcMM5Z-GgHn6xLW97r2SR58lc9LW50yJGj1HJBfQW9lQqcM5MzjrGW4w0cdg7NDcMNW7Ljg_J2g1qGXW6sddNG7_yb2bW293Yp58gPTvTW6Qr65T1jFFtcW1zwYfm6bDf45W4nJGwf7T0-1jW5_wyTS5Y5r4fW1V2zFF6wcc9GW4jMtVx1zxSHmW23sTcC1YMn3yW2hxPHP4sDF7FW8k2Wjh1WjzJ1W5R4SLW6Rt6fQW5DmhvL9j2V26VWXKBL1j80NHf3g5tzH11)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*N22D4z1LJjTFW6XYD0212JTBc0/5/f18dQhb0S1Wd2WsqN3N12hg8y9_ZvYN7Mz1XbMCGx4N6zDMjHK9nVSVHNqq22tBVm_W1RSYd_1476J8W6wCTsF6_TKT-W6BbGzy910RBrW4tTnWb8wljj7W2fhDGp5fyPDLW25XP3b2d8ZcdW6D2jb64yqLnxW3CfjNZ14F8qBW3tFFTw50Ykp7V_3JSn8smCLbW2s6_Qj3zs44nVssXvl1F4jL-W5D6fxr68K1GjW2lC7KZ1lJc7dW5ns4Xw1fc__rVQCWxY5jVLzPW6lsCvf3fWwTKW5yMKdw2QRTTHW1J7PPK4vKtR9N76PZ4KMxJYWW6fxJxn3b25bfW8ytz8w5lq7KjW4TM7YK3hyWyGW2cr1pR474810W8slG0s8w2l-yW5_8kZS2YSsmHW4gxy3f4BJV1CW8HnVz22S1xblW6p0_dM8xv22mN8_ShVmzTc3BW3zQD2y1BM49ZW6WlX1v2-HBtWW3z_rkP96CHcSW8G8lZX92zF8VVy_Vkw6CSm0MW2GnzQV6TXwT7W5V7l4z48LJwxW5DybbL41dmQsW81NMtK6GBFCsMj6029nLQ9NW5t3-LJ32nhMmW4C3JTf8Sc8wJW3P15PL4ZYnjLW7TZpmX7v9-XXW55sGq-830jZKN63YMyJ94kJpf5yXs_P04)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W2p6R9Z5-Qlb1W6JJ9m63kYKc70/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWFz17t5DXQW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NKkkW7cvxVfN8q5qBxVQf4XW5vDhTY6L_yCSW37L1m93GMPvFW4pKkSJ2DDCSpW4WlCq24WHB6KW2b9Ks66QNHbJW67s0BC4TV70mW3Mj7148lxBqsN10dk0YNFSZ2W2BjBYG1r7VsnW5HntQg8q_ncBW6Ld-xz6T7VJYW66xCK-2C6yJjN8GclM4bWNc-N99j4KLcWbVfW4Wpz-02MlrllW7P1X4Z7P9LcqW2PB9bD1Ngx1fW51b1MP8Qk9NPV65m5F1TK9ySW4ByPVk7jlhw1W3Fv4Vf8W-kjwN6Q3Qs6rLh9QVrHHjv4LsHwh102)  
[San Diego, CA - Dec 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W8tNLKY8KP_TWW1-v2fr6jl8h80/*W46NmKk3rPrX_N3_N_RzTggcc0/5/f18dQhb0S2C82RwkM_VWnxHg1j3fX5MQybTfsZqfVW3GCRkT3zJ3XhW2-Gxt894-tZPW6NZJq92QPJxPW87z_m92rc6TnW2nZ_LG5sRb-QW4lswhz7D6rKyW8w0pZ66QFRvFVxGSsG8fn7cmW9lj8TG8nGprHW6yyXQ-3-Cd_xW4W4pCy4h72nYW7lg6J82SyZdRV4B-sj1tCP_qW8q3BgW4Xvn5sN816Cm6FSsMCW75gMyq79bbDGW2KYScm5gcjXBW4X4Hxv5cy3BqW72YBPD3-L8__W3LRq4P4TSP7MW1752P42Jx2CcW4JTcCV1Yv7zKW2H8D2N4-Mt-NW10qzgx22cLGsW78XkPs4tcvSnW9jVKTn5k6fMRW1Z0WZL32P8pjW8lBnx94r_6LdW13-vQS28f5mLW7qc4SH6mcJrmW4x-9mj85PkB5W3X9H6q6r1xdMW4PDPM27QT3dtW4rHHzB2NdL54W5V8j2X39vckPW5J-DsN80Z3krW3Xmrfs538KHFW4kJpTF954yzrW2fHmNf3gMj-cW4QyLq_6l041LW6gcMgL8Mf60qN4s-hM9jNVztW6ThSxV22qDy2W7jr9CZ2l19DcW98nSYz6RX2vyW8QkFLB4mBVlXW6VX_m68rc7nTW5NVMNp6CyL_gf5GS5wl04)

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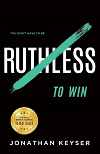
**02/07/2020  
Brilliant 3-minutes; Ruthless to Win; Mike Pearson; For Women Only?**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
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|  | Mike Pearson, founder Union Packaging |
|  | |
| I put a dollar in one of those change machines. Nothing changed. | |
|  | Comedian George Carlin |

**Latest ScaleUp News --**The Customer-Funded Business: Interview with John Mullins; Rethinking the Family Business; Delivery Services Land Big Money; Scottish ScaleUps Receive Twice the VC Funding – this news and more at [*ScaleUps.com*](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2srkGD4FPJXnW2gZLBb4dYsFq0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVRYrD41pNBP6N3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW6mSW4C4SmSCnW6vz0Bh4bdv8NW3W94ZS49sSZfW3ly7Dn4ZfQvMW6GLrH33NT8hrW45x0Vr5Q0n-hW2FXq_93gBd9CW5frT8r6JN72zW3v6Fg266BghqW4R_P8l4L1GdFW4VQlKT5nPYgZW626PDw27_ctFN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD48y2QCW8DpqBG6fN6gZVMVBXk8ytpSpW3lSFvL5rbr34N36gdsg4ZDMLD2LMBkQdHbf5HpWKH03), your one-stop weekly update.

**You Don’t Have to Be Ruthless to Win --**[[](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3CN0x_5BfGhPW96XY3m2_X5bD0/5/f18dQhb0S9r69hP7C-W8Jtnqb50RnyCMqtcQyJVPW3W1FSlSL2P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD6N96B5SnW96dt6916fB2NW8QNQYk2VclGBW61SBSz4VYKjqW4pzgLd2n-YKkW3SLYcb49JfBwW3C8bwH3__H9dW4krb-l5k4-KRVVWF_C1bK2FXW6Vn4Kk5_TVzsVvXGc270fl6pW7PJ6bd2gM1cwW1VHbdH1fwyVVW6yBPJM30q8C9W3QXJS451GcPKMz74JcYSX-5W7m_B1R5c8d-SW377W0f4KGXBhV3wdPb1nz7cWVf7FMz87z-JQW7yjl2b95xTMfW3B3r256-5HMDW4VX1pQ7cFd4zW5P0mxy15-RZ3W4rd9d23t9XFNW6N_Hst25H-PbV25Hcr50lYVGW4qXb1M7mbw0fW9jkgrV65kL1DW49kJ936fVZ9gW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhpmMW4J35Sn2N3p-vW5xGDyR3ZPH5mW27JStw3g9VvBW4qvtrh18r5fvVPPpNW8XBHsxMVs7V_VmmJqf8nJXy702)](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3CN0x_5BfGhPW96XY3m2_X5bD0/5/f18dQhb0S9r69hP7C-W8Jtnqb50RnyCMqtcQyJVPW3W1FSlSL2P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD6N96B5SnW96dt6916fB2NW8QNQYk2VclGBW61SBSz4VYKjqW4pzgLd2n-YKkW3SLYcb49JfBwW3C8bwH3__H9dW4krb-l5k4-KRVVWF_C1bK2FXW6Vn4Kk5_TVzsVvXGc270fl6pW7PJ6bd2gM1cwW1VHbdH1fwyVVW6yBPJM30q8C9W3QXJS451GcPKMz74JcYSX-5W7m_B1R5c8d-SW377W0f4KGXBhV3wdPb1nz7cWVf7FMz87z-JQW7yjl2b95xTMfW3B3r256-5HMDW4VX1pQ7cFd4zW5P0mxy15-RZ3W4rd9d23t9XFNW6N_Hst25H-PbV25Hcr50lYVGW4qXb1M7mbw0fW9jkgrV65kL1DW49kJ936fVZ9gW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhpmMW4J35Sn2N3p-vW5xGDyR3ZPH5mW27JStw3g9VvBW4qvtrh18r5fvVPPpNW8XBHsxMVs7V_VmmJqf8nJXy702)Jonathan Keyser used to be ruthless. When he entered into the cut-throat, dog-eat-dog world of commercial real estate brokerage, he became the worst version of himself and hated himself because of it. Realizing the damage done, he reinvented himself as a selfless leader and his firm Keyser zoomed to eight figures. In his book [*You Don’t Have to be Ruthless to Win\**](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N3Kvb-T4XL0GW7wSP_Q7ft6LC0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVRYrD41pNBP6N3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vVkQW52p3WT8Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxN4TKc2lQsjP5W87PCCK6mXBYtN5X0pcZF867rMFCFK22RLBsW7y-JQ32BFytHN2ykC5cNtVhcW5btGpV6PVrb5W96kC6F5N--5WW3Lgs5W3ypwmMW1K2d2515kJbSVd6Vcr7yXZz6W4X4H2P1pXpcwW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51bcCh6y1qNxW2Sfk4b3NnWwXW3YXQjp8MgLf_W3FtYvz8gz-pJW5NNm_H4Pv86fV5XWjb7r_gMk102) which our SPro and book club members will receive, he details how to develop a culture of selflessness to create long-term success in your business. He’s keynoting our [ScaleUp Summit May 5 – 6, Dallas](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W43KcZd33LvSlW8DNN1q97pm4q0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5SC5zh-NRVnQ9Qq8-tZd7W4cj21H2M3ZsgN8Wm1srHpVGxW558TKB53gRWbW7c-CPS5C9pDnW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjvx3_YPCDW2-J-SL2z_tPYW41Q2SW3c-v1LN1nnQd3QLQVbW1v2sZ55mg0ggW1Bhb315jPVDHW47P0wC403tVSW3vbpkw6mSW4CW4SmSCn6vz0BhW4bdv8N3W94ZSW49sSZf3ly7DnW4ZfQvM6GLrH3W3NT8hr45x0VrW5Q0n-h2FXq_9W3gBd9C5frT8rW6JN72z3v6Fg2W66Bghq4R_P8lW4L1GdF4VQlKTW5nPYgZ626PDwW27_ctF2PGKtHMBWF_DcZLWRW86l3lK6-sdcCVsL4QP7NMbGcW72-bjH31GHfxW136Mbj98HXcyN8zP2jDcK6qzW6QXW3k7T2jKHW1nhBLv7QVDVDW723QB271wShbTTRJB3VVV0R103) along with a dozen other biz authors. [Here’s a short 1-minute video](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N68m0L5rsbPHW8fSqL45dbW6-0/5/f18dQhb0SbTH8XJ9l8N81SjwlHyjJqVRYrD41pNBP6W3hHhch2P7_nXVcnTGj982VhGW6cn92996Ls9wVYnVgN69WnwMW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sN3qzVgCkFdKdW3F0zSx8lv0rtW7Mmd1D8lXhl7N6J4hdMBnK4WW3-m0m_7BHT42W8c21MT2bYmFLW5hRrvL6y8sgsW17NSrt44pm5PW70cQYx2W34fPMjW5WW4ZT3vVnxJxM1ssy4ZW2N6fTQ4f_s-tW5DhyW91cNSvqVrX3l16VzHhFN4yR22DXrN7ZW6bnY_n4x_GbsW61lQ4C24gxpQW8-gn1j7PscRBVprgZ34gLX8wW6l-MFJ2KCczXW6dHSnG4L1MmrF4JXQH_SJTJf7-MRh603) about the Summit and my take on each keynote speaker. See you and your team in Dallas.

**Powerful 3-Minute Leadership Speech --**Needing to rally the team? A new beginning for 2020? Or just needing to reaffirm the progress made to your employees? This [3-minute video](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N7yszGN_6y5BVk8FXp5yN4dL0/5/f18dQhb0SbTQ8Y9ZwPW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5R21Vq7GqVLDpF18CSvhfW8CZ6Vx65QrhNW3Q27KL8tBSDJW5vf5L281gS-TW3ghw7Q5G2WFRV-vN345B5hvbW5t8chC1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_ckc7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-ltXqW2w7MjX3VVg3wW8cG-xp3X0g0yN6bp1cMbq5fxN4TKc2lQsjP5W87PCCK6mXBYtN5X0pcZF867rMFCFK22RLBsW7y-JQ32BFytHN2ykC5cNtVhcW5btGpV6PVrb5W96kC6F5N--5WW3Lgs5W3ypwmMW1K2d2515kJbSVd6Vcr7yXZz6W4X4H2P1pXpcwW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h77-W4N0K1G2LdjVlW3G2LvJ9kjGkMW4BwqKh722p0LVT-XrD28p231W7bmmbB27F9KRMVMPVbVrLq8W189yJt3QcdRW0) by British Prime Minister Boris Johnson, delivered on the day of Brexit (Britain’s exit from the EU last Friday), is a brilliant example of passion, purpose, and persistence. And if gives hope to anyone having a bad hair day!!!  Thank you to UK Scaling Up Certified coach Neale Lewis for sharing. Now, go make a 3-minute video to inspire your team!

**5 Lessons: Mike Pearson Scales to $12 Million (Scaling Up case study) --**[[5_Lessons](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N6NT0S8PRrbdN3Nkc57l2Bd-0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5SC5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4ghw8jT9T3W567tJj8ZvqpRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW5WLCWH70v_5jW5LrK1d7Mz3zCW7_VBcd5ZpycSW57-ZBT83C5JPW6rY-3s2KQ2YYW1GrMNZ2Y5-07W1ks0Kj38yZFrW1gvjSz8hz0YsW806yj370ml3sN3qzVgCkFdKdW3F0zSx8lv0rtW7Mmd1D8lXhl7N6J4hdMBnK4WW3-m0m_7BHT42W8c21MT2bYmFLW5hRrvL6y8sgsW17NSrt44pm5PW70cQYx2W34fPMjW5WW4ZT3vVnxJxM1ssy4ZW2N6fTQ4f_s-tW5DhyW917VwnxN11rnNb4VjhvW6PYmz354GcH6W7K-c-g2nf_8HW19rcTf7f2Z_kW6nhYTl6lQJf3W2_yRdR62F97TW44dpMc2-BqVCN39VLmHmRw0WMdXyXb1n96fd2Ll5F03)](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N6NT0S8PRrbdN3Nkc57l2Bd-0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5SC5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4ghw8jT9T3W567tJj8ZvqpRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW5WLCWH70v_5jW5LrK1d7Mz3zCW7_VBcd5ZpycSW57-ZBT83C5JPW6rY-3s2KQ2YYW1GrMNZ2Y5-07W1ks0Kj38yZFrW1gvjSz8hz0YsW806yj370ml3sN3qzVgCkFdKdW3F0zSx8lv0rtW7Mmd1D8lXhl7N6J4hdMBnK4WW3-m0m_7BHT42W8c21MT2bYmFLW5hRrvL6y8sgsW17NSrt44pm5PW70cQYx2W34fPMjW5WW4ZT3vVnxJxM1ssy4ZW2N6fTQ4f_s-tW5DhyW917VwnxN11rnNb4VjhvW6PYmz354GcH6W7K-c-g2nf_8HW19rcTf7f2Z_kW6nhYTl6lQJf3W2_yRdR62F97TW44dpMc2-BqVCN39VLmHmRw0WMdXyXb1n96fd2Ll5F03)Scaling to 90 employees, Philadelphia-based Union Packaging founder Mike Pearson learned some valuable lessons along the way. Exiting to a PE firm for a substantial multiple after 20 years in business, Mike scaled Union Packaging into a premier food-packaging company specializing in FDA approved, earth-friendly packaging, as a greenfield project. With clients like McDonalds, one key was Mike’s engagement of Scaling Up Certified coach Cheryl Beth Kuchler. [In this article](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W76yGG95_7LjYW1rlgF15_0mX00/5/f18dQhb0S1Wd73p10HW12dCzm1bFvFkN1dR2G2slwJgW1qwt7S6wBq15W1kZ6-05GVg0_W6WW7tx5GNl4YW86CH635H4p_SW504xfK3GJ0gPW48DjjC40W8QSW8cvq-n5-qxf1W4nLrjL2ldL2kW9gWg2J4hBg-5W7zDVcx9773zGW7dFCgg2LzpWTW6nCM5R2lpZFCW7LLr3m6SZCyRN5dMYFyw2hbmW6TnNvv2mfHs6My45WJDCFVkN5XvXZq6fct6VwP07n1Yn-yDW61R3F82NgbJGW5Rh9Hz2h4lJMW68V7Jz5c6FP9W77_yN55VRjYxW4S5bjj1nTq3jW8W3yzt2CR-26VcnF2f3srDtXW8NLC9K4tWZxPW3BJ41x39BLHnW8svlDl52DVkHW1Z1W_p207MdRW2BX-pL39ZlmYW3-4qQ31bLXP5N6LnKC_Kbrm5W6hQM7J20syR4W2Mx3Q53TT2kbW2sHXF63Wq7vPW8q-7n58-y0lpW5QlvTS929f5TW28nkg5313kFsW7WswX84CRqTQW5qyWBn83D6rwW8RzM1F456gHWW4qHSZf2cl2X0W1-tMLn7TYBSsW9fb5vb6NvsTyW4kK6xj4yZDY6N4Dl0HqT5MZtW53xvmc165LrKf8WzJNq03), Cheryl Beth outlines the five key ideas Mike followed to win in a highly competitive and commoditized marketplace. Please take 2 minutes to read this entrepreneurs’ story.

**Modern leaders are embracing digital tools to expand their impact --**[[](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W6SxXNN4wgX97W3dbvLz1C_w0N0/5/f18dQhb0SbTL8XJ9qWN81SjwlHyjJqVRYrD41pNBP6W3hHh8r5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjp8W5r-BN8Vdv5dKvg1ZW3r-zvq4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrNf16v75hW5j19SZ1MkxTkW1wsTgq3F-D0HW7xR9_s2Vjhb0W5bPQ0k7v4x2tW5kFBKf7lYt77W5s7-x97z2NMJW7vRb8y5LMPNPW1GgGq81YYV5xW72nt_y6sxy0GW5XVX1j6SrsyFW7QzNDB7NYxG3W76kMgf1gJXntW719_GJ6NssG9W69821J1vjrn4W5YVbv37GVSLzW22dKnx6_dH9DW7LRNHh1D3KdrW1D3HVD7c5kLxW1hkzmz5S-J3xW7YBQth1Ph48PW1lDWZ33G_1lTN6l4V95SKtwXVcZLWR86l3lKN6-sdcCsL4QPN7NMbGqhSP3qW7mtWSc7vscy1W8903Pm1LljLvW6LrYjN8g6gGkW67txSz5BlRHfW2DddnP4Pxhj5W3DlwBb7jNjLvf3kz7hv04)](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W6SxXNN4wgX97W3dbvLz1C_w0N0/5/f18dQhb0SbTL8XJ9qWN81SjwlHyjJqVRYrD41pNBP6W3hHh8r5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjp8W5r-BN8Vdv5dKvg1ZW3r-zvq4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrNf16v75hW5j19SZ1MkxTkW1wsTgq3F-D0HW7xR9_s2Vjhb0W5bPQ0k7v4x2tW5kFBKf7lYt77W5s7-x97z2NMJW7vRb8y5LMPNPW1GgGq81YYV5xW72nt_y6sxy0GW5XVX1j6SrsyFW7QzNDB7NYxG3W76kMgf1gJXntW719_GJ6NssG9W69821J1vjrn4W5YVbv37GVSLzW22dKnx6_dH9DW7LRNHh1D3KdrW1D3HVD7c5kLxW1hkzmz5S-J3xW7YBQth1Ph48PW1lDWZ33G_1lTN6l4V95SKtwXVcZLWR86l3lKN6-sdcCsL4QPN7NMbGqhSP3qW7mtWSc7vscy1W8903Pm1LljLvW6LrYjN8g6gGkW67txSz5BlRHfW2DddnP4Pxhj5W3DlwBb7jNjLvf3kz7hv04)More smartphones and social apps means that as a leader you need to be thinking about the impact you are making in the digital space. And that means making a few adjustments to your leadership toolkit. If you want to become an effective modern leader, Erik Qualman suggests 5 key habits. In this short clip from Erik's 1-hour learning suite, **Modern Leadership**, published on Growth Institute's Scaling Up Club, you learn the first of these 5 habits that are shared by all effective modern leaders. [Check out the clip here](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1vNX0y2bFMKXW340wBT3kznKf0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVRYrD41pNBP6N3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgnPN4C5hrxwts8ZW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36Q8PzpVGg31B7g0L6JW7mS5VC69By3WW7lL6md412JC5W16Psb_7YK0RKW5PhhNw72-bFkW4rSgJW1dyqBHW3Lc1Mf2hyHTYW86QMkw4DmcBcN5P5LZcDNQl9M9XhGmQ1x53W2TYxNs5vf-dqW8w-XYY1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1X29bDCyNW4N5m152TJw-xN1VsN_CZ9h3DW9kWNq06RLRp1N5pg4cDdSQk9V1_P_750YFcy111)!

**How Ridiculous Demands for Discounts and Concessions Sound --**  
This [2-minute video](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7200jP2wpzGtW662VVg2txz6z0/5/f18dQhb0Sq5M8Y9Wm6W6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5VC1Nvw7TVLDpF18CSvhfW8Cl7Wc5w5D89W8y_DL18zTMZ4W1kRW1k7ZbvKdW5v99Zx24XZj_W67FWzW39s_06N6QbKSHWG6-2W6bCC2s7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGY86FGhy3N2yJF1WYT2jkW6P4lCX6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY7r0MrBW7cvxVf8q5qBxVVQf4X5vDhTYVLvK8j5w_swDW27BN6L6QbKpCW23r13N1kv63QN6MR27qTqXxBVQn7qK3JslSDVLDDTt5FPjkzN7fDD6_V8JFMN4tFQ2GcF1L7VcDRkR5yZGnxW2vs9g05rNWb-W99y2BB3N9wzYW8m2x0Z8GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rb64V1dB_zpW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyKZpcmqV9ZLdY2tLR1d111) spoofs how crazy sounding customers can be when they ask for deals/discounts – maybe fun to play at your next sales meeting! Thank you to Scaling Up Certified coach Rick Crossland for sharing.

**The Broadsheet – For Women Executives**“Broadsheet” is Fortune’s daily newsletter for and about the world’s most powerful women. Today’s post includes how Cisco is taking an unusual approach to transparency around harassment. I scan it each day to stay current on women-in-business issues. To get it delivered daily to your in-box, [sign up here](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1JTYZ-12TN8dW5jl2tg2N7gD80/5/f18dQhb0SbTJ8XJ9l8N81SjwlHyjJqVRYrD41pNBP6W3hHhcB2P7_nXVcnTGj98JRPpW6cc-4t69LPZ7W2yGV_795RRq1W4s2FWX96Ls77W2z3yZQ7bWjYyW1nWTVG6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK25Q_NkV-zgYX47YlYyW4bfcHb47Xx4zW3C811X4-TPrsW2KQ2YY6lD20dW49WVtr3VVg3wW8cSZXw3X0g0yN6bp1cMbq5fxN4TKc2lQsjP5W87PCCK6mXBYtN5X0pcZF867rMFCFK22RLBsW7y-JQ32BFytHN2ykC5cNtVhcW5btGpV6PVrb5W96kC6F5N--5WW3Lgs5W3ypwmMW1K2d2515kJbSVd6Vcr7yXZz6W4X4H2P1pXpcwW1bBvW33_5XhfW6hz0s82bzNQYW5ZZHgx1ywKMZW11VNzG8VSC_3W37MpkT7mtWScW7vscy18903PmW1LljLv6LrYjNW8g6gGk67txSzW5BlRHf2DddnPW4Pxhj53DlwBbW3jhpsS33MjNb0).

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2RSLxF3jtzYmW8-KR4z6SyJdx0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVRYrD41pNBP6N3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW2xFX3g4mLBFkW6g24Y668Q3tWW4SBvKg2wqTTVW4Jg6mf4cP0k0W2_bc9_2-CTM8W2xFYzl5-Hf84W42vsT_4Dmtp5W66yHt93g5yvrW3d6ZbV553MtKW2CDfGZ2nR2H5W6z2htD3zyLSZW2JfQ-T7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc7vscy1W8903Pm1LljLvW6LrYjN8g6gGkW67txSz5BlRHfW2DddnP4Pxhj5N3DlwBblGyqRf2SX1M404).

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**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3Ck2Zk91_KxJW1HvNWY6-7DBX0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqVRYrD41pNBP6W3hHh9N5zh-NRVnQ9Qq8-2txqN2N2xVWH59YcW1BXtSD52Xz4GW8Yztwf8-_mZwW4Myr9C2JjQbXW2yG_DG7d0gNcW8xPzP_7b_l6DW4swFGm5tr7FNW24WXzX5TncjTW2zHXvz4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrM333-K96W2MkPjT2HnHLBW1GqKWk1HnpzJW2KDbdJ1v14y7W2SwjvS561xh-W3HtrQn2qfTS_W1nVkSC31H380VcNLLP30T_rPW2Vv3cs1G8MxxW1Bb4rM6DryTdW8NWh_q4kLdF_VxxrfT5942qlN5bLLVMqzZCwW45lmwS1-VnQcW1Fn9W86mDP8TW4cjTLP7mHWQKW7qWQvQ8SpDhxN1-Fq2DpPXpBW4ffPSv8PBSKdW1N1bT746VJYTW1TdDjm1Y884pVhvnG93Swq0fW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G1g4WW6_n1LZ2LdjVlW3G2LvJ9kjGkMW4BwqKh722p0LVT-XrD28p231W7bmmbB27F9KRMVMPVbVrLq8W1jL-cD4Yn9rF0)

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**EDUCATION:**

[Sydney Scaling Up Summit 2020 | Verne Harnish LIVE - 10 February, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W65c4C63DhNwpVP4r7b2NzcKv0/5/f18dQhb0Sjv98XJ8hgN81SjwlHyjJqVRYrD41pNBP6N3hHhdQXL0jYVnQ9Qq8--HBkN8ZyMjbHBKM3W1WwdhZ5mZ50NVH5sfr2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7xzWXH8QKpyrW4sj3hV2BcyM9N1mGWjzbTsjTW8mSTbY2TblxDW6mmShw2VDlhrW51WNpB42ZPgbW7csmhC7d8-frN5CXg5rcnXJdW1qbB4p8QMkwZW4Vm6VH15XVf4M3pMpQ2qxr-N63y7yxFCk1dW1mYC-q6-rBZ0W3hzByd4s1B96N6SSJNccb0gHW3d0zvx4p7yDTW2zQtzX36_zytW23N6GJ8qBX9PW1CksCf7zKR9cN8N7l_kq6NqKW23K3Wn7yPpVfW3PHJVB9jgqVWW8zNqZc2RTTyKMZpcmq9ZLgLf4yGdPN11)

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W5j0KXN8WQYXLW14x17489BJkK0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15W3DmqMm1VwS8kMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ55gmx-W8Nrjct3bZgZFN2Yx77zj4_CjN4-TNSJ1qmMmW8txz2s5-m__5W5ZcLvj53hV1YW2Cf1_6830nkxW9dKxcS2V_v2ZW6z9d0r6sftSpVV0B-45fc2MlW4QCFMF3PZfvhW7753dh5nwF2sW5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgW1Rxz_84FH2ZGW6Zkn2f8czpJGW5536pX5NLL9rW3D98yk13R4TqVrVprC56gBW-W4bH0bl46-8mz0)

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2fhjJ-6XnVlWN5Y78nqZRGYD0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVRYrD41pNBP6W3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lppFZW4N-Zmk8SvnyNW66Fnqd3bHpBPW1sQ8762v-kb0W6K1Dnm8hgWSJW3C5qGj7v0zvqN4Pfb07L4NxCW4pVm_P75f0W7VyZYGX4JgxYnW4HNKHh7LjzLfW4_SVKw5mx1FLW88NxcN1DQ13pW2d0PBz3qY36qN4P7LtdrPpMvVrJh2D5vHs6kW6b-mP66cfByrN5CZms784rVzW6PxM8q4Ck0tkW744VGt65WvdxW5Dh6bJ587z-wW9kwS8j3rmp9XW2HF-C14Q-5SVW4HzlXD1_QZdT111)

[Amsterdam, NL – February 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N305R9C4ThGZW31S3kZ61slSg0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcW8zp-lK5C3LmYW5J1scC7_jbGPN7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W1FTMBN6WwcjsW3qKgVC2sXl26W1jgmcJ1hbV1cV5G2Jh5KVpJ8W59gHtL54FNKQW1zXVB_11SrYmW4bHTy-8SBbr2W2bTtLg7vw1fmW74Q0FM3q4s8YN2bFZY3sfMqTN5KNvRpt3t7rW2SPXmS2p8_TTW7-cq4V3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBNtC6pqr9gW5mSYQ15BR0JtW6-WJ8Y3vG8-8W45Pq707c5cYrW2VV3P81QBPySN5btvVwcYJKQW7dJ18n3PJPrtf3Z5qSF04)  
[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3_x05l7WXf2yW4dfcv36t8Gnx0/5/f18dQhb0S2C87B0HMWW12NqZc68KHm_N2xjZW5LClF2W3SV5C47MZHTSW3WdVr_73nK19W1MhJ523Hv-VRW9jBn1-9l6GG0W3ngP9l90PtN3W8JRDkB87-CV2W3Zcy7D7ZQ895W6X1QSp9bYdsfW2H1Vm77TFKxPW11y_8M5lJLxVW7zM_7X2h3xQ-VRhNrY5czqK5W1qVDs61d9_x6W4PJdTy1cg_rvW99zSV21lpt8SMHvvKM3gtttW4HY2bt4cjXl3W65nJqK2L0PD2W2ZDdql7tkgJGW3tPhFg1mSLQTW24Llv74lQH-kW8RGyXL2P4x4hW1gc6fP2x7RZMW1YjyPp7XhbpPW6ZJ51Z1k-0NYW12mkbS4xcNmsVsKTQd3FXkCLW21Kkxd7lZ-vzW4C3GgP1rNHqmW6PqN0_6j1RGnW6xxcGf6bbM8_W7VqJd-6dvzXMW1J9_yT6BFbQrW73ZWy55HfrPzW7WZ9Z88-Kl7CW3R998y8FQcRLW3hYJ1W3GTxMfW3p3-tC7xH3JTW8-Sl811VXLp3MbFVXVMf_xwW4DqvR84SXDtdW1PkL1H6lj9qrW97FMz7994PhdW8sV_VJ35HlVHW9bGHXk8ssCnXW7GZ4Gf55FRJKW1SXkHJ6pfZWqf7szYb411)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N37M8p5_nnJBW2591G81PM6R90/5/f18dQhb0S2C87BfGH_W12Nnww2_VcgRW1fLZS36rqFGMN8JsF29nQvG0N5vHRqBPg_xWW4TfvT14m_mPVW5D3sWG4sTzVfV3h4j82qmlZRW4vy9n33thw-GW71WSHR7jgmhXW7hB-kv5f3SwSW4fzR-V47qPHZW4p9z9P8J32gcW5KPfrw5x4HW1W308Kkx4r-0B7VB16ZV7MPKb4W38JM_z5Z_4RFW5nbMW_6R2jXdW5B94l64cqnVrW2Fcv_m5P_9FxN6NFB77nPw6JW4zZgw-8D5gJtW6NMnY58yl8v2W73pdW246Zq4MW2jN9l47Ws5j0N2J6FMdTggwLW1QXxF36hydYDN71r-rfWFy-3W5fFCCv3JgKmWW4zWMdD7gBFx7W1hty1t550FgQN7y1yjHxftrMW4-Q39b6nKqF5W3jZLbT4hq6rNW8DhHS27_4b87W8vSzQV74n7yhW96mwYz3CRmvLVtC95g4qqWStW6jQSXZ8fMr7gVgbt0F8fVPcwW7Jybt73-1_9hVYfgsb3cn8MqW5ygfxV6swYMVW5Fw1sc5VkpBFW4Kb7P93L5lXyW69X73t9jnJctW5RYmRt5tyPKPW4D5tgY8ty1qJW3TZvpX89d6bWW17TBtn3qDXWXW6hVQlV5yXs_P0)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W64v8v45zbhrkW7-KBrt5TkTXP0/5/f18dQhb0S1Xq2RMFfcVLwPCN85byY5N4KPM9TRWpyWW2RcYyB64zmGsW3TM4zf47vkpkW5Hb-r35NbYVxW2DTVjf1Y1T70N9fcMl1q1hZbVj7H024jCygnN8yYYnGS8m_gW7YnRB54pw195W3YfRsf4Gk0b3VQZTVf6lnFP6W6HPt1k2C3TR4W60_fzp3VzjpHVmZkQF4vNhMdW5WPV1C6BdFVFW2pRxyb30kCtwVs3b8P2vz13HW5lVtK-1Fs3-8W635pm25m8qsjW2Y8Q202gpcXbW1V40Cy79ysvNW4X9pfZ3kwSzbN96hkGTbc4f0W4cWg9T6ZxrWXW4KV17g8qCBqlW56LKMs7qbfZCM3_gDR3RFKNW8pl9qb4Zl1vYW10b-qW1Cw8YPW80tclP1lQ4zsW6NSW0Y2B5mZ9VF6CC64wVdvnW8zwy807qzVYwW5-BSbJ90PqPhW7dpNC14nvPZZN5N-2rF_VbScW17Ct461kgsN8W4Qc1t19fX0HqW21bmky8Qy4GjW48Ck-55NsSm1W6f_N9C2TfHPMW7K8T_05Gc_cvW4Xk8cQ8BpRl-N1NpWLT94Q4yW3RWxWP6Sl-w-W8MLK3N7zHjMhVPw0Dk87vVHQW4cTF7m3d5t3YW9c08mZ7ZBk16VbG9Bk4vbyRQf5_C12004)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W6Xxpcy5SynP9W244dDS6KQnG20/5/f18dQhb0S1Wd2RMFfcVWnxFt5VSmvnW34QmyF733TS5N2PfwybnM8S-W5w7ZBs8RRW5TW4T09pG8r0379W6PTQnv6fT4VqVz8v2k1w2RWsN6fMVqJTh6V_W71XLrP7sh7h9W8brMkz7zmtCrW61wckf7H0QFjW8KvCDC1-nB6LW7PjNMb5RPCvbW6LN5923ggFqDW8bXqNY4WP2M4V45W932r8BvzW7JXT7C3BK6HtV84WZ92FbZSRW11mpwM4d0RjpW4Jmk-q3GN1QlW39S0LS1-8CJgW42JrWF5-rttCW8plqgL2gpTXKW3TJbHJ4JjC7_W7BRYX01XGYq2W6thGFq5T5My3MlRRwZ958fpW71lDxW6ZmYDPVP1NyN2151YdW46bD3C2Kv-GMW6Z6NtK8gtFQGW227F9r64vl2jW1W5GnF7T07jzVbn4QN4NTzNGW434gPB80DBv7W2bXDf_8_GPfrW6RWHG384NxN-W5dDh-L81ZJ0GW80KSjX1mvDpXW2YyqB_4jfPH3W992v__7yDGFNW54VY8-42vFDzW6hzfl13vqhfWW6PqSSq6pPfVzW2VLM0F6JY5BzW5Khs6V4kJJgbW49WTds9k5cTfN95bW7_f_DbkW2XC9KL4ypCdmW82wn0b1Yz720f2VFmRb11)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7Dy9fp70GLXvVxPDCp8N0MFv0/5/f18dQhb0S2z-7wjzHDW12Zz9F62PQ9zN5m7l1wrYVT2W7Z6fHy1K8_-VW4kXnKV3VTY2WW8yFWKP5B6M8tW9hZxM_863gFZW2lCvSz1b7Zw7W43M9Km6VVtd0W7Gs7d-7jp7jLW9bdQQC8Nr_vXW1CQb-Y1XgTYvW5QBVM5678210W3mXVkp4d1xwjW3ctkp27BfXscW31Fy7T2thlZCVxxwnj8qbNllW3L5_9K1mfHMXN5lHjN4n0V2YW7ZrwmL1J10hbW216BWY9cv7KCW3_BgfF2_Td8PW5qSdKx3YyD-GW2Gbyvc7LM61cW1Qtmtg7p4D-jV93NmN3bvSXVW8lDch34HRRDQVf9l4J5GwQlWN5mlsXKkkfjdW5ftHpZ53g_KHVL4h1r1fH36TW4WT7Dy6zzQJ4VBSXhz6Xk_nqN6699CDvJ9sZW83TYlF3xr4bxW18ydkW20w7kPW14ZtBg7f0_f3W7LgVFF8nxWVXW1Mgtzq1SQD-NW930js355Vd8LW4xwb2G450KP4W5wWF8J7S5cMpW7L87Jx4qp1pgW32LVmp3tRrFpW7W3Jln8z2RVmM14q0t9r-nzN1D0v4KS054GW9h3LW48wnWshW4Z8BWw5JLVh0W9l5Z7v3ZMZv5W95cTqJ8HMrCtN1bqGnb39qb1f6jFF_v03)  
[Guatamala - Feb 25, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W35lj697qlqnZF3p4nN1tRDN0/5/f18dQhb0S3j12jVZsxW11Mh2b1b7L0ZW1wfNFM4_4jtyW3kgr3Y3lK2QWW5GCwFs31nYqQW4b6HYj4cBbcGVJxmgW1t1RJbW2p6Lvx8Zz3ChMltBY0wLL_mW8Jt_j-6-nR_yW7lpCrD12BktGW63HNX05D3YFRW338FX21B6YjkW4p-ywR3zz8K-W5f_F6f4xKm3MW2G3ySK52LbYlW5kVtm21PzZNkW3W5xWg1XfXTLW3YfmLl5XTbnLW8wYy8r87wWV4W5FrQ3X5tLwkkN2Y1kSTmfmw_VPp_p65V7wxqW8Jnd3D6rTnv8W9kjYXr694000W6cmvTG4NDCppW4Jjzj36zsMn4W11Tz_d3qPVBZW96whFw8VPChVV5l-yj73wh_QW6VDK3k2wP8wqW4j6X8D5Hq_8rW6BXwYw376lZWW55hy6p2NQ1vVW7y2McH3yGSMgW7SPbKJ41Q4mhW5nR9px99P4cxW4xkJ751ygpx5W3fljT56nxRTdW8JJ6vH2F8L_PW5Zx4KW8-jK8_W2clWn717WpkNW5kN1YG5HWYLXW8XjmVg8GvnGFW22XlDq1yJhq3W2kz7RC2y1-Vz103)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W8sBGcF1DxbzMN1j6R7hJbm7v0/5/f18dQhb0S3j42p44bJVWn-C52_V4zzW5jmBzb6Cc1sfW4lc4PG4VYMdDW7rVDmm2ydCXkW1NXNR914Cr2ZW5CM4N58vlRR-M6z8Cj9_Q-3W4vCBPr8QhsY3W7B8yMS2bzhXsW4wDM-14rHzX1W5z7Hvc4D3F_cMX49l_-cFZwW6kJbDd5K2cPkW1PN4798-P0L1W6rnMd-3R2THKW49zg97151zfPW7fskql2y2RJKVGFD6v8X4rsMW7vprMV3mGC8HW2L9KRt1Z8pkXW12YLDL8dNVVMW51-wTR7V25fwW3N6Zv_81-QfKN1mlznqrT_Q4N8T0Y5t2x1QTW7GL-8k2bZb2FW7f8d884KX7k5W6T7tmd4LN1fKM9GSNLKSZXXW8fX3-97d0VfyW8qKfFh9l1sYmW4WKvmP6ZNCF7W3Gcswg8zHFYrW5_7F356rQZY6W79YtTZ3T4-bgW7pzZXd2zdfBNW5FZK721v3S2KW93YQXD9g7X8ZW4XVPVn1z_pqXW5r2g3Z1t1Sr-W3ZmCmC81rxJ6W8Y8PLm7xfdlkW6Ly8ZY6Rmt0DW3gClW_4zhq1JW1WCZpy198djhW7yPhgL6nWy66W4Cytx77nc2H7W8868dy8kjdYlW70PpF28PQHn0W991l_t1Lz7WXW5H_gqy7RLyJxf5W1n_c02)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W5RFdwh2_4bzgV1wBFm7zLGd60/5/f18dQhb0S1Wd28_Ns4VWpddz1fpCXHW35McQF4_skBcW5JwrrZ7_rXDHW3YF9XK1xN5SLW12r_QH8r0F6ZW5H4p_J6WG_R6VjPLp96gVdHfW3w9hMm475zR6W8NqP958Qw8CGVTr-Gy811V81W7RVQ3m4VnrlYW5NWW4Z6MDcH4W64XyBY52HvGJW5rTyBv2sfwsjMqpgBlzdTcFVh3jqf5mD4NdV4M6xk35VjdSW7mGkDy6BCdWCW5GTrKq68VytgW8XysZQ7mRrbZN1JzqvBwN6vHW4b-wfm5wV-wqN4MjvLHBP9MpN3d3Xs4TPZt-W5z6Q-P8pQgvgN8TPBNn_DWLMW6BGdv96K_rC4VslF4b3J4LKwW124_Nk3x402xW6xxrR24NT0cLW3LWrkN2B8_Q_VfRwm_4rwzK0W8YpFZG5x1JMpW3834xy7Mc3ltN7QGtXtwWM_kW6d_FJn8MWRwjW34FW8T4NWLq1N3P4b-Mr7BkRN40dClhzCb2XW45-S381c9YrzW60wp958rDSwNW91jqzk1SQY-7W4F1LDj2cST4pW637YBp7y359kN75P_bp5HN8ff7xpF3T11)  
[San Diego, CA - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*VFFF8M9kN6sVW7t9TF27YGCjg0/5/f18dQhb0S3j42dYTssMWnCwZC43PGVLFD3P2vL8S_W7_qjmg3lK2NRW5b6hzx2KZq8tW6nWJyL7wYMfCN3-5tXSD4SgdMDB0VGT2_3wN6Tr-KNymNTbW848Cc_5QfB7cW43vNBk3sR77xW59s9gf5_nd-1W9f77-86ZMbtLW3xn7DG53xVVmW6SsXBV70S-vHW1rgvst3Hg44FW1dfmdd8VR-Z1W2kCxDD3PCHfvVxF4CP1dh0tJW3g7v5p330q21W3GsKlV4Zb6VzW4hKkMH6kxMwDW7gQVhN37YHl2VhQ5tq6g-kGPN2mwTt6pfmx2W17rPKN2tsrVfW5ckQRm7dy90kW92GkQg34sDGTW3SwP6V3Tc-JZW3JDcRy1S2LvSW4M9XQ66skN08W7ZrrcS87HWrlW5-Sbgr2B5zqLW4wNQZ36jLMQjW98Dn4055j1hlW7yFvPg3zl5bRW4SgbPY7vFrvhW2KBXDq6-gsMMW7HqMLw1fNBxXW3-HV0T7Ls6CXW84MS9-5PKKDjW1X1Rqp8CXhtvW2kXlcp4sFv7PW4CBPF34sZmX_W3rczK84xVGKLW7gPnQJ8MTbVLW2p3lZW3BZBmcW5LL8H44HzlXl0)  
[Raleigh, NC - March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1hThYM7pRtwfW4YvtZH44KmxD0/5/f18dQhb0S8349dK6CsN81SjwlHyjJqVRYrD41pNBP6W3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XDb7NWJHjW7NPY6-7n9244W1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S377W0fN4KGXBh3wdPbN1nz7cWf7FMzW87z-JQ7yjl2bW95xTMf3B3r25W6-5HMD4VX1pQW7cFd4z5P0mxyW15-RZ34rd9d2W3t9XFN6N_HstN25H-Pb25HcrW50lYVG4qXb1MW7mbw0f9jkgrVW65kL1D49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVNGHW01Ngx1fW51bcCh6y1qNxW2Sfk4b3NnWwXW3YXQjp8MgLf_W3FtYvz8gz-pJW5NNm_H4Pv86fV5XJ917r1Qmc102)  
[United Kingdom – March 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W5Cj_XD5mTBcXW9fmBF-836CYl0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRYrD41pNBP6W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzVbTsjT8mSTbYW2TblxD6mmShwW2VDlhr51WNpBW42ZPgb7csmhCW7d8-fr5CXg5rVcnXJd1qbB4pW8QMkwZ4Vm6VHN15XVf43pMpQV2qxr-63y7yxVFCk1d1mYC-qW6-rBZ03hzBydW4s1B966SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyKZpcmqV9ZLj73dMWJQ111)  
[Melbourne, Australia – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W4rFq5P4p5nfFW298Vkg66Wbx20/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5Sx1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n5_N0_wW5K_zXK3lj2tvW3blhRk3XMbL6W8dGJ4d8Gsth-N132TwK_2cZhN12n1mKS7vFGW8dGgs63_KWyfW3gMmV23n85SbW8sBTw75lhpkBW5vJM1t8kJmJGN3_dZ23SyZL_W8xv75q8d4f5qW3x1_7X8fNp-sW3HvgDX3TjjfxVx_Qky7L-J73N4QysQN6Y9ktLTrJcT6gzTW47_DpW4txX_HW1vpNDK61lQ4CW24gxpQ8-gn1jN7PscRBprgZ3W4gLX8w6l-MFJW2KCczX6dHSnGW4L1Mmr4JXQH_TcHTS7Gxc1g103)  
[Amsterdam, NL – March 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7Dy1Yh5k6r_xW6JVZ_02k_pCH0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W1FTMBN6WwcjsW3qKgVC2sXl26W1jgmcJ1hbV1cV5G2Jh5KVpJ8W59gHtL54FNKQW1zXVB_11SrYmW4bHTy-8SBbr2W2bTtLg7vw1fmW74Q0FM3q4s8YN2bFZY3sfMqTN5KNvRpt3t7rW2SPXmS2p8_TTW7-cq4V3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBNtC6pqr9gW5mSYQ15BR0JtW6-WJ8Y3vG8-8W45Pq707c5cYrW2VV3P81QBPySN5btvVwcYJKQW7dJ18n2KM30pf3Z5qSF04)  
[Charlotte, NC - March 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W5D97tj6VFM_3VXCTwc2Q8C9c0/5/f18dQhb0S8349dK6CsN81SjwlHyjJqVRYrD41pNBP6W3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XCq7bj4RQW1YfpZF1Yb4QTW1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S377W0fN4KGXBh3wdPbN1nz7cWf7FMzW87z-JQ7yjl2bW95xTMf3B3r25W6-5HMD4VX1pQW7cFd4z5P0mxyW15-RZ34rd9d2W3t9XFN6N_HstN25H-Pb25HcrW50lYVG4qXb1MW7mbw0f9jkgrVW65kL1D49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVNGHW01Ngx1fW51bcCh6y1qNxW2Sfk4b3NnWwXW3YXQjp8MgLf_W3FtYvz8gz-pJW5NNm_H4Pv86fV5XLQb3QlzHX102)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*VgnMHN8c-4pkW8K7Q2145-h7x0/5/f18dQhb0S65P2RMFfcVWnxHf31SMHdW610k0j2MjpzxW1ScNbk3zMnbTW1SqJG62_Fr2vW45Vsll8r0379W5DRb3f47gR7nV3h9Xz4MzzHwW48Lppp8bCJCmW2SYzVT5ysQZhW6TtFTf4ZfL14W5BTqyN96fZCdW1T4D1z6p0pgcW40KyNG8tC6H2W693gW53hLCTtW5bHBKW8hZn-KW2wbVBh67HL4VW1Jxz__1Tdfb7W3wwH3N36swcbN11nnxFjzxKDVJk2lQ12y3PjW7ZRwZd5p3xgQW3GSch624HnPgW7Jf_GW6XJF-mW42XlWT3CSLhlF5rz1ryn5J5W7TrFds4XY2MFW8X6VNC60zW4XW8B8gsx5P75VdW1TD-qS98n6xsN8Rd8D92D6yDW21snxy8MZfQ7W5gjWCd7LXcpyW4N61hS89331cW3fmgZT6TrScpW7P54WC4lLBJcW8nM-RN7WzR2_W7d-CJ16FfCcGW8cb9Zl2CW-47VcRP6F10lCqfW5yZFDr1PB08lW40ctGV4ChFmcW6-lQMH7wql38W83ptks8HsBwfN5vRmYZz1kSnN2Vp03kCBFkSW2DGDZL1BqZwsW3wqsbs4lMVWDW5y3R3V81r6wSW3trgDW49Cd89W8Sm2Sp66GxVnW5FFqPj8ZBrBtf292dJ302)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2yTydq4V8gtkW5qDfhM9k15PL0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqVRYrD41pNBP6W3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4hbHsdW2Q2dn51GnyPRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pkGnRW3m2fpy53X_ZpW52Ylfx3_8mplW9fgwMT4fd6FgW1jwJHh56Zsr8W5lBQtm303DGgW5njXfw843YCFW2fzv156xj8JhW2frg434PQvhjW8VHypP2t4qPtW7qr5Cr4y6RkqW6Wx28v9gH-GCW2c5D111fyCBCVpQ6QW1z44ckW5LV3xW1Gp1tvW7KRxwG3MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDN7MVntXP9GRKW8rY3R4927ld7Vc3nG_5Lp1TjW3PVHY11Wlz7dW9lHcm34jnbt0N1ps8xgtJCL4M3_BTpNtZNh111)  
[Minneapolis, MN – March 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W28xdQD5tFFWsF7ClD1R40tP0/5/f18dQhb0S65P2nRNKtMWn-yRG1T0mW5jRqtL61DKQvW5lv0ml62Mw_lW1-ZKzp7_GcW-W2Prxbm7ZlB_2N4zcGm8qLP0kW3DcWyR3kTNhMW3FJ1lf1vnXPQW4txnzg2-dc4-W4wDM-14rHP7vW5dx4K370smH2W99T9W852-LGRW6gHgkp9d8YZxW2QSFwh5zJdgJN4WFR8mVTPMYW3svzbz1JQqTRVfsJxN3CCcTDW2Hj58h56Q872MG2LDXHyGL-F52FFlgL1PDW1Tl2-H60nby4W37pVpt7T2CwBN8SWKFJ-HpXgW6pjdm73RzGV-W2rCDKT4zR0VKW8wM_DL1GnYzgVwN-_D7S4G7QW2NYNPT3pXG9-W2fC2XY84SxbvW99Fw7J8HjkFjW2TCrwv8_gdLLW7M1xcB96slh8W7Kj5MV4Ns2fWW3z8z6G5vQSDfW8Y_Bvr335lVWW247pZJ8VnQbGW14Pdbx8fngjmW36YXkH9dLD80W8Qy0Bq31XB7mW3FnDLf43M6j4W6tnkrT5Kfd7-W4pGN1621dGxwN29M8mdWm1SSN1c79x2Bn86mVr4xSN7yQ9r8W5LNNnv484S1_W5PL9FH8ysxdcW5JxGFB43_CMHN1BjyXH-4Lz5W412Rbg3b8rjJ102)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1YDHcG77Hzb8W4zwJqX40_06K0/5/f18dQhb0S1Wb2RMFfcVMvN7731SMLFW1hBSNt3wytJdW1VN3QS75xbQPW3KQYQq5ZhW57W6Mwf0c41rLlgW3HWDB05-3KSYMz8v3wL_fRsW6NW36q2kyb6NW6QTQ-l8hhQHYW87yCt56W9dm3W700Pjp2f2wWVW3s8PtK7tqTs_W78b79K2ksWZjVLWbQc5XZkVPVj-TLD2HGcssVxxHHv8blW5pN5vLDZ9GZVPnW1V-xKW3Tj8KZW79Z9d850zJq2W60n6xs1DL3ksW5rCqFM3GgF_-VvJYrP5yX5vZW4fBvR_3VRNzKN4hfcyGR6BfYW4Y47yT1NNqg3W40JKz477QkzDW2CKf7T2whd63W3dlq4522DWMtW478hqw6XQ-91W3KDFXv5tyy9VW3QWJdQ1zlR13W4h3F6H8fcBPqW3QNMs11sq0KsVr9PQw1sQNx7N4SHQYd2cS16W29tl-s6X-wD9W3rNs5D5bR33SW2SNSV-6T0HW4W89WBmS788zYFW4wH1tZ6G44BGN4pBXzg_6Gh8W4hKQPZ7NFc-8W62Rydy20gH9PW4tMCvR8s1jjBN38v3s5z60bKW1p6p8l1Jvq4NW6tcrVX5yzz59W18Fv1N7p2ZdMW4HvCb3560NjTW7_sjhJ3tX_HtW10YfMB5qd5dJW7_WKFb6hnp3v0)  
[West Chester, PA – March 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N90f5FQLHG5dW4G6QXM6rSzzt0/5/f18dQhb0S64C7Bf-DYVWYPbr1wcpWBMLRKxjFhT1yW84szCl73KTfrW517LHx3jBYNVW28pjVP5J0JFqN5HdLZZKwLwSW63jk2b1f8gpTW1Ltcvw6W0gpNW1gw97Q3fc9XBW8Vb_cc4p0RPBW4pxkMV9jZjXwW7v0CFg3-nJgmW5c6-M95wD0B8W77Szw67J9Y9VW7Z7Yns3Ly_VCVZFMWS3QtdTyW2XXx8R7YtMM0W2lz3Nx5t1qxPW7r4Ptp2RZ3qfN5SZnxLjdrtYN3Qz5sqqx1KRW7CDmxJ4NC1dHW8RlZSk6Mpl2dW8H4g2f2sM0vPW1fKJTQ4J9SF8W5-pjS-2yFs_8W48YlJC3xLyx1W3SlR1x3PZJgRW4NNlmc8slYX7W4WjF8G1DsT8FW760By47lNC-dW2nF3nG7RhBjVW2FwVMf82s1sFN2BP0Qp_JywhW2hpWrS1WjY5dW162pWq6LcFRvW9d4sqB3jtlZ5W496GxX3FdTw2N8LvP00y1GMWW3ng1Zd1bqY2YW3WDK856QB9vqW4wPsfj64Z6WWW8sVPBk1CvS81W3ffnSX87L6GXW2mM3h31tjpDvW41N5P24mLP0_W8M9S7118Vy7GW6l_v174vGvRfW6ptsMV6F8vbmW2kpP4V6n0bHSW6Tfy9S5mnK99f6tf6Bq04)  
[Hartford, CT – March 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W40fnmG8LQfNGW9grMxC8lN-9y0/*W8sKZrQ1h8QDLW5j-Flc2s_bd_0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVRYrD41q7wMYW3hHhd92P7_nXVbxYmW7YJxvDW7ZcBLc51fq9GW96Ls9r7mFYgyW4syl_r6RNlcmN7ZHC1mcp72KW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWlYW1xz_ch2_2gXCW4WhhFp6Rxj6FVYXLsv1dX3BLW37jy3B7lSDtZW3KjJWX7ZpHQLW7yM1HN95jV97W8Khslb1p67BjW86NLbT7mrQxgW7yc7852JKg1rVblFKN428K49W5Pnp6t4WG3-JW7np0646SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RR3D-j8tbNW480YYs4w4RL2W5t3mbL41RBBlW3QY7BZ8tGJmNW8VMfHF2d4JLqW66_qjX3xWwfqS4p78NmJsJ102)  
[Louisville, KY - April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2vqjKK3Yn206N628vwrCspbs0/5/f18dQhb0S2C82RwGk6VWnCzN4_BbcNW5jCxcB2YDnBwW5FRYj22p50X-W6fQzJ54Y3NvjW8s3X6692D4-rW58GgKy5zplG6W1K1rSW8bRqc9VPY31691xRtQW55My4W27VS4_MzQrPNwyZzPW43Yv0t7n9Zq0W62P_7f8pN8DNW2yDfbv63kbWkN5y0KYHqq-NdW2kR1nK4_sJRsN2429pZFrnYcN8SC_pCq6d6SVR6NHs5SNZjYW5zS_Q67QrT4JW8dlrP257XsDFN5sQGThpCQ2_W5qMDWC3SrlR8MTl5FM6KYwyW1W3rYD4L01hdN2vBHNs2xxymN8FFfqHmTBgTW3QcqPJ8Qf_RdW13NKxC57CvpTW3C0zB157Qz0VW5KG0bJ1Nv1w7W6PJDX_3W9sfJW59V0Cn7Rxf_rW7QMzcw5hVw55W8F38_C7cyznBW5HvJQJ3tz1NqW7r40BX3TmbKFW5VVs5m86lj1zW6NSDCP2Lzh24W7jqhs84-fT1TW7qN_qJ55GdrcW6Q32bq2ldy87W7pJhCK912CwsW8wG__T4FGdxCW4pFkHz9786d4W3D6RVp5SF1SSW81psfT99bB-6W8BG7008F6qv_W8DsvGf2JYwrdW66jC509cd_dYf1PfKrr02)  
[Boston, MA – April 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W40fnmG8LQfNGW9grMxC8lN-9y0/*W1jFT4H5WZ163W43xXWr2lgsbY0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVRYrD41q7wMYW3hHhd92P7_nXVbxYmW7YJxvDW7ZcBLc51fq9GW96Ls9r7mFYgyW4syl_r6RNlcmN7ZHC1mcp72KW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWlYW1xz_ch2_2gXCW4WhhFp6Rxj6FVYXLsv1dX3BLW37jy3B7lSDtZW3KjJWX7ZpHQLW7yM1HN95jV97W8Khslb1p67BjW86NLbT7mrQxgW7yc7852JKg1rVblFKN428K49W5Pnp6t4WG3-JW7np0646SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RR3D-j8tbNW480YYs4w4RL2W5t3mbL41RBBlW3QY7BZ8tGJmNW8VMfHF2d4JLqW66_qjX3xWwfqS4p78NmJsJ102)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1jgGHy8x1Lx2N9gtfDNVStVs0/5/f18dQhb0S1Wd7Bf-yPW12NLNG5VVgsyN5WmBKvBqr_7N7wBR65XnszlW10kZWX5Zk-ysW1cKnZt3sHgCpW5GNgRP8xg1qNW8QgtCG15-3nhW7404199hccRkVr8CNS4n_vlcVyKNX978DNRwW5HQbrm9b6mdKW1T6xYC7Pz3LQW879WLW7qr2B6W6vqfzW3Cx7qpN7Wff5dlwS87W1fr5rF2dPkSYVV05_65_LZCxW35C16j3Fl0LwW7mFrhQ1FdLmPW3pWsWk1c-dJzVnXF0Q2RDm80W5vVqtr81LCLnN13qYtwhsHlcVcZg5t4V48q9W8wXwtg7cGpWFW6TLV4D7BZnj3W4yPXM-3GqT7yW23Phn1997FJwW1bF0tQ6W4nfZW7xCChT708pRsW14cfwb2Yw7RLW2ZCD888rtPcbW4XVwT88fCq0ZW5XVl4m2bhGqDW9fJ_d02y90vVW4hycS-7r7tVwW4pKDtF8-Z3zDW7Dt70q6YvrZDW6KfZV71JN9TTW4s8cCf6rHJgQW2tCVRq84sqDKW4D0K8k3grp_5W6v0hSf3FcWygW8Lv7tN92Nps-W8F3vt56s-hfMW3HYp808003wNW3jBP7m3fPjZsW8hj7_y4V6XfPW7xW_0r1G_D2MM-F07J9tXDRW477nZ55K7l4YW9cbQx-81NpjcW4zt3ZD8kvzC7W6VpPtc1BK0b0W4Fw3-P4VTQHJW4zf3sZ8Q8z-yf7zrwH-04)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7Z8f--8JLHRcW7FtkmS5h3LKl0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVRYrD41pNBP6W3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW2xFX3g4mLBFkW6g24Y668Q3tWW4SBvKg2wqTTVW4Jg6mf4cP0k0W2_bc9_2-CTM8W2xFYzl5-Hf84W42vsT_4Dmtp5W66yHt93g5yvrW3d6ZbV553MtKW2CDfGZ2nR2H5W6z2htD3zyLSZW2JfQ-T7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc7vscy1W8903Pm1LljLvW6LrYjN8g6gGkW67txSz5BlRHfW2DddnP4Pxhj5W3DlwBb3k4-dRf3mxHPH04)  
[Danbury, CT - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N8B9JgB_y-m3W6tB5pX4JqZlP0/5/f18dQhb0S2C82WsMkvVM_2Yk4_BbcNVDLRsd54mc5cW7L0VYN68kdjDN7QsPhyLbb3gW6Vd1_46YmVFfW1YfqkG75LQWyN8gq-TJWd5zbW6G6Nwp5DS51WN7ZRHw6M5G_JW82-r4M23X1pNW89yLZt20PZVrW96GSC21w3PgrW6P6RX424dHpGW93WnL12xNqNHN2mQ4VgbFBG1N6xklS24G4q2W58XB4t71CmkpW5lK0265-dHCdW7Ypk5H11FbXnW4PWf3L1qwKrDW8gF2jH39zhZ3W3ccHTm4XpD0HW2S5zhZ6dnXtzW4w-Lcd3B_3PfW3cwRwY2rLLD6V4ZC7T7svhwFW5V6KTt7bfTd3W5fF6qY50mq1BN97pk-HVWm-NVXmJ_x10hkKyW6cgtGM23DWDTW5pJb5T9cMYbRW9fhG1Y2K1RxKW6D_18D6YtmqlW1zBSLd83MWzSW2Vz6lF160tq_W6_ny1l4C0Y0RW2JXl1g57XsQhW8xW3vR2pc2ShW35hQyP5q5D-_VYdQ7K631fl2W1Ct7Wj2NN18JW4rK6166MvmXxW2YjLdb1xv2WqW2WZ_Vt9l5dTyW6N10Xk1l_ZmrW70jnTq8wdjSsW70R3558ZTXjGW1Gmwk82HWgfDf66dD1L02)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W137xV930RMn9W3R2rYL1VDYNS0/5/f18dQhb0S2C87B0HMWW12NqZc68SnBdVRxnmZ2pn4hbW3Snlc14T4X5ZW6tYc_47XywyCW5bXmth3LyV-WN6D0-vXDt9y6W3JpJ_q4NTmThW3tmJjy3BdVzJW3thJ3g544LzgW8Mx-l186ZTqZW1f3xr_7FQqSxW2bMWlH52RRhvW9lp6KG4C5D76W7vhmX7122r6mW2QPJcz2qpry2VgfzRv2qyzpmW901RTJ2FRnXdN1l-zZV4zprMV2L9vl8qDRBnW2SGYrF5s18MtN5Xdhv6XgWXQW5_Nvc-1mSLQTW24Llv76-TTdZW9fg6TL5C795pW2xqdwz54gcqHW3RBdmj6rvnWCW4Cfh9j2GXBPGW6rSLqd8DSzdkN2WjF7WY51DdW4l4FsT5QR9V8W7V__x94r_21bW4jg6Kh4VYVFxW3lDD725sbqLVW4jpL6l6lGDP6W8zs_3s2FW1NJVq6G_g5JcN13W74Zj8t6m5-MNW5Xz5Xy6rs05BW7V4YX91lL57sW8gvJgh3kfFQkW3sRqBW1Vx4fBW5zzQ3q2MT5VgW1KSZ0c4RkSc2V6s-wJ62KwbtW5WNvfD3vj2DWW430d432SbPStW3qcNSZ18pqQGW2zK_BX4CSvCLW5sjByX48L593f85Fxyb11)  
[San Francisco, CA – April 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W4dlgTD6zWn00V7rlqG1R2F600/5/f18dQhb0S65P6_JdBzW12NWcc1vYQVhN5kSyvjQysJJW1lvCr31dwfHrW2NLp4V5ZhYRPW6VX81r4sc47SW1Kv1T56gC3MRW2jyQTJ5_S7f0W8rCCsT6LvlDvN6SWkDgRmhxFVyS7_62bT7HQW599Rvc4y7QwFW14Yvls5GgD1xW6KTWDj82rPPfW1PVSk97wQ1RqN6rkqrYN8C83W1xwCrH1SSCqfN5lK7ntHYSf2N5lfbVMYF7b9W71qJ_C34TYfhW5t3Lzc4TfL0mN7b6zQ1WYTqnW5j26Mh4sl5_tW9bR_GZ2wpsTJN1wws4CW5jj7W82-TFH1fJy7fVTMfch8qyFqjW4dGnLs6wZdD6W7Wf1QQ9jgjCMN8p5QnY7b_M_MVBYgM_rHM5Vs9Wyb6SQ0z_W4rlRb89gsFg9W8VH9Pm1625STW6CCfhG5NmhWBW4TG52q6Mt7QVW4zB6B_5-kx7GVz70W-32hrdcVpB6KN3fwY8ZW2c4pjH5nqy_MW1_rg6B7dnJPGW4wGNkx60m2VKW74nBg198F-gqW4V4GMf50Q8zDM19ym4nTsXtW6j3_tS2RG1nsW9h725Q7ZJq2mW5d_3mN66mQnWW9cGXHP6qVf6vW93dt4t8kkDWBN6x27DspZj7Mf3WqBNg03)  
[Grand Rapids, MI – April 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W40fnmG8LQfNGW9grMxC8lN-9y0/*N4qKHMpqBtdTW37_4F180TYtl0/5/f18dQhb0S3j46tQ-5wW12Pfwp2nhjcFW4T9tSj2Y94PLW8gcbNK46DRH4V-F76H67TwJrW4sH7H97VPgcXW6PMbpK51p2DGW2ky6Cr4lDBbLN47SBCcC-9W3W4lGTQV3pxzCwW85x1q08VrL33W15HGn82QGMW7VXXWD87ffnJqW6t_1S325-CN4W8nxFQF7pm31bW7m4vFC41BlqBW4Xr4NM6whfYTW4LNc-H2W0XMbW3l5Q8T2xLHkHW4t-Zwp5h63CdVLM_Hr1l67xWW5VYg6n17zR78W3TFBP-7tKgzqW8ZPVzL8_MsKJW5965cd1LmdxWW7K37CR81zJgzW6mGwCR6nb8MQW5gTHvs4Yb4zrW3yCPhT25WBqMW5ZC6vz3RfYmgW9l89534fbqYdN6QtqvhD8mJlW2nVPHX6pD7GrW1rDrjw2YYPxqW2LymPp8TTcvJW3PzClT6YnF5sW3TwKMB4lgg4VW5HLyHf8HGRr9W8V3N2y7v_LlsW8C78_r6QJ7knW2V2KHS84KjqQW8fMtFt5x82xQW3vpfr16jk64fVjLMsL8bjLXtW7fTzkL7FJ3CwW8wM62X3wH4WyW5dtmdg8yFTJlW6KyLMP4Dkp0DW2gz3pm12d2z2W9h3NZt5zpfSSW4FvtDN7trzfqW2Bg1p_3cg5gFf63y62n04)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1-sGDw5Rrd-HW7DpNkN2sFmSp0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8CmT3Q1YZrCYW1Q5Mvj2WsXvmVvdp8K2MFqW5W7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zDyCsW9dGZLl3lp531W4x-xGt7zLV65W2NnQ5K4bQW_qN6c41GljV1zgVy-mLB1yrm3hW1Z78gH8T4XlsW4fPwq07srWgYVybd8b91gs38W1CXk7l1vwP1gW8QC_KJ91GY99W7vn_gR8QpYr1W7lwfYG7ltNgDVvK5cl2FpLmlW7mX9gq2RSgdnW8TWtkh1VcXX7W5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5m_W6-KrHm3y2G3yW7KwJCY7tccPsW7gC_Hy9kkn3RW6nfmkr60VqLKW73yKD270RWL3f7xw2rg11)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7ftm796Rq1n5VFy7fV7Dq5_B0/5/f18dQhb0S2C87B0mbNN12NntdFPmd_N3509Xj98W58W7Y_Kz_3z0L_QW3q7JMD397ctMW7T5z181X3fZ5W9gP78t872lhSW4LhGDK3BHFDgW4sF2kZ3sYr3NW4pBhyC5-PKK6W4pdFqn17223lW8NSNsm8zCjpRW20Xmdm7JHh18W6mfSZ_6nSWh3W1knSKF3TmSbNVz62Mx2PsS0lW6TYL5N21qydsVqW4fw1gFmq2W2NZBkL8jbQLcW2Jj1k12nxDj4W1dXcL135lYZCW7FLpz-6DNkjYW6lvvWS5_12Q6W87glTw173MbJVFNXZj7zFcWkW5j2x3C5WwrKFW1cqJ6t8376D2W50F8NQ4kQY-nW9ds2kv3Jm11hW3hrJfG4RG6thW4ckYyb6mt1r2W3VKVd_84Js3gW6VWKyj314CqKN2YM8MJhdkPlW6n-JMV7RwlYfW80RmHm8FRCtWW91F8DV6y8N31W6jlN0B43Tb3ZW36DkWB809PnyW54219n1rT3vTW5F3H9m9f8SN-VQz-gj7cVzffVWHNDg2N9lm7W2WmjX95SyYgFW2NKqCM5_mRw0N8WDSYwJQ0QSVzVLXf213SWCW8Jv46c2lglm3W4vg1399l5MthW1PHtLy6m7xYpW2dnytB8t7K9c102)  
[Minneapolis, MN – April 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W14tT-J5x7VFrW1qDSMX66b1fp0/5/f18dQhb0S65P7B0mbNVWn-C61g4M6GW1fQSFl2KkDs6W96JrGR30n_f4W5J13tz7_q1nnW5CSy_33M2NcfW8VMlkR1C-NCcVMxPGL6cHpnVW6vWs2j52-18gW1MwxW25rc5WgW4wDM-14rHChHW2QjdCB4CSfnMVsWG7W2Ngc3MW37Nvg98hrB_FW5BJZnj2gYghPW56LhjG1QJMRJW2bwcZh3nDz_2V98txR7cbrQ-N5m4RK2WtzYSW16JQNt3CptFbW4-JRNw4JWL2dVZ8jn23072k4W1nzPqV1B_yq3W8lJ-Vz1kNVVFW880GdV8R87FdW4VcgY897MJgMW7PFRlq3jQ6KXW11zPZd61h3myVSnjQv6QRWx_W9l6KH192ySQdW9dTrY_6JlzX-W7-JHny1-35qHW5GHNnD7MDWP2W5kzGC8748n5QW17zVkP1HBFW4W3sZ6Pw3r0QX9W9bjbpp3Lb0fXW28HWkv6q0h4kW7MbbGk7BwjF9W543Fl25hj0dzW10-bm-959J6qVRzcKb8hvsJKW1pbh1n5GBRw4W9f8wcg777jRMVv8CjR980WdWW4y76DF919mKrW6TKJHQ5w_GT4W8_7VHc44r3JSW8J-Tyt7Bhb7FN7p1S02Y69lXW9h9-Ys5xnvc7102)  
[Los Angeles, CA – April 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3XCV8L1WzmPWW1jWjVq54ckv30/5/f18dQhb0S3j47Bf-DYVWp9pQ5VRmjVW2yc7Y_733XqdW3Mpj0K1sZVlfW6GnK0_33pDMCW1FbRVp7mNqfKW2b7j-N8ZJJ8XMgnY_fL_fQTN4s6ZS4cBsdmVhHvN079vBfXW6Kf2Gp16XbdQW4V-L6F5Sm39hW4WhbPS5vQq3MW58_Vgg3zmgR1W6CMgh33hY6SdV5n-Gm2YKN2_W5w1sLl5kKqS_W5hVCXc8rlZ-xW5ll36k2zY3djW4RH3J85G7VFjW24LpKJ1Xz-whW5pkBp02pnr8qW4_cfkj4xJtsqW25y5nV3TzVcMW40t7r85-xdzmW3CSLhb1t2mRBVVCzbY43Kn9XW5k7FTY8X6VK2VL4_FH7JLVp7N6mw7X7x6qw4W9c-W2P2bzJfyW45TF4v1zNkhKW65XKG15YPZhcW4NgNPK6mdQYlW25h0ty2pCLYpW59jjnL1_77-TW2dxRvF650rKPW3rbCh383YZnwW2k-G4x6n-1kSW3D58Cz3FgPt_W8Nt0qY8wCF2JW6Kys1t41xRf_W7r_ZQj8DjVV7W44Hw3H23pjC6W3nvPsk3tRrFpW7W3Lt_6CYznfV6t2MC4PggctW7s3GYJ6Nmgh_W4GQR5L4HwSrVW6878RP8rNgmpW6_BxmZ5s8BJ_W9cHSW_6NVcHqN7t7MGFb8kF3dFYc4d03)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W8HRDbV8k8rMDN88zkP5Nb06G0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcZTW2RwRFN1G7JSDN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt1s_qjCW1HVsxK4h9xfsW4hg5q_46T27xW2FZQG_46z4sCW1HVhFK1zNLq-W7nWJJd1tdSfkW1YsLH_5b5WQ1W1Mj-WD8ZhC0zMrfF-GrfFGFW1PPpTs4-Wlx0W1vtPBK8_-FNnW7vntFH7l_98wW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW8WYdk46JRhh-W55VQkc8L94CFW4qjnvP8yJts9W64VjN77GFKPdW5V9WFR3f5_rbW9959hF5yXs_P0)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1WqL7l4X4_K3VRXDZW1tsj3R0/5/f18dQhb0S2C87B0mbNW12Nnwx1g4XH0W53m9g268DJTHW3YRrql5vPl5RW3XYYxl6DK9VmW5KN-NS3N1_fRW1qktMQ2rtv2HN6v8KDnLypvyW7X0DHY8_ddNbW54JPpD8hsf2ZW6X1QSp29mwk2W7CpFH326TxgQW1SnCb86g0b3dW8QdM_15fHrWxW6XzhN33SV28ZN8bM-7L6sqgRVlkMhb75RCYWW3BFzlH1Ftd43N5cW2JKmpHCMW2RPPMX4RvFYDW2s6cKd1kqKYjW19q58l8H37FbN7d2pvzrNYnbW7sPKmL4nwRR-W5mkVzf81W2rnW6vSYR42mBMBTVftXQP7Q1qPRW6MqBxT778v9tVWQDDD8rprpnW503C6V8j3fQtW3WD1Z977QczmW1C37Y94KmKNVW7WPJkQ6Fq1RBW3Xy88p1-DrqmW2f1_xv2NRSTlW4vlDgd6_Rs0JW3vklGp6k9RKRW2hk5_k115zsjW27VDLR6pZDpKVr3-m32k7yC6W8rjRbv78vr44W7NR50r93MZy3N6xmMRBn1FG-W1qg4pY7jcdYyW66Nssb7T3q5wW4-6Ck99jTCfjW9j3Gnj7rgK8nW24rfNw97clRhW9h4z_N1L-4hJW6l7FbX5pJr9Xf3GBXsR11)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*VHGvHY2-X3l_Vj7Sfj7mDRsp0/5/f18dQhb0S2C82f9Wg_VWnFfS4RzTj4VZn0mY4RtQX-W8Kn2VX7ZFDTvW5HSGZk6hFKwYW3-fJd77Vpxz2W9gTx_W7lV8qyN4Nt_m4Qyy2yW6rSDK67HVVYcW4GBjzV4_6qHcW8Ls5Fj25HbL1W5_sWFG3vyvbPW4WRn903V__mCW3nfJlf4qvrDjW3XxQkH6fYg-HW3wGDwV1-gDYJW1wxkNW1SSCdNW5gSc7B12HjgWW5lfWr65q9wLTW1NmT241YLxjSW4RGbXz3TstN_N5_6R62146sfW1-M_Z18PmCK6W8JkgTP5-6GL8W2H1yFM19CbgHW82JyLN30V1C5VfT3VP1G-973VT26BK93FZY9N2Z3Ds42XS8wW9hc8sR463YYSW7zTpqc2jT7rcW5Q_7Bs3X--8LW6CMRz66Z6WTrW68VW3R8GgbBtW48pWvT7_QFXCW35lP0p4LB1j5N8fs5rN_3KwwW4x-QqX6Z4ZPGW3zfVLf56M-wJN7q3l9jLwXNmW6nt4_740KNLRW4l9r-Q58_29dW83jBcm7-QXTqW5LhmK62k6fnGW11gpGp5h6klmV7vt0X9754McW8Nx-gP14sd1ZW47CNxG4vDSVfW80C8zv7y1xZ_W2jjcp36x539VW8y7YZQ9cgZvlf5Ck_Cp02)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7KZKK-7yTR1CW2tcwFM2pJKNR0/5/f18dQhb0SfHn9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5TK1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9mWjN1pNWLnNgVwPMVyz5QWyV7cW5BCrNH8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qHN2m8DqKmmJhCMRTHmyMNBCZVMMQxX80gSRfW97rB1b8xqPNKN2B2rswWQ1-XW1l48xY606RM9W1rvXwH6S0yMkW4w6yzB3JvsBXN4sV-LHdwx44W8sd9W-4Y8r5kW5rPchW96db3gW4rYD_Y98hZv-W4qcd222w5c9bVQCfy23688qFW28CQCS3lM9-yW64yCxP7wV0lWW98_-SB8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS8dkd8y6qW1QP3KV4lNXxRW3V3GwZ56fwXdW1Gwp7y4CsvYcW56n6lm6WMgX4W32wFFH1NsfDKS1Kv375BCy102)  
[United Kingdom – June 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W65F-QN7jQjYrW7xmdkC82Y3k00/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRYrD41pNBP6W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzVbTsjT8mSTbYW2TblxD6mmShwW2VDlhr51WNpBW42ZPgb7csmhCW7d8-fr5CXg5rVcnXJd1qbB4pW8QMkwZ4Vm6VHN15XVf43pMpQV2qxr-63y7yxVFCk1d1mYC-qW6-rBZ03hzBydW4s1B966SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyK-nv60V9ZLdV48Rwq9111)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W961n6-63QpJQW7mYHNR514XYK0/5/f18dQhb0S3j42RwFJYVWnyL81hzXRRW1wxyvp4N79hkN1q6gS1L-BJdW1nQxTy61qkGgW1W7RmX4b7_gQW29lNXY5-3KSYVzG3Fc1gdnSYW6d7P8Q1LCGR6N2yQyd0RHR1GW7_Sstm71KTdBW8KJ03j4H9Hb2W63BkqL1GrqrSW8CNq037wWF27W5r7KMB1KytslW4NlqDx2f7nyHW1Ylkt61BmqHDVBZ_Qn2Q4J3KW5BVK02645mwdW5ln9dZ5-7nXTW415tkW6kY8d1W34PM-Z273F10W2nwxZl77B05nN4jtRtk94ZdlVT0JFZ5DDMGjW459VLl7Y1vlTW8RnCYH3qvzZFVN9FFY8l2NJWW5hSg817mc-1sW4RXV3Q565szwVvQKMc2jDpF4W64BSFh9c45yyW5-wF5t1c9xM3W3FJSm26Tt_19W4D3Qbd8p6tnmW5vV29540TZCXVPhLyh3kfsFLW6MTbjn8PkJxgW3dZ-jr4slDdYVfBBs76VP0QcW87Rt6t6SDxnRW7gNdN079kL7rW1-VyFL8t5dcdW87sQ111sTd1_W8X7KhR3RXDYLW4c2NgT4K8XTdW1bQNvk2y-HDyW51mq1t9m4w8lW96gHyZ3mS3C9W99c0Jy8MBtwfW76qzKy6qQ9YvN6D2T6rqlyvLW4TR_6N6hnp3v0)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W4YSwYW2Q-GgkW76ksGJ6pHDLd0/5/f18dQhb0S3j42RMFfcVWnxFt5VRxBbW1jyHD43d8HQ7W7sPJdv4VX4l5W7rDtcZ52-TRrW8fSK_R4d5FKwW5DPx8L7QtNFCMh4sdbm_DZnW7fZ01k4LV2J6VTQdcD47FZG6W4mL2Tx12SjzLW7KzxGy3vyQ0KW5nVf9w65mF0xW3L3C7m4DS7xDW7GQ6125qQ2jrW4BMpfp8rS4KjW50mrrl7GsPxHVMGpVW7jWL5MW1kK7Y12JlDd5W645xqs5ly3HSW3Gxy461WGs4qVmQxB33qJmzqW7fqmXY6QCrd1W2cX_lT439w2dVVx5Gd2x5dc7W7glTt77TkmcxW1krXRl4Y_cy4W7f96MH8CXVXMMdQYZkCKwr9N5zWFQFDxGQ2W4F2YR425H29kW5Plm092-VM7rW6q_VZQ79b6q1W6X7mj668X6MmW8G7v9L47RfsTW7_T7Wv37kl21W6vjK5w7xN9WYW1Y8N-v4pwkS8W4B2BT776wDFMW55NJSS7q3wkdVLwXNm6HcQ7VW1HrSpR8KwhV4W5NlR_49bkkzqN8C0FzgP6rLBW2DP_mp4Zmq9-W1khpfF7hZHd9W7q3nlp6KyPCxW169GNg8HXygyW4sDGDG8Cq0zPW2TdQCc187J76W3sZ1mh6t4CPPW9h9ZDX11XmB3102)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W49YW1M8d_J2fW2n_Zzn1PxGsT0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl1D8_YxW7vB3TH7w415NN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt1s_qjCW1HVsxK4h9xfsW4hg5q_46T27xW2FZQG_46z4sCW1HVhFK1zNLq-W7nWJJd1tdSfkW1YsLH_5b5WQ1W1Mj-WD8ZhC0zMrfF-GrfFGFW1PPpTs4-Wlx0W1vtPBK8_-FNnW7vntFH7l_98wW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW8WYdk46JRhh-W55VQkc8L94CFW4qjnvP8yJts9W64VjN77GFKPdW5V9WFR3f5_rbW5gM45K5yXs_P0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1k72Qj7JbryRW17qvBL4XwXKw0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8CmT3Q1Y_53LW1P4pgT2WsXvmVvdp8K2MFqW5W7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zDyCsW9dGZLl3lp531W4x-xGt7zLV65W2NnQ5K4bQW_qN6c41GljV1zgVy-mLB1yrm3hW1Z78gH8T4XlsW4fPwq07srWgYVybd8b91gs38W1CXk7l1vwP1gW8QC_KJ91GY99W7vn_gR8QpYr1W7lwfYG7ltNgDVvK5cl2FpLmlW7mX9gq2RSgdnW8TWtkh1VcXX7W5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5m_W6-KrHm3y2G3yW7KwJCY7tccPsW7gC_Hy9kkn3RW6nfmkr60VqLKW73yKD270RWLjf4ZxrLl11)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W785tWF4K81X2VQjHNk3FwJSS0/5/f18dQhb0S65P2RMZb8VMvPb131SSjsW1jBlwC3dJJH3N7JXL8NL-MHkW6GnGb51jsyf6VYZqw17mvJMwW1qN9qN8vmfjCM6yZmw9_Q-QN4MKzql5mDNWW5s33Xs3mJwjNW6Lw9-Z4Wc3ncW7LChf58BqLQtW1TKKf_6zx11hW22m1Zr817RprW1qBWjt3k1_gHW2xflpm8wg7HpW685RJ_2-yCggW7HGyBx1qpQ-9W7tytH42xhl5lW1HlrdX3GGlCRW131lRd1bgsWtW4S3v1j8DKgZQW5XR-0F2BTyWFW3_x7437P-R5XVcTKYc4F-776N2W80HbQv__BW71bY3p6wQ21PW54q4sp7Xby6wW7CCMLk1D-xk-N422q6-F6BhFW4YFzPh91SdR_W6QZyB79kx2hnW99k6RB6MCZL6W5b4DxK31JXHbVDZdhN5GJnhtVC-PV256HLfLW5d3dr61P5kw9W7C58YQ2wqwF-W97p1BN29zL0pW7W6GpP8HD8MKN4P7DHqlgt1FW5rkx253PpqyNW18VYCb3BGbRYW23nS5S2VjKv8Vw8lDn7rFHRDN1BD0xn6Hst6W7-YLV24kPVKbW8FSyZX7C1lYYW94gqKy4DC606W8HZ16B2XtnQ1W1MsWYj8RSsnZW3d1c_s1TD1Wlf3KpmCf11)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2cSYFf3dYqzCW3bTSJZ8Kt6cC0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcY4N57QDJGrPm2mN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt1s_qjCW1HVsxK4h9xfsW4hg5q_46T27xW2FZQG_46z4sCW1HVhFK1zNLq-W7nWJJd1tdSfkW1YsLH_5b5WQ1W1Mj-WD8ZhC0zMrfF-GrfFGFW1PPpTs4-Wlx0W1vtPBK8_-FNnW7vntFH7l_98wW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW8WYdk46JRhh-W55VQkc8L94CFW4qjnvP8yJts9W64VjN77GFKPdW5V9WFR3f5_rbW8Vc87J5yXs_P0)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*VNjTMM3d4357W2y01dK2cXLNp0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRYrD41pNBP6W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJW55gmx-8NrjctW3bZgZF2Yx77zVj4_Cj4-TNSJV1qmMm8txz2sW5-m__55ZcLvjW53hV1Y2Cf1_6W830nkx9dKxcSW2V_v2Z6z9d0rN6sftSpV0B-4W5fc2Ml4QCFMFW3PZfvh7753dhW5nwF2s5gSHY5W6H5W1X3nSW3FVVR6H24q1tJVW93G66r1TSGdLW33FzxD5VY0BqW1nCrbg1Rxz_8W4FH2ZG6Zkn2fW8czpJG5536pXW5NLL9r3D98ykN13R4TqrVprCW56gBW-387Yn0f4vJDpq04)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W6nv-6441yjs4W61J_hy62dPyT0/5/f18dQhb0S2C82p44bJVWn-C52_V4zqW5jmBzS1NMW_QW3MFlP24VYM37W7rVDmm2ydCXkW6ss2mm14Cr2ZW5CM4N58vlRR-M6z8Cj9_Q-GN15GzbNBnWy1W3sXSYQ4p69lTW87xsFZ78JnRRW8gMqw55yJfk3W7ZQngc3TBw4PW66nBVP6ZfrdTW2NHQ_S55wFHNV21-HX2PtFtCW6V6fdt67MBC6W1pLPvh1TccjpN2lzdXnnZ2c0W32q0TT2HWQCwN3x0YQPdk4z9VZCjJg7qR7VcW1wJMbb7LbRsSW80ZxwZ5Js4B-W28r6Zz5FHNQWVFK8Np4Wm8xjW5Gs8Jw63WvBGW51SCvp4Rt4N2V-YFTP6yWcY8VJK2913dkD0tW7TG8C95Lfn8GW5ty-Yh98GTY1W9cYfmn22_Hx4W5tFSQP64MWt1W866KzN7F5C3hW980WJq6rJjPyW7P0Gpx1T0nSpW6bt_J43CMf7tVJ25cL89P7HwW1blcP36ZQwCdVyy2C461ysHQVkf5_M63K3ZhW3r9KJT6-gvjZW38F-qz7tSz5VW3ZYqf7777-V1W5fQlcx7sx658W78-MWt5CG_Z-W5t7G0744-zlvW26rg5m80LFDqW8kPj2c6qg8sBW26N1Xd4zFg8fW6zTP7B84qSJCW93nQBz401rRJ102)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W6kPNGd6GR3-HW95Tk-r84vwW10/5/f18dQhb0S2C82RMFfcVWnxHf31SF4PW5jmBCD3wyW8TN5nCZcqnM8S-W5v8x834_1NR3W3zl9PF4d5FKwW6PTQnv6fT4VgW17tDrX30XfZmW6SkHnv8gz0t8V4n8491JSczZW78vpmS45t83XW4FXJR949k9PZW5G4thd7Xx9TGW3q-vdN3vLykkVLRqQW2xNyBQVzDvkC7t0l9RW3sv72Q28RR2zW3NQ-5g3brft5W1n-_V63hMp5mW4W30v861RqLMW5pzt8m2FGpWLW2szJX059vwt8W4jwBd818Y2BSN3RNTKsJfPs0VW7B8313Hr44W5mKmR18F91YXVVnzfw761Mv1VbdD6t8PKyXJW28x8yg8s14DRW8nfS3n3nZsVGW8Ml4Xv2FbqMyW5rpKD95Cy-6yW2fqytc7WV1vWW98dz8z695V3cW83PbmS61jLMXW5WHLVw3MwSsVVpfDTm4qh_4PW5N-bVJ4MvWvQVnH1DX7twTmmW1PBcmF7YK4dhW21l1fx9bXcvPW7ctykZ5Cy_ZVW3s9xx61FxTYcW6_MQhM11fzHZW5h65L58ksr_ZW28QyPV2lfKd4W4rDM1C8kjM3RW97g8pJ6TJ8NXW1Lk9_S3PJPQSW35xk3J5vHPY2W2k3sl83Mq_Bl103)  
[United Kingdom – September 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3LRB288wVJKVW7xM0RD19HhN80/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRYrD41pNBP6W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzVbTsjT8mSTbYW2TblxD6mmShwW2VDlhr51WNpBW42ZPgb7csmhCW7d8-fr5CXg5rVcnXJd1qbB4pW8QMkwZ4Vm6VHN15XVf43pMpQV2qxr-63y7yxVFCk1d1mYC-qW6-rBZ03hzBydW4s1B966SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyKZVSLKM9ZLgmqlhjf111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W47bK_M1bxG5bW7Xg6m56Y9w8r0/5/f18dQhb0S2C82RwkM_VWnxHg5-Dd4tVMBnLt7D0ZBkN5CtB_qjPZzDW5Cg3_494YMdGW1Nrw8l6nvZ4ZW3M-cZ06HyndkW4GR6GW67_kwqW6RQKVk4lzpbjW6Yp3K53gGm0yW4fQ5rl8NN6g_W4Rcqsg8rKR7TW8Y9sRx3t6ltdN25bVs_YjSgvW61Scf27rdbGwW8b5g1n2N8skdW597rHz2H0TjXW4JRr9v635pm2N5lkjLDPzjMTN97sWHPW_Y0BW19JzlC85Gy2bW6BgCFy84sPnPW7wQYsQ7QPwb9W174GKn3fTd6GV1ZHxM5D6JDsW3fLm885dV8K4V5cR7L5cD1YhVkQ3Mj163gf7W9kkZ7h5vSB0WW1p38tc1FsJ0FN6hfwvMMq9p0W5TSYms852FcNW8zBFwN3H8CVwN63m2jPxm2JJW2fS71W6nSGYQW4nLvDM28v1nCW13Pg3Z5Gd-xmW906V8n1KZZhhW3FNQJ98CcTJHW5LDp9x1LFrvqW7_Zc6f267cqxW79rsBW47MdcRVxPxQ21nBVPxW6c62zS4ZWPLhVGyySz8w9FG4W8WdP6594vL9SW6JTZBN9cHzBZW1LcJkt993Z41W7mrmG-8kQ8lcW8M7wrL8s-zjwW7-mc0n2B213w102)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W2G8wcZ7vBRGwN3QvKYChYcqg0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8CmT3Q1Y_53LW1Q5kz_2WsXvmVvdp8K2MFqW5W7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zDyCsW9dGZLl3lp531W4x-xGt7zLV65W2NnQ5K4bQW_qN6c41GljV1zgVy-mLB1yrm3hW1Z78gH8T4XlsW4fPwq07srWgYVybd8b91gs38W1CXk7l1vwP1gW8QC_KJ91GY99W7vn_gR8QpYr1W7lwfYG7ltNgDVvK5cl2FpLmlW7mX9gq2RSgdnW8TWtkh1VcXX7W5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5m_W6-KrHm3y2G3yW7KwJCY7tccPsW7gC_Hy9kkn3RW6nfmkr60VqLKW73yKD270RWHQf5T7L4x11)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W65dBQr7NnXxrW5q6ZqY13vFmN0/5/f18dQhb0SfHn9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5TK1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9mWjN1pNWLnNgVwPW5HwsxP5C3R_nW3hhCBn8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qHN2m8DqKmmJhCMRTHmyMNBCZVMMQxX80gSRfW97rB1b8xqPNKN2B2rswWQ1-XW1l48xY606RM9W1rvXwH6S0yMkW4w6yzB3JvsBXN4sV-LHdwx44W8sd9W-4Y8r5kW5rPchW96db3gW4rYD_Y98hZv-W4qcd222w5c9bVQCfy23688qFW28CQCS3lM9-yW64yCxP7wV0lWW98_-SB8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS8dkd8y6qW1QP3KV4lNXxRW3V3GwZ56fwXdW1Gwp7y4CsvYcW56n6lm6WMgX4W32wFFH1NsfDKSbCX5LV065102)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N14t5bgpjRYkW7fp8ZP4lSLPq0/5/f18dQhb0SnG_9jx9nHN81SjwlHyjJqVRYrD41pNBP6W3hHh9N5zh-NRVnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1Gn-7mW583fB54bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJW55gmx-8NrjctW3bZgZF2Yx77zVj4_Cj4-TNSJV1qmMm8txz2sW5-m__55ZcLvjW53hV1Y2Cf1_6W830nkx9dKxcSW2V_v2Z6z9d0rN6sftSpV0B-4W5fc2Ml4QCFMFW3PZfvh7753dhW5nwF2s5gSHY5W6H5W1X4NGgppW5nDD3_8WmdJ7W2Qx-h26kxyZlW2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11jy4zNW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyKZpcmqV9ZLdM5-4qGj111)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*N6LK62XQvbH5N8GGNmbPrFj10/5/f18dQhb0S2C82RMFfcVWnxHf31SMLFW1hKwn13xy6ccW1q6dkj1P5grjW1SqVk65ZhW57W6Mwpmw6PCMPZW7tsXQS8zjnqHVh4qRp1w2_lCW7yLn1t85TvvwW8cvTHn3KG1R3W22ZMwH7y-RtQW37B7cX8WNpTkW9f5mYS42JqD7W8zZFRH2SsnHWW3nTRmj2bMGF9N2Gs4S-6JZ2nVbbr_Z7WcKTtW6M6XsF7mrRbsV4ctbP5tb900W1y59zR1XlQ5mW1m1hd62B9F2WVhR_lw7SCsjzW5_nKrs1C1bMZW2B7TZP5mWWh6W3zgSrb6vbZv4W52p9bR2j50R0W1QPP4d3dhb2TW71XNw24Pn6mJW1rJvPw76dQqPW7BzP236n9dkNN23clwljXrFvW3hqG-810G5xwW4VVq_b3_ZT1pW6NNz6-8y5b_sW21xJJZ4hL6GqW8cnpbl7HfrtZN4bgHsVBCnv4W59-9sc2g8nZkW7H50T64H249zW3s1DqS8lD7kkW4j94G5810JVvW1pHSQ562-HYtW3K63ql6k5CBtW90ZJp73xTKrVW2FydLR3RX03qW4cK5QK7C4Z-hN1L-8ZfMxt6LW2k1kRM4BC4RpW5BSJzN8DD_VRN2v0JSmTNVxmW2C3VJ85yXs_P0)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W91VZvB7g9mbdW3TrdC15jyVZM0/5/f18dQhb0S3j47r61sRMVWnDhC43MBMDHppVFPtC6W64n6hF4wk1S2W7ShRq-64z1ppVYxqFC5CZ0DnVF2LtZ2w2dQCVjPvN362ghhbW6Xxwnl1Kg-K4W4hNyjC952Rr4W3ZzKC73skdDMW102k0q2BJtNLW4yCFVg8K2kvzV6lmZd25KwNlW1K2sgB163y3HVzTrW22vvqf6W51gJHq6G8qR1W7WhWDn6dD628W6W4yHL6dMPSRW2QtcJQ7YrRSwW2tC3rP6QXdlPW50mwM-47pV2pW1ygSf_5KkckrN42cRN7jbg21W4Kdb0m4bYPQLW2wzgVV6Dx4CmVxNqKq8MkT7lW68WQsd7HmSx-N40XMZbHSztBW64KDFc48lMNXW4N8HL67qWpfNW8WX_Q8109H8_VXBz-48JG9rCW3K2Dhq8XX0BhVSv9P15lt68pW78Fklt6jb2YlW14gJX-5y5tL3W6Ymn3W1YqwBkVkrSC33j-0QWW2pT4Z14mnDp7W28qCWK70SyktW44xrFt5kkbpjW8DgXXp5J6qcSW54Y-Zc8ByjrWW8kNYZ91_tGhDN4DxbgjNLj3rVQtsvn6ZbbQD111)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W7CBZPD2-8nm8W5SB1NS45xDpf0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVRYrD41pNBP6W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnGlJW2SMRTr4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6F22kGjZwW6qQxZM4nMxS-W6G2lbz7NMdQNV4cNXy75WRHJW55gmx-8NrjctW3bZgZF2Yx77zVj4_Cj4-TNSJV1qmMm8txz2sW5-m__55ZcLvjW53hV1Y2Cf1_6W830nkx9dKxcSW2V_v2Z6z9d0rN6sftSpV0B-4W5fc2Ml4QCFMFW3PZfvh7753dhW5nwF2s5gSHY5W6H5W1X3nSW3FVVR6H24q1tJVW93G66r1TSGdLW33FzxD5VY0BqW1nCrbg1Rxz_8W4FH2ZG6Zkn2fW8czpJG5536pXW5NLL9r3D98ykN13R4TqrVprCW56gBW-2srcmsf4vJDpq04)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W1t_yvK6x7x6QW8B_MVv30DNk90/5/f18dQhb0S65P2RMFfcVWnxHf31SF4YW5kSpqk1D4yFnN1Sd59LWbjjKW7sJvvc7MLrs_W5pLN1D7VPPlnW4CtY8b84cwbgV3h9Xz4MzzHwW73Wvps4Nm70kW1z-WG03mJP18W82jk8v2cC5GBW7K95sp8Nrd6WW7KgkGK6z0gl7W8ZZmKK8nP-NJW56Tw5W1KytslW4MzPrD7NTScGW2KLP2q1SQ898N1w2p1BLGvZKV87M2H7sdxPsW5xVvz533NRTVM5dhR-mCTn8W30CxHB4kGBgWW14cFCF6hRs7xW6XzQXl10bysNW3qX01d71KwQvW4J5cNc1C_BwSW4J9M298pwkwlVQKg9X3Bt-vsW72_NRm3qFGyRW8bghKW16zsB8W48DPYf4nN8cCW4TTrsJ1KL57mW8nlnzd68QcwVW87JvP-2SR6lsW8qjW-w40TlXBW10NJ4m4X14ZXW7XjYhJ99wKG5W4CcYGy8_xZxXW5GRwWZ6V_P9pW9bKq2w3kH8xrW18rCQR2K7hBZW60qC-T2876-JN4sK4yrJRHbyW54GmKt8nHdjJW3jZNyD6M_JpwW45Nffz6hV2y4W5Mg7WM6n1Y7zW28qcbr7VSyNfW5Rkmj77dyhnmW6VX-lr8cRzybW8ZmLvB3cCgqVW7S4Djv1vLKtvd8f_bN11)  
[United Kingdom – December 8, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*W3k8N0r129-KYW3rhYmx7YrQKn0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVRYrD41pNBP6W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzVbTsjT8mSTbYW2TblxD6mmShwW2VDlhr51WNpBW42ZPgb7csmhCW7d8-fr5CXg5rVcnXJd1qbB4pW8QMkwZ4Vm6VHN15XVf43pMpQV2qxr-63y7yxVFCk1d1mYC-qW6-rBZ03hzBydW4s1B966SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8N7l_kVq6NqK23K3WnW7yPpVf3PHJVBW9jgqVW8zNqZcN2RTTyK-V6vjV9ZLdh1ftyGw111)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*VKmXbD7BZggFVGrhqM1j29cd0/5/f18dQhb0S2C82RMFfcVWnxHf31SMFWW1hBSM96sjZ1XN7nl_rct4qTBW3Mldb73VnlvjW81XPHH1ZtcklW7vs2LJ7QtNFCMh4sdb4cfY6W3nZKwh5NbN3kW6LqYW93gbDbSW15jk3k1V5lyfW39G5XG6RnDVcW6RscgW81J8-7W4F6b341KhdF2W21lVqF1vdPGvW5D-2Ht2Y0L7nW2pS6zN5J438yW7MrdDB29_gHlN2m2KSCQzFhWW7x0slw4XgmGbW1qzyZM2G6T2RW6wQ--J29DMdwW85p60R2J6B2VN4XZRbryCYtQW7m0bWz1-754lW5Ll5W05yX42CW8CMknb4r2dT9W46_D-r8llY2RW3fq7fG4R6yPJW5jXBTL4hb9XSW7-4Hrx7DWtwMW90f6Rr7ZbF55VxJlGh80nD2WN7VfxjBBRTPcVbRbQy7hGxYVW9bcFwJ92s3-6W8HWPhf59GyznW5Yw6lY6kSH88W77N6dN4mvBq8W4W6Bpb5g50csW3bFB7D81M956W8dBpJ32cBHDgN3jhhJ_cb7h-W1CDNcY8jd-CjW7s34Gc8DqRLcVrgHKQ4y7Qw8W99b9yY35K0PbW9gFq3p3vG4PDW7R-fq08_gNWXW53bstd2NwPHVW3DMMQW5yXs_P0)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*N2zdDKvt0CKRW5d1y111-y-L70/*MR8_cq-xwDjW6MpjV-22Cxfw0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWkQK2QxM_VW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8CmT3Q1Y_jjxW1V0lLF2WsXvmVvdp8K2MFqW5W7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zDyCsW9dGZLl3lp531W4x-xGt7zLV65W2NnQ5K4bQW_qN6c41GljV1zgVy-mLB1yrm3hW1Z78gH8T4XlsW4fPwq07srWgYVybd8b91gs38W1CXk7l1vwP1gW8QC_KJ91GY99W7vn_gR8QpYr1W7lwfYG7ltNgDVvK5cl2FpLmlW7mX9gq2RSgdnW8TWtkh1VcXX7W5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5m_W6-KrHm3y2G3yW7KwJCY7tccPsW7gC_Hy9kkn3RW6nfmkr60VqLKW73yKD270RWJzdxVBc211)  
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**02/14/2020**

**Zuckerberg’s Priority; BackRub & Burbn; 3 Strategies for Women**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

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| …while I’m glad I did annual challenges over the last decade, it’s time to do something different. This decade I’m going to take a longer-term focus. | |
|  | Mark Zuckerberg, Facebook CEO |

**3 Strategies Women Can Use to Be Heard at Work --**This [*Fortune* article](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N8z0XRVgDTCmVMPXHV3Zxkxv0/5/f18dQhb0S3j12jTrmZW12h2Yj1hzZ_YW2vHHqp5TM5pdW87mX3R1DrPlZV9PyMW9lflm9W6MZw_J6W7BkGW5Mt2TN3lnmmzW8DY90x6bPpcnW1dP5vm7HWfJPW1XYH-g5f_QqHW4pKQxb1MD89tW99C0-f8Lf6Z1W1v0_lc2BC099W6Gd8RQ1Q-7qwN3yLlp06WpWCW3r6KFX7L-27hN1mMB_VBZhp3W1l8txH2M6l0MMQtrK32blrzW5wfWQR7Q2WYnN4_d2r8klyC-W8-m5MS8sysfcV-98NL697bB-N3rrCfhvJLVhW1DkbZF2lS_ktW3vT6Jq3BCzLCW2c6_b686f8y-W2S5LPg49pYn_W5gKfRK8G3KWxW4w8FWM9b1TbGW5rRk_115hJ5PW5kDzFT3vTsqzW208fQg2_XnJKW3SZ_211qshQtW8HsJ6Q4mzjB1W1G6C-Z1-FPgCW8wlGKq85BqFrW6hRMn94Zf80FN2QJSxPrqKZ2W9hX9hG4fmfGXW4C_q1W3ZPDSMW6LrDp24CBg4FW7SsW808j0HYcW89gZmH7pSZ6pW5N68vw80Gxv7W4ZhrvN9dM0x1W7037tk8CKLxGW96-NQ93kB6DVW2gTXQB7nG49mf648FRX02) details three ways women can deal with mansplaining, bropriating, and pre-ambling. It’s worth 1 minute for all leaders to read!

**Zuckerberg’s 2020 New Year’s Resolution --**I’m a little late reporting on this, but each year since 2010 Facebook CEO Mark Zuckerberg has set an annual challenge for himself – from learning Mandarin to programming his own AI robot assistant. This decade he’s decided to end these challenges. Instead, he plans to take a “longer term focus” starting with writing a 1500-word view of the coming decade. Notes Zuckerberg, in this [*Business Insider Australia* article](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W63_5Ql6ltz-KW3XYyV01GsHdL0/5/f18dQhb0S3j16_rD8pW12hzjk2pgzWHN2LQ6BkVVCYVW4ps04D12NMVqV7D4h78JG7wZW86LW9W6Ytg_yW5ySwhX8kv5P9MDxVcmGLSFfW2tr_BF6DSJn4W2GjLx263p7KdW3p-R9l4qv_n3W1RDWxw4Bz3XcMBnbsgMLW22W69N5JM4yW6ccVjL0Hn5429rPW50MqMs2DC3KrW3ff4QY1g9Q1SW7XcXbs8YyHQ7W8ST_NN1X-WNbW27XFPs6CKTwRW1Y5bZj3rkdtFW14ZhVn56nhY4W1h5KR81fBFcsW5jQMWG3R7rDVW4v8NJS31bd_KW4zdzbP4_prpGMKLmv_qBGjQW7NcwlX2DvZK1W91SCsM3FvZ6XN6yJ2j9blCmdW5BS0-J5kstmkN5pDSclbvhJnW9hm2Yq8nKRw4V-TknD4L4HSLW1C6MVg53c1-7W5GzT5H3hHYK7VhFyJ-5dTjySW957bcd8Kcwh0W4nqxDy3ffRDmW6FBCLt7PXBxpW65gLPn2xBLJ6W5T2kLn40zKThW8mSWkn3bfz6TW411rW_2wnC9wW3VPbxb5nNyblW32-ZbD4J_ZwbW4JHTRr7TGzR1W7M6BjL6JQTnqW6-kYCt244hBMW7xY-Bm9f1WvGW5RWZTS7h74P3W7c7xtG1yGXWSW1MzgXg7DNjQK103):

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| “Rather than having year-to-year challenges, I’ve tried to think about what I hope the world and my life will look in 2030 so I can make sure I’m focusing on those things,” he wrote. “By then, if things go well, my daughter Max will be in high school, we’ll have the technology to feel truly present with another person no matter where they are, and scientific research will have helped cure and prevent enough diseases to extend our average life expectancy by another 2.5 years.” |

The article includes the full text of Zuckerberg’s note. It’s worth the 3 minutes to read, including Facebook’s focus on supporting small businesses around the globe, giving them the same tech access as large companies.

**Each Decade Had Its Own Tech Platform --**Zuckerberg addresses many broad topics in his manifesto One of those is “The Next Computing Platform.”  Writes Zuckerberg:

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| “The technology platform of the 2010s was the mobile phone. The platform of the 2000s before that was about the web, and the 1990s was the desktop computer. Each computing platform becomes more ubiquitously accessible and natural for us to interact with. While I expect phones to still be our primary devices through most of this decade, at some point in the 2020s, we will get breakthrough augmented reality glasses that will redefine our relationship with technology.” |

Other topics include Generational Change, A New Private Social Platform, Decentralizing Opportunity, and New Forms of Governance.  It’s a thoughtful reflection on the coming decade, worth reading.

**BackRub, Odeo, Burbn --**This [*Inc42* article](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*Vtd9h-3-CsLNW8rX1829flfqv0/5/f18dQhb0S1W92RdL7cW12NV7w2JG2DZW2Ny8Xm7N6Kp6VRBWGx1hpNmTW79wkp39jMwc-W8Xjc488NdFRxW5MY2xx8m6V7GW1yM9258hK4W7VT54JJ7MbRL4N2fGdwJV9Q9SW7r-w136JZ8TJVpv8vK1R-hTLW4hndYm2XG3_FW7Yrx883rmjcrW8P5-6R71L4pGN5q9htRLWwBcW3Vj7D1295HN0W8wbbzT3wPkyPVssG7F7CpL5bW1nGtpg2cZB_7N2Ck77d12mQqW1sLBXz65D5dsN50SSwmTpKx8W9lmTZc5sSrljVq95Nc4Y2z75W3JvbYq4w-FhRW1MKNmY5DRlz-W88g1Xg6mg-1KW6tzlHH745vjRW2-JgJw4LQR2xW4P1SDQ6drF-GW2MxHt47ZRXqtW8jqZTy5_3QMzW6BpLzX1P63XtV_qZ8-3Y0yfDW3wLr3n7fkLF8Vw_ftH3fs8W8W3rKlNw3jhV0wW8TPp5L7Ry0gfW3STNg-87dQr-W51jmFk45-Qy4W6cgrvx7H19_RW95dXjK4wCYyyW4DLLff5Nv3NcW4yFK0L64X0D1W6_xDWh85HmcKW2XQ7py7R74zGf4zFKpP04) highlights 10 companies that successfully rebranded. Did you know Google’s original name was BackRub (emphasizing the link-back feature of the technology)? Twitter was originally Odeo, and Instagram was Burbn, focused initially on location sharing. Take 1 minute to scan the article for seven more surprising rebrands. BTW, we did the same last year – rebranding Gazelles to Scaling Up. Might your brand need a refresh? Thank you to Scaling Up Certified coach Bill Gallagher for sending me this piece.

**Meaningful work relationships the key to highly engaged and productive teams --**[[](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3Hb3t13J2xkfW76lLXP8W_2Vp0/5/f18dQhb0Sq5C8Y9Wm6W6KB8JF1k63-nW1DWy2y1HmRxfW6Dk5Sd1Vq7GqVLDpF18CZ-18N63lfjjScVYLN8tBNtHPdD3DW5q9zKL63RVRXW8r4CQZ8rksMhMT8X_NXwJ9KMVyNyzQbFlLW5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQwHW8ZqYNj6cc-4tW69LPZ72xZTXBW7dDxTN7mWsnXW7dzcsS51vDDWW56llNw69NG1wW6Pr3nq1TcntwW1njMtB6H5GYhMMNBCZMMQxXW80gSRf97rB1bW8yf-_n4Xbh_cW5BJsFk3KjMzlN1p9-8lNt9yxW8CDB2t5w-Q5xW2x5syg396mcLW4Xz6pV36Mq_gW35N8sT5DWk4TW4V5SQ74SD3lJW62mdFp10d0q2VRrRQj1nrSycW67236P1rpH3CN4XbvkqbVd0lW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS5HSVd8y6q1QN--LW99GPPy6WTWqrW5_5k_h4wyyT9W99cTX52B9n7_W6Zfyl932wFFHw1NsfDKfxMf3psvg_02)](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3Hb3t13J2xkfW76lLXP8W_2Vp0/5/f18dQhb0Sq5C8Y9Wm6W6KB8JF1k63-nW1DWy2y1HmRxfW6Dk5Sd1Vq7GqVLDpF18CZ-18N63lfjjScVYLN8tBNtHPdD3DW5q9zKL63RVRXW8r4CQZ8rksMhMT8X_NXwJ9KMVyNyzQbFlLW5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQwHW8ZqYNj6cc-4tW69LPZ72xZTXBW7dDxTN7mWsnXW7dzcsS51vDDWW56llNw69NG1wW6Pr3nq1TcntwW1njMtB6H5GYhMMNBCZMMQxXW80gSRf97rB1bW8yf-_n4Xbh_cW5BJsFk3KjMzlN1p9-8lNt9yxW8CDB2t5w-Q5xW2x5syg396mcLW4Xz6pV36Mq_gW35N8sT5DWk4TW4V5SQ74SD3lJW62mdFp10d0q2VRrRQj1nrSycW67236P1rpH3CN4XbvkqbVd0lW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS5HSVd8y6q1QN--LW99GPPy6WTWqrW5_5k_h4wyyT9W99cTX52B9n7_W6Zfyl932wFFHw1NsfDKfxMf3psvg_02)Who are your best friends at work? Research shows that these relationships do a lot more than brighten your life in the office. Close work friends help keep employees motivated, productive, and highly engaged in their roles. Watch a short clip from Mo Fathelbab’s 1-hour learning suite, **7 Keys to Building Relationships**, published on Growth Institute's Scaling Up Club. For years, his central passion has been to help executives make communication breakthroughs through the power of relationships. If this is an idea you could use in your company, complete Mo's lesson through a 14-day free trial of Scaling Up Club. [Check out the clip here](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W6dCwCY8dv96DN2dfFHrdQqY40/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqMRYMwHSb6vYN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgnPN4jrzjftvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTbXsW8d7vGZ8qfz5wW3fTDFX51SzjKVcmgVh6Qdk14W3JPvSm5l2_YXW36zqH98dL4FXW5sfbC55s_mrcW3MMhrW3zyzw3W8fKmSr8xqw6KW7gnQ6t4THDq6W50H8pm6cjZcWW51WSYq8f6KmwW4KP5BH1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1SP6RHGcwW7sj88B3hN97MW2XzY3D7qdd3_W3tRS3q28hP5ZN55tKb7dSQk9V1_P_Z1S1W19111)!

**Role of Business in Australia’s Future Prosperity --**This week we hosted our ScaleUp Summit in Sydney featuring several of Australia’s superstar business founders who have scaled significant firms using the Rockefeller Habits. Two of those founders include Shark Tank judges Naomi Simson and Glen Richards. And this week Australian Ben Kehoe published his book [***Innovation in Australia: Creating Prosperity for Future Generations***](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W81mxJC5J9p_HMZN8_nQv25q0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqMRYMwHSb6vYN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vPbMW9gNnZl8Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l8RRhb9VY44Zn25h29ZW1dmfpB7g5MXrW73S9Qx169cS3W2pvznD9hsT3QW41-HXc3JSK0pW1cmVnN4LNNdlW73WGLQ5vDp9VW8nrLWJ3gmkhWW874xTk1d7Y5QW1JwV0p8R_62fW7yJRNG5CmxZLW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW519Y6K7_yth_N8mwssYVpcKrW831NS07V_VzLW1Sd8NH8PwhjLW5NNm_H4Pv86fV5XKlc53pTDc102). Australia is a country committed to lifestyle and recreation. Yet, notes Ben, “The creation of a prosperous nation demands a more robust and coherent vision. What does that look like? Is it possible? Business is the major platform for wealth creation (and therefore prosperity) in Australia and must play a bigger role.”

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1hDnRf5BNb7PW6fk9ZD1tnp_L0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqMRYMwHSb6vYN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDClW4y-Hn02zQ545W2TCdgl2FTP4YW6vBgxt45LTQRW4ZC7fV2YG5SbW6_qW_73lh03TW3gdWcZ2FDrzyW3xd0FS6sx772W3JYHFx6NGNh-W38Ty214my-37W4_Bsd22MGQ58W6WhMc84dbXW4W647Ky27k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc12J3B9W4sj-m35dSDR1VxdVWB8DdR7fW66dTB811JRLQW2-WmDC4Pxhj5W3DlwBb29Q7fhf2SX1M404).

**Scaling Up Assessment**Many startup, but few scale up. What’s holding you back? In partnership with the former CEO of the leading survey firm in the world, [Scaling Up has a new assessment](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W21mmmb8g5v4dW38C4kX5_B2740/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW7gbZT68rBKmMMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW66Jy-34SCnC7W61m48S4RvHFTN8CTxf6TH226W94MLXm4VcdqTW5HSNhZ8n6LGNW1mGLtR4RCBq6W4XHyNw28DgMtW38ScGk29rTlQW4TD6dG1rf8FYVVQjXR4StMjzW9b9-Kg4Zz3T7W97Xzcj8GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNwp7F2Cz9W3kSRfM7NPFm6W4qw_bG3c6KrSW9gk6S-7DpK-mW3ksMVz1WPqF4VpV_-D3-6bGq111) that takes you 20-minutes to complete and then delivers **an extensive scientific-based 30+ page report** which includes comparisons with peer firms and customized advice driven by your unique point in scaling up. [The $149 assessment](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W56nMZM23vPlhW4Nd_2b70_d1n0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW7gbZT68rBKmMMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW66Jy-34SCnC7W61m48S4RvHFTN8CTxf6TH226W94MLXm4VcdqTW5HSNhZ8n6LGNW1mGLtR4RCBq6W4XHyNw28DgMtW38ScGk29rTlQW4TD6dG1rf8FYVVQjXR4StMjzW9b9-Kg4Zz3T7W97Xzcj8GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNwp7F2Cz9W3kSRfM7NPFm6W4qw_bG3c6KrSW9gk6S-7DpK-mW3ksMVz1WPqKRVpV_Z72yWTyP111) includes a debrief by one of our certified partners and is the same assessment we’ve been testing and using in our CEO Boot Camps the last 30 months.

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W696SDx5cytt1VFth_Z2-N2Pf0/5/f18dQhb0S4002jTp5BN12NqymCR4M5W5_V0-250hr1yW95mbdn2ChrRmW7JPRS88kyXgfW8LqH93704MQJW8yXD7b12C0FNV-kngk6DxRQlW5Hp_hh3TznGxW5fMv5q18Zv4FW8VV6Tl97-9cMV8vz1_8QZhxgN2xbLZQBKXQdW3y-FZX2qmSqDW35L47F2shkCCW5_d4cr15fT6WW11N6sR98HYMgV754bJ3mHN88W5ThyHS2wmtmqW2HRZcF338-NqW5b1FzH5jV2VSN6wf3Lz4b_9ZW3KGbgl2vXgBYW4H-qdh61xYYWW5rqYk28rJXphW4W_P637tq0dwN4kGr5FYlfR6N3LGwm4D_X56W57pr8z3bgQMvW5N5S8g6LTBhnW3189Xj8wZf6FW3zkzRy6J-_WZW5d0nhG42YlCnW3-M8mh1JzTLdW5JCg742DKK_zW3kty6d7pskyqW99P57p3FPDLtW3bZbh075KgTvN95sC_8nnBT6N1vL4Hw37kdxW4LV1dQ8R6_jLW8KxMb-8pPnV4W8Vgdgc8PDtkdW3sJFpk5RbK_MW8fJQMx191PNpW35fDTl70yvnsf7_2cSq03).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5QQnB94LxZDKW2HzYGB3MfBQj0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqMRYMwHSb6vYW3hHh9N5zh-NRVnQ9Qq8-2txqN2N2xVWH59YcW1BXtSD52Xz4GW8Yztwf8-_mZwW4Myr9C2JjQbXW2yG_DG7d0gNcW8xPzP_7b_l6DW4swFGm5tr7FNW24WXzX5TncjTW2zHXvz4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrM333-K96W2MkPjT2HnHLBW1GqKWk1HnpzJW2KDbdJ1v14y7W2SwjvS561xh-W3HtrQn2qfTS_W1nVkSC31H380VcNLLP30T_rPW2Vv3cs1G8MxxW1Bb4rM58R07mW7zvvQ77z_QMrVmQdtz1YfzqrVj7FCL8_fYmyVpPwkK8XTcPJW4bvWkK1Lk9f0MrMm-qrNHwQVqDc626zwsrLW1LGd2r7zwlsqN8_-_yPs37wnW4dZ7GN5b6dMzW4d_hJQ7CjXTlV9zM7D3Swq0fW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G1g4WW6_n1LZ2LdjVlW8kvYNj7w9YPGW4Ffp5g45XwfRW3lddQx2lfZFDW8hxfWQ54ZQ6xMVMPVbVrLq8W5RkCtK4Yn9rF0)

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**EDUCATION:**

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W8tnJVM75vWx1W2smQ1m5vnBnX0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15W3F5tY34cPT9VMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRL393-QkzW57BNHB5LbsxHW5hLz563F34LWN8ctk3hz4RbKW5VjcBF4GKW-YW6KxyFW6xtPrWW5hdV7472rCR3W3w-gm67rSWPdW4bd4b86hM65fN8N4tDsC4Wy6W5yj7Jv4pwvwlW8spSTW2Q9-HjW5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgW48MtnG8q8F4rW2k6JyF22ZMHhW6kHzWr5RJFwqW48MCYQ2xvDQHVrVprC56gBW-W7BJNhm46-8mz0)

[**India Tour**](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W61m2Dz3RlC_CW1CmqmC41MKFb0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqMRYMwHSb6vYN3hHhdQVMsQMVp3s9r6zk0y_W1SdznZ4fsRhcW5mZ50N7r9gpHW31J8pp2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj1_4VFB03P5rC5Q6W81M1-p2przrYN6W3RDgHd1fdMz74JcYSX-5W7m_B1R5c8d-SW378fhw65gnBLW1nP1RS4rrc5VW4LBRqg3Lj6KtW8y8NfR8Kn9wQVYsqKP5Wkx53W522GGc36TwqDW2yhXS76bf5v6W2zTTtL1nMdyCW3Bb6gp7gbZbkW51lg222TZKmBW8ffGK6874FXZW65gBQW36K9W7W49kJ936fVZ9gW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhC3FW714h8Z1nxQCxW3WV5qf5nKDTFW3yyqg848QvxmW3vHlhR7lWG9qW72LQ-14sPSdgMrLh9QrHQGLf8Nf18J02)  
  
Mumbai, IND - Apr 28, 2020  
Bengaluru, IND - Apr 29, 2020

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W2WJ0Lc2_7SVjW7HqpM04nbVdv0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqMRYMwHSb6vYW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lpCXPW35n5yP6rq2xRW6CCT_P7DVGSDW3qVxgn75HqW7W2lcwF07Dv1xmW5pFZtJ6WsHQjW60WJ1K5hnr9TW7D2WkP2DlKp5W6dz1_j66TW4HW1NtBX_7bd-LKW2tvd0L6t6p8-W3whvjL2ZtXwTW5S1Lpz3qY36qN4P7LtdrPpMvVrJh2D5vHs6kW6b-mP66cfByrN5CZms784rVzW6PxM4q3rkQC8W3L8hgL1GTTktW1sPHdf8pGkdhW1KY7P6157n2nW2xMPBh4Q-5SVW4HzlY63Cl_fs111)

[Nashville, TN - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W8zT_KS7phqBCW50Wj8Z4CbS520/5/f18dQhb0S2C87B0mbNW12Nntd6vf2GvW53rc7H1tb6ZsW4lZ0MY54MrN8W1ZqvN85yS9r6W7g15Zp4kDpLJW5nn--q2dsgPcW5TDN4H3rzbPtVLybdy5x9b3LW86X1tw4lsFT7W6X1QSp6S9V12N7nzfxm-vgkgW5cRfJX6jyXSrW69h17X6861lTN5vxV58MJZ6-W6DVZg82Gk2BPW1m0JTg4-TT64W1kPJjJ1CZrL-W90330R5l5s3lN9by6WCJ208tW1j2SD940D3CqW5WlwhR62_JLVN7SHpPnhWc7WW2hMbbd4lrj8wW7rvfH65R2CtZW26KMHs61QL7kN6wCrZs8dzCJVj8Plb4vY_5BW41SpY51r_22MN8gf067PWz-lW4rSPQD4-F5vSW4tgtHd4QPsdpW3Jl0fz60pphvW4LJdt37hbBnDW5NvcRL6ZS-w7W7KvWGN6XBq7JW20jb2V4Y8SgJW84LWZQ5HGLtnN514587WgW5SW5HM_fB73gmbBW3lt9yQ1MmRfvW1BDfLQ9fYnM_W3mcpg_7TmNgqW7d-RdM8x9SGYW7-0Mn490cyWCW8ypzgw6yj4-rW420Q2g8VppppW4DBvtq9h4fzBW4hNTw598GCg7W1GCf9l7FmmrGf7X9hF811)  
[San Francisco CA - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N2Jdn7Y9x64CV3gvWf3VG8G00/5/f18dQhb0S2C87BfGH_W12Nnww2_VcgRW1fLZTm3wLLvtN8gxhZVnQLgfW40n0gh6zF0gDW5C_34l2Ql6qBW5D3rvt4vyC9lW97p40F8YLndDW7-KFlr8wh0D9W8RHkNj4jCPxDW864zG96Yn0cRW1KLzsb5RXlSDW5RzQYH1WRvzZW3hwq4d1V9nwQW3hYdyH1x-2CjV7rG9P3TmQDqW1qt8hC3QNJ0LW30PzBj58CKdMW2X-W6563T5wTW79rvlx19NrPbW5Py2QY4Y14fgW3GsWG686RYQRW7rtmcb2HB-lzMlTF__1VXKXV7mNZS1XK9t7W4VfL8l3DK4cYW75Qh572lWTyGVwVrDY9k0jFnW5D-qjV4lBT8yW4TM2Tx5sm73VVCY_844j6WVHW8KPBVV6rtW9XW24m8Lq8zFHj2W7Gr_5_2CWlRSW2fkjnk5yxJBjW9hSFjW4pVLngW3pXfz86sFyWbW9bBvPs7ZbnB3W95vqLB7KbjHnW19Szmz8fzSS0W8x42ml2JMxBPN1nK3j0Yb7vlW3YNM_h9d_J66W7vkJrg3lzfJlW5QYH1W8LhSWSW1ZynZm8mR4NSW4mhtjh8p8F11W89tMjq97cRchW8Lt5gV560QkvW6DYxc97KgQ2Vf38lntY11)  
[Newcastle, Australia - Feb 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W592b-653tpzNV5mp3B2y5_R90/5/f18dQhb0S1Xq73p10HW11jCzj3q1mv-N19pP_FjYT9TW6Gxc0S4V8QQHMPRZqyHXK3KW58JGgK2RGxVvW5x-rr17zsLQkVCXPBf8GZbcRV8_Zyp738Mj-W3kXFpW2MSh32W4FlVFf4nJ8xWW5SJbXk2gL1JDW13VnSm2Z_5TgW5yfmf-4-s-cfW5yw9j05y96jdW4fnXt63JffLmW2CTWdw10KRmrW1t07_l4Z4C20T79DH75kTvdW2ZBVPk8zdpPFN8bbmnCClNFdN4-zPYV22t6BW2p6pm01yYGQdW6dVnVb2DBRzWW8DJgyx2PlMDnW41r2Qw3ZtYZQW1g0Ksg1dVRR8V2L5x-8p0ZnhW2BxS1464nz5kW1RrzmB58H1H0W2rZVFK5185kxN93PWySS7XmfVcwDLj2X7McsW2ygXFl483CN3W3lq4137QgJvgW4PWj9J9g8wx8W7_5qvQ17mrj7W5M9B__7813wSW8HmKpx1F51ylW39Nkkq5hW39PW4xx3656VLqrqW8HsQkS98x7cNW7L-J7n687_9WW3dZn2N3SJCSpW9g6N2R2bpky0W89-G7S1sLjjhW7L4L9k6K9GpSW4B6RhF27_KPmW2VfGzp9f5dpPW5mgBsX96cMPgW5F-STD5sJMzXVg6vDq90FGNz103)  
[Dallas, TX - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*Vwhr0N7RScc8N3MHw1QJGms20/5/f18dQhb0S1Wd7w3gbpW12h8zT3wsB_LN6H6pXgjSShXW18D0W_4S-dZYW5YdCyh8LcBPKW7nxbLR5BDnxSW7tlGb43cfWylVzLZ777R-3lfW5dDyTv2MYyRtW8YBTJf3Yf_TQW8LC8_f4w7T0HW6z92sh2VGKhkW7KLtcp3Yz8rZW33pGy12wLlvjN5xwqClMJZRCW6GypPs4gnP_TW1nM1431RNVBZW2Kxg451l5Z-ZW84q4ln92lJJjW80MF3P5bcRLTV9N5sR2FsjYZW6htbT114lsPTW64bpKS52_7FbW5t4dGH5cfF-0W32TWTY2mYw00W6fbzBb2YZlv5N52nY0xzdkHGV-HN4j6N5GVZVwGznl31VCT_W5LqL7v8bCnzxW4W_40g10JQ7JW6-FLgD7sXzVwW6h0GbX49Hz-6W5wCClY29f0Z3W6jD8lW7Kdcl9W3FQPHH5mLkJSW7wnwSL6TJ5RZW6kwLgR2Sdfq4W6b6djp4lbLvXW3Pn-F13D3h9wW6H-1kc4Rm46-W8MM0Vd2dYntyW3b8pDY968S_wW7YQypb3c2cBnW1VwLxn3GsFGKW4fS7Dx4sD11-W8SpBCm7srNcjW43_d-n6y6bvwW6_SDLf8DyXF-W9k09qL4l-X8JW3J-hL11gS_prf4GTtZs11)  
[Los Angeles, CA - Feb 20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5hQqgV8tk73hW4HczBy4dYxT10/5/f18dQhb0S2C87Bf-DYW12NxyH2XY66kN4_9sBBjwbcbW8K015c3HnMttW1DwNNd3qYN2WW2N8tm91qCXj8W6wCKLc10DJ0BW8gpMw-2g0HjjW8JdMzz4qBWyqW8H8wKP8DwltkW25XKqr6Sl_HBW4FYWkL36MY0zW407WlL6y3b7mW9cJxky5typrjW5ZXY9H57d2jKW5SNZV37nNxlxW1cHtRm56Jyx6W6Phnvj1XG_2-N3HwJdV2MlRxN5_-BRjkKTxTW1Jn1XG2cgNC0W1SrPkY686ZV2W5FLWRl3Lt6LbW7v8Yfj6m_KNRW5v53WS7gJHDKW8jj66D8h2mgXW5lKG_r2qx7k2W4_xCK35Pl7KDN4MGghqWCdYkW6_BFKR5mSRCDW3s8Scf6nCtwLW4xyJkC3VG26yW4Y-p144fXqYMV4MPnk66SbNYW5SCP9W73lG9NVZSGLW8txdw7V_N9Kb8f5nQgW8R3FgT83WdmhW7Vf9cZ5c-S_tW8n0_G84gDCcYW2mRvGy6ZtqTMW1895LD8ml0gCW8yv3J18CrxsXW4t73JN7NJV2fW8HvvGc4xrbTnW3HMWKS45rFp3W5Y-V0C6Lr76KW8JwQKB6JjZWZW8--fzm2WmJrMW9k4Pcf3rZ8MnW93jqJ7378yMfW2f_z8k5-R8Ztf63y62n04)  
[Guatamala - Feb 25, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7xzpDz7fPz51W2PVg4D8gpFr_0/5/f18dQhb0S3j16XvPVTW11Mh2b199S01W610fsg2y8Sw2W7Xt7wd8Zrn--W6gPVQ41KvRgQW1pGcmJ5mwLQ-N7VQqwqg6H-cW24j2_l13YM2JW4f0MyC1yjq-_W4w8d5g8MjXVHW9dW5cN2BRsd9W6hDwMp2Z-STDW9hwfWK8rqnCFW3Ss61Q1pBB7CN6xdHn6CQGY3VrNRWc4SYHVlW3fN-QP2Cg0ysW7L_R4b5St3HLW2RKJBR6wrx-fW1gnXkS38Fqw_W6ktRhc5pGsz0W733tM-1RxRgtN5vnHKPxMxNBN8v03ZgvCC65W2NZgs0124JdPW4S0LV_5NYf0sVng0B24DTcVxW2kFZ221YLN0TW9bwyw77r55lBN5KTSvHq_1DHW6GYNR07z11VHW2p3X6K6KphQNW3qGhYG3hl5cZW5S1r8r52Xfz4W5WKQgQ5MsYkfN52mXnFDWlCkVPPKMf9jLBF2W8m8PFs8kMWfZN80jRPkpQKR9W5FPBcF8b_H-jW78st_63Q-R-9W97cFlb8ZmGp1VjK1xl3sJcRYW16Xch34-jwwfW2TGGxB8gyCRLN99fTg3SQdpc102)  
[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*V6JkPC3Z9nVjW7LT-yw4GpkDn0/5/f18dQhb0S3j47w3B7lN12hmsqFPBF6W2vMcw41tblglW20d0wD2s3-RBN6sCTw4JbJ8-W59HTHR5HqCMmW5n7Zdw7BrCJ9W4_0FMy6W_y03N6XLpRXhD3HMW6Ghpq53W0b9DW1LbLlL66__2rW9d-vJ371N25nW2GL68b3sQxQ9W54cG7Y2Ff-d9N3BM32P5RT6yVRJyXM41d6znW3nytdd6tSS4mW8f_5vP2nrYl5W2bDkRT5S-NGLW2pMgyG8YqJlvV5x8267p6pVcN1mhtDN2hSGWW6bpfTh6b83lvN4Kfg0Z5x_dgW5v-0Ml1bFzRZW4WvZ-y7KFFFjN7lDVFMM455RW528SD08bl5fhN7gmMBkhShyPN9fmShb33dNpW2kSPt747tJ4cW8_BX2V4B6v92V3yx_x4j8DGhMYcmNMK3LQ7N1_0dL0v-ZnpW3RHJJB5b7hnZW7zK7387pm686W6s-jXV3TzbxZW4Wt7Xk2NhT-GW60Q0-w87gzJGW3kLWJ_8MLpLnW3Kh_Qh4V5cc4W2SG2JB3NWBQVW7GFrZR6Wk3XlW1vm-gY7SgQC6VClp1F3yjq3FW6WQSxN8QcmJ3W85CNZt3PprlgW4dRKMQ6fFDV1W70lg4N58YPjJW4wznHW2YFpKbW1JpHnk6KjRRTf6hnp3v04)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N1C1N-XgQPD_W78WBbM8T-LV90/5/f18dQhb0S1Wd28-x1bVVWBTg2xNlTXN6cvrxxDQbSxVW3b_24CmLPbW6FxM_21mKVf_W49NSb38rx7XlW6nX0Pn7zghYtW3b8NV67QPK5BW83wVRV4RjD1ZVhpY7k559lqTW2kWXX73H3XNHW5ybWZx5y3SN6W8QQGJ18rqTJ6W1p2jml6C7WSyW17zhb34hgRg_W3Vq46B556lrvW1t-sYm6rZc78W96MmvG4MSwgfW3-0p_73p1xWqW4ZL6zj14sQPRW661JXk2YJ0F8W908V2v8yK0zRW67rmG721v5JlW5H1V2F8FXfHDW5_Hj4j8x2Sm3W1R3pwb6pPPpzW6Q-pdH1w1bCDW79_Wdm4VTXl2W41TK5D12nKRPW3j6l7f8srDX-W6_vcy58HYdcdN7yP9HYFQStdW77GZ7R6KFydCW36T-_B2h5Js4W6j34jF1kbrDsW356L5z37lzZzW1K0BXG7T5mJKW8L20K81kFrDtVqqwCB8bVwpfW8pTPZj2n5CXbW2m7_QY22XBq6W1MY4hW29W1SfW8FCQnD8hwH2wW8MXP0B1Ltsz8W7M481r3gyD9tW8qRRs79fcDv_f2qpQ-J02)  
[San Diego, CA - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W50P-np1jD3-pW1kwg0w9262Wk0/5/f18dQhb0S3j42dYTssVWnQP21b7L0ZW1wfNFM4_sxQHW6GH21l1rY0wHW6f_J3j8dmKC6W7Twn7r8KbbkpN1y-g24hkMgSW7MXNT64gxlTpW2ySzyb6g3x1_W77MCKx2VlQ9JW51H1SZ2c3TWyW5j6_Gg2vQ65qW6xTXDD1QPDHMW7L3Jr05SQsQQW4zdK4_6LG20lW7MPyTg3M_lTbW2ZcGVZ4ZKkY_N5wP8cv_YhqnN5x0Tq5HQqS-W1lDqvC7Ft-s0Mj-_Fq1jZ4hN1F0JykMGtDDW70d1Vm6F6GLvN7h5rrdfjmlPW2y2B5K6J3Q_XVgfk0M4Hb5SMW6R0-y05l73PQW9jBxVV1b9Fs_W8sT7X-8Q-9W0W2MNgZQ2G8NpMVkRTNj81rWVvW3W1cyx5-hVGpW7KWn9q5gPMJKW594S9J5q9wFBW7yfNk07b69ZQW1ZHCZh3d9WP2W5PrVWL6ctPsKN277hkM_0RqKW14nWSL4MhmlYVs5NHt4bDFpfW4W7tDH2YHgj-W1bzfzs4MKjDMW152dWg5LwzZcN3p00RdHTdyNW7V_Z7966CWLsW97ct415lgZCPW6LFvJf4CD8P3f8nXB-p02)  
[Raleigh, NC - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*VrKVZp3JyhFCW8vq3P838Ywhl0/5/f18dQhb0S3j27B0mbNW12Nnrn2nhjgCN5rMbWmWDCCdN84t8tPscN5mN5YLt78Bv20HW7S5hv64m5w4fW2HyG4w5X4dPfW2jXR008clmnlW52xbnP6356R2W6JPDt16gDyCVW17pLp58TfhSMW6YmvJm5qSxgZW34lhqv3jM0nTW1T_dqx31GgkGM8DfSCRrFlwW4PF-G84d36CFN4L5tbdH0KQPW19KCqh4PSfTfW3ym7j-8BSBdfW1CrWpL4bBg-GW5tjpPh2tblNHV2fZrt8WBRG0W81gXqP5XH8V-W54dh5y1QtrHLVBkw8M7zDvzKW5y0Ww332trVCVs9Vpk2WCd2gW4-lkXQ2gTqVmW2WcJ5Z7Sjh1XVWcgnv5635kFW4D4fRS5Rj1R_W53nsyd3kS6RrN7nQ2fLPqhcNW6HLzGH5VQSFxW2HPy3s6-RDb1W6SHrJn8TBt-QW80JJk-1HKGswW1ykS0P6T4939W6KRhcp7TDbNbW42Lrrf4qqD4nW9lvPjL27cZLhW1q3NBr4_BK5XW90D-m97SFd1QW6XYZHm4BMx4gV8kJqS29_LjVW5pjrMP7yQJDxW9f63rK88DD4LW8SlKzZ6h4_tfW21K4K55SGK8GW8h38Rc8xX6HZTw-gb75_lgx103)  
[United Kingdom – Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5kJ_yM8t7rCKW6yh82b2Y2LRN0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMRYMwHSb6vYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6bLPDZ3yHNCJW3T5V695WGVnbW6QP4yZ4WcYVHW4Fs3hc5VTCLHW1qcX2q4rQvLcW2HJwb11cF_vkW5W-thm5bKVh0W360c9Z2TGmPNW3zXLgq51n4HNW4W_Wxg3B6XyhW6-Cr6g5WZqFSW2g_sW86SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRbp8vBdN8W1GXX4w3VWk9zW2cgbVw1BBhMwW4F8znD8wf3F5N1GLnrPZpcmqV9ZLfG5KhB7w111)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*F1-sYv7FyJ8W3Z7wCc3Kc1440/5/f18dQhb0S65P2d-zsMVMvZwF1bpVyLVCkJR16b4b3BW8rjVKD4_60CWW79Nv0j5Gx9GJW3d33fp8_-D3kW8Q_hlp7C06pFN2khWMJGbtF5W5C0kq_27m45HV6FLhR6FS1hrW4tDCTr7znwVLW3fYw4-2dXPxHW3t2R9z2yt-GjW8T8fw97HsRCBW6flKGz4WS9WHW4-bCJJ8mxyxQW8LndpD5LJbW_N8fhtQcGCWlVVL4cqN7Dsh1mW1fdh5K2Dm9RTVPTCNl6ctmtGW8HxJ0n4mR6LpW2mwz941N0yVsW7T-lkw77C1TcV3WQLY6DSxRYV9jpqR2JmBhbVdRzyc32rBbLM206YfRRSpSW5PXCGG2hfhbBW4HGr_v4ltZkHW5rqdV716Rq9wW622gB63dfsHfV7zpnQ8D46FlW36gN2V5c0RpQW899jmK5MVvLDW4v9hzN4dxt4LW3815Gd27By3yN6xz-79YH6vFW7B2Fcm2KzgcMW1yBLPx6s9zMNW4x81vl5NbMC7W8pK2nb6d44ngW63wDf55wMm2BW1blswq8cS3cQW41Bnyq1Q5NlGW9h4BQn8BDrryW2nB48p99cTlYW8fv7Cm7NP-mJW3vLqNm5yyZ6kW5h_GXp4jWrWVf69sMyY04)  
[Melbourne, Australia – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W22yfw83qGDYHW1-098K4H6-G40/5/f18dQhb0SfHv9dLWC9W8cGWt72P5dwjW11qN_n8p_bw4W7fmGtx6T7Y9nW2K4R9r8ZkD0BW7sr5Hz5nHH8bW8SF5Ns32SxwsW56888G4dPXQRW4hvQ7R8W1PGmW55p8sw1TxP-_N2M3M9JHq26sW31WX7L7sqgPTW54Gzrk4d_6BXW1Sy_Fc4fNgJyN5lt9YJsMSDPW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGWN2W24ZFZY8t-z6RW1sBX6352YlfxW3_8mpl9fgwMTW4gD_sk7784rjW7tpGQd6wKRLtMKBfRNnLBNNW4hkL2R7ry6KhW1h1_-T6h5nMPW78kgpd1ynYPqW1xWjtS7wv8vXW756BBH76lLTFW7JLyMW59GLmyMqcXs1HdTjbN33x1zpKJR_rN777-p-4slhZW3LgSzg4gPZQnW7dr9qW72YqDyW3KS8zQ5CBjwLW5hk1wx5x0g9_V215_B1J7MWQW3cC4Kc5DlfdpVq-8S351gd6NW97dwcK2Mxl1JVhg-TK7G0W5YW3wPByY3wqsnbf1_PcHp11)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1t3Kw08KMbQlW4GWBhj64cT3V0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DWy2y1HmRxfW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W8jxJvZ1W6LkbW4dxDV42qLxRmW5963wR4MBZdtW2gjzJJ4N0Bg2W9fPnNp83YZg3W7rGZrd2sKj9-V6rGH14MLkGnW1F7kVd7rMzR2W6zHNxD6X3bSfW2shTcC3q_TZDW8jTmc55MhPGXW1VC8Y62p8_TTW7-cq4V3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBNtC6pqr9gW5mSYQ123p99yW8WDxdw18zlLsW12tmky7SpcVXW2XlRfK23pd__N5XQNm7cYJKQW7dJ18n3WG895f3Z5qSF04)  
[Charlotte, NC - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W53h55r7dDTyJW94B0Ty8df6PB0/5/f18dQhb0S3j26_rDdyW12NJhq4MzB3JW5kCrYk5gFzwyW6KXltX1x-1VXN5gjMwpVhnv2W3h7rm_7vjpPdW87CyX36Tn1nzW2mRjHM30QZb_W7Hplzr3lp8s5W4Pc50b6lGRVSW6X1xGH9c5CBzW31LVqz40mRgSV-t-cm4xhdM5W3bSQRY2wkhsFW3VzlVV3c1H-xW6X6nxD34XrtFVNyrLC8k46rCW5_CzF75N_0KgW845y6Q4JXmF3W5kpScf7MjS7sN7_x0fHLxHMDVj5vq-65SLdVW6_Xn-W1nrN0FW6cTbWN5KyjgdW8SvGBR8YKflVW8k0R6K3H8HdsW5x3SVq8r2M2VW3pDW6q1SFF4ZW8vMNnn7r-pRgV9pDPb4C_G6JW7f1MGs11TCVlW2wdsT-8FZ7GdW4KknrS7ZNC87W4nvDgT1CLDNtW2sxmMk6KxH8TW85Np0t6yCLN9W6Y6HzD12mYY0W68l3cR86_9gRW9jhGv62f_h_XW6MQlhY8d60sLW8cXL8P4k9sP9W3PzJ375B8s6hW3NLw7b6h4xRjW7jzJNy1wsKZqV58kHx9cz95DW7z-hVC2TghbrW99dhxH98zFFsW9c6dBj8hRfCpW2S9gpR8VsMXQW8-RYZ38xMNsLV6H4W55hl15g103)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W8l1wDH4NRbMkW5P20zn45VLgS0/5/f18dQhb0S65P6_JdBzW12NWfr2_VhPyW30w6Nw3CpjdgW2PWysL1dPg-FW5tQ9Cy2M_5LCW8N1FMf87rJYHW7nmy942qD3qgW79K2Cn152yQ2W29T1Bl5-Jcc3N9455nbC_6NtVzy__H5pzmhdW39GjHK49HRl6W3KBJv14lvfvfW8CKzQh2nnrSCW6zTb0Y5YFl5gW1Y9nby4PN_nBW8SP6DL4YY05YW8n8dbv3hW_X0W4V5Ss43xG8s-VCky801snmrlW7p6t7c52zq-cW5kmCxC4gqLvMW1SPhpF60g_M0W29B1mn7RJTCcW25_7kS22xKNRW7hbkmD8nvPnJW3btgRY7JLBKcW2qNLhK7Z-fTZN5nwGvsj0Cd4W1TBJHT12Q2QnW9hbh9K5FJJ9RW2RFnDg2BFvCdW83XnxM3BnfRXW8f3kF_6dHYlLVgVTSn4Q2hdYW4tFsx73pn-y3W6QJTg28bBv7QW24GhWD89x8XwW6HWBQK8l2dX8W4qxCwH2hQZ8xW3Dpbyh189TWQW46yTnZ8TcJbLW6SL2J56pNqkMW6SP2tc4xcY31W2WhVFB5ydM34W4XJwj87SHx0XW7KcHjS7Lr7lzW5LfHnS8pfSb7W4xGk8r4ZC4SDW4GWSld6-RJ3-W6LXXnn3MFR7VW8QzJ4K1Rf-z5102)  
[Amsterdam, NL – Mar 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N9dk-7ny4GSSW1Wqsvx669LdF0/5/f18dQhb0S2C86_rVWxW12N0rQ34mzQWN7cdnqWG92qWW1ZW_dC37GxMFW6kN0B84T5__DW8mxYZZ8TcnLCW3bkMD317hLThVP7Q0W2CN8clW3r0H4m6QJnP9W18glvV2TSMrJW8RMd6r5PNmrZW5yJ9p71r12z8W77tG045qt8S8N5s3P9Pl5YnkW7QNzBM3h-N_pW30W_Vv3X6x9qW8BZbwW3PgcZjW7rk7Jh2FTyFNVbw-Q12Z9LWTW6kmbK05hqc-VW2hLlvX3fKNysW1G63C11VS8NsW7V32qX4QCzLbW2nMgRC5NbFJDW1XzzrX7FDB6CVj_1PT2nmk-YW7WdwpQ2wQf0kW3L1Fd581jj17V5lWMb3nWjqgN4-_LNkVLZLgW6QZPM17pD7mDW5KgN8G7TPyrhW3r2RfX7y0TgTN59lNP_n3pjmW1Dpl1k3cqQ3TW2wkkq17RmkNRW88vQfZ5_NwV-W6jmyLB4LJ9C0W4MY9YY4GMslNW8fc9k02c1v5sW5B6K1p9dJL0-W791YWz20nXvHW7cVGbX4LG7w1W6KK2ZD8WP96QW3fBmSP8fWDZ5W8Xd7SR4pKMwcW2b_tKm7LWmCjW3BlKs26WLmWl111)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W44RVMz2TmkGvVyFfmp4fjzPv0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqMRYMwHSb6vYW3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4hbHsdW2Q2dn51GnyPRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pkGnRW3m2fpy53X_ZpW52Ylfx3_8mplW9fgwMT4gD_skW7784rj7tpGQdN6wKRLtKBfRNVnLBNN4hkL2RW7ry6Kh1h1_-TW6h5nMP78kgpdW1ynYPq1xWjtSW7wv8vX756BBHW76lLTF7JLyMWN59GLmyqcXs1VHdTjb33x1zpVKJR_r777-p-V4slhZ3MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDN7MVntXP9GRKW8rY3Pj4ggW79W5wwVYB6DvVPHW5Q9jF25tlBgBW6_FcF04gD0QsMQVqtjtJCL4V3_BXQ8dqT3B111)  
[Minneapolis, MN – Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4czYGg21T9rWW2C1Q9m2RNz6g0/5/f18dQhb0S65P7BfGH_W12Nnww2_V4yMW62vmTs1G2TtnW6y_BJr1FNCpFW2MQC6P6T29qzW7nmQ0N3T53jZW1WlSmZ2ggh1KW9ffmW28qrGFFN6Bs-lzTvp2HW8M-Fmd1xbDwDW8knLd94mN063W4YVDxz8YdNydW94bqn15FxfxqW7v2pnt80g4GbW4gbJGM7LKc2cW5hPKjH5VRCQCVssCr815cMdKW607pqF5T5nd8W4RNLhm5jDSzGW5czRpJ5bnfyCW2VXHyP17fLg4W7WdrPd3f_m5sW5_ghRY6k7jNRW2ky3JB2cxHrfW6rtzhD7QRGYRW2c8HsB3Gx0mQV2d-sJ2HK02LMPr4nHzCJBbW7Rp94Z1hQX3tW4Nb14k3Q971bW2yn2tl4LLZTBN80DV0pz9sRmW7GrFh867kdSYW2JSCyj1M_B-1VV778b4xDZ30W8msPmw7g6YLtW4kvbz_5V8QlYW4j2xwM8xXrSxW6MkXH_8y4ZWMW58J1xt8PgSFFW675cLt6KZ26jW1nXxWR7rcDlgW59TKyN1ZncvSW5VmMt61c3vnjW5YwMnz3M9fnCW8tMbBf4YC_YqVpfQ5D1Mcnq0W5KPwdt5zn0r0W8-nBBT71N0qMVnPG_37-pCPvf69sMyY04)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N7y4s3rGLkjMW9dsbPl3hdd540/5/f18dQhb0S1Wb6v3gC1VWpnkr1vYyhQN60FmyrZRXb2W8rpv898dMmBpW3904pP82jzTjW44mfhN9bYgYbW6TH7gT5bFvrxW4PqgwT6gGFjqW2FxbCj8w0rjnW8h41372SlCh6N8P0q8hT9h0rW4H9Jsk1DrbYGW4k9tSN8Hx2xcN4Yk2GBJN-WcW7ZLTt64L98LlW2SYT954HSSg1W47-Wx074yB_FN1mq4_PNt2l8N2QJRybD_VnfW1qfTKB1p7r7ZW2vHSfv2MGF2QW1w5Qxz1vzlkGVjVK9g8DB7cLW6z1sQ23sh-CcN8wPgrDCR26kW7btSbj1-dRFfW1Gj9TY2gp1ZSVjStkw5S5zMzVthw1C2C8C38N3cBGdKz6zbNW5rqyDQ19QmBkW44Hl347JPvbkW6dWXDY6lS3jKW8qBd4m1JH4YrW4hfMFl3xPwVzW4FL99Q74wQykW4YT9xx7qTmGbN8PRBCqWs7tCW8wvp7W5wNkL4W8Vm6gZ2cgjjcVzldyd40zY-wW5XFfwN41vR-LW82r-_D1G61X0W6zTsdT7FQgLmW2CgDJ-5vk7fqW4q_6y65XNWWbW3VTwk-4fR73KW8DyRPw3sYSpBW315pr7959NFmW5RsH7n3bR4ZfW9j69h-3d0Gd4N3YgPVqzMF2Xf5whydR03)  
[West Chester, PA – Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*MFJnMCBB_zdVb3-85853ZZC0/5/f18dQhb0S64C1QwGJTMWwmKS8xJGVW5zgcbf4Ww-2rW6DlWFz501grBW31qwkm3DWxJyN22RF--S-2WwW8KmQS38ZDBdkV6ccxP64hZrqW3F_NjS3cKwCHW73p12y4b5c0cW2dC2BJ8R-t0LW6yXJgV7KryphW8fc29-6f4kMXW5GhRlC8LLZMCW3plx71479rdnV8vcK31z6kd8W4CM7HT7325hjW52L4Dt4MVTBsW6NNtCB4Pf7xCMhY2r2YpbR0W8l-xWk2vnTDCW68x5Gb2M9rK4M4vt3H71B3GW1mCycD6gHcXGW4zSdML4lb36XN4j1P9wt7bwkW4bLl_p7MBmylW6wdPGq2mzkw5W8WPmLd7Cqj-CW10dv9V9lm5JyW1YtxBN76RxQPW5SkDYL3P-7rrV8gh5S8nDLMHVKgkcj2xLtK3W2VB47S8vwB9QW9721r79bsPycW10hkhL6cDbFrN4XLlJXZdGCJW6LV96p6rZhF_W2vTPYL4gtGlJW2fSrs44xjXGLN7Klxhw3J1BCW1HKJnf7yk8h2W7BW0M_4mYR-PW6qM0Ct7SppJFW2pmsGz72DGLmW6kdVkc4rG9_dW8DCm0V92x8CKW5DKcxN8_64zwW2jPFCn8lKZj2W3s30m17pSBMqW46MyS65c1m7G111)  
[Amsterdam, NL – Apr 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*M-kK66Gl0wnW74wy8H8zB7KW0/5/f18dQhb0S3j46tQ-5wN12PbKvF2zsZW5jLtYR61KDSCW8MJvJH23HS3QVRdFrZ4mlV1PW1L5yQT2fvKlpW840R6v6TjXTfW7JkT2M5K1gtnW4_bp2n6rSJJ4W62ggwj7_Nx35W2hhV-l6_RbzZW57K8231Ld1wLVsSHrN5G7tD3W3qsh9K3bj6TqW1bt39l12Pcz8N4M0BvWFqXbCW55bXzW1hT4VKW2JswRR4Wq_jKW4tLPbl26SnS4W2BSv_v4SpP7zW6Pk1Qx1mGVqjN988QGB-X8LqN7Z_Rt6l8L3CW3W98N58v1ZQ5W767fkM9fZZXGW4v-GHZ2fvZJBN4JdZQmG2dvGW11NGgw77VMfFN5rY2NQyRk1VW7fGgDZ4sk1glW1s82GV5HK0WvN4nX3kt5lPqdW3BYnYd7_m4sFW6_bgRv3Mp4v0VNh9r76xT5g1W4tv38m4lVN7-W1xbqNx663WLZW1pzSm-9b89G4W60pctD5vXjmhW7-ySYc7SDD1sW3B3HzW3-KTzPW7H8bR38rhdxVN118g-L_YptRW3ZqgJf8LW7NDVlk93M1HRzqyN7D_TJDRbYDCW3vpY808_hMM1W7BJ3kR8Vf2H7W5HkcN44GnhNxW7zjkRW8n_PvcW7pfVNK9h9VjGf2qN21c02)  
[Louisville, KY - Apr 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W193CvL3ycTbPW1n9FkR1hb8wc0/5/f18dQhb0S2C87B0mbNN12NntdF2sS0N2xH97ZLP6f8W8F3C5R1DF9yMW7GWKpy6TFpvYW5cWPgC7YpJXwW7Ywdcn2ds9w9W4KrSqG4vT90TVj130J1K-ty6W6JPqML41_47PW92m2j88ty0c1W9dJsD56vqMjdW2vNynW5GbLzBVQkFD62Lzp-zN6bB_wwGtmJ6W5-GP1F5mHqn1W51kCss1fln6CN8QB65srt6s1VKsP6S4HBXhMVqqk_X5r1Yj7W7DwFbS2Fd_D2W3925pG2Sh9FSW7pnyX34Z5-x3W8pTnpV7FhDxrW3X3L6M5zvxHjW3GpfcZ4LH5CNN5bTdQ-DyXy0VgNNl-9lm5MwW1FKGmg5zdTqpW1NRwzM5_t6n0W1GdQMV2zcxgFN6K0Ss1xgPxbW2JMgJ25KJSx2W7SSzTQ8w9XPZW6FNWQS8ytjBNW1WkTHM84y4GyW5MnkGF5Jb7wFW6n0XSY7-JQyWW2WcCvr74dnq_W1XtmXM73M5JXW225dwm4lsJc2W7rkWjt7LHS2YW6hJplF9byv-yW7nnPTR6Q2bxnW3Z_rxY5CSKrVW3D5_Xy7-3qdrW6-C2Bn8T8J5fW8KzW2D6M0VYJW3pv9Ss4tqk49W1D7tL63bVhWqf53KdLg11)  
[Amsterdam, NL – Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4Jgs7v61NtvTW8d0xPh3ZbKhl0/5/f18dQhb0S2z-6XvPW8N11R-1Q98YnlW1fprxq75CD7wW5FwZ4Y8f-zt7W7-qtcd3t5kTmW3PmyfZ4wxJ0sN5LRfBkBDJqLW3pydD37cbL3NVTf-Wv6nSGgBW7hwZld4hNTrcW979mZ31-gNxdW7vyZYH5nksGdW8k6w9v7f7fjmW2SZFlH4MHv5qW8DPTmV5-R_r8W7Jt3Lm1l9Hh6VF2fd56sMDj8W56rmSY5SNCz_W19nRJx5NSQdQW8SHM9q8QcMnMW4JVf3Q7nLddcVPHhQn8_t_t8W7lQRZ647180_W3fF82S8dd0ZtW8xmBT257N9W-V3n4MD8N_S5WN44YK76S2_9LW7bzjNs34jc1VW28Y2h2685JvXW6VDQzn3Z33lPW2yF61q5dVLPnW3dGc7F1Z8lbzW3qpLYc2K7xjjW8BWyGK6BPbRBW8GZLBG41BsJWW3nT7X82-vZk7W3z0XHW72Zd7-W1jlcXt6dmx6gW74Zty37K2nzbW366Sfp6HZyGHW3VXF149j4pnsW15GxTm7ylFzCVffPPZ5rTnk2W4Ld8Wj4N4CVNW5M2S-q7RH8xZW94dQfX4mHrXhW5FqcbJ89tFLnW4G3pxk4WF8YFW6pWcvc82tYk5W8PZQKt10kK3T111)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W2JH_dv3V3yZpW2K2BM98-CTNM0/5/f18dQhb0S1Wd2WHPJvW12Nkj15VVgsyW5WmBKv18_b25N2S3Cz8XnsxDW4fgtp41YFWH1W707QxP6_gR9VW7xkKYb58nFh9VlRmNW20Gd3BW7ND2NJ7GJwG6W4sSXj123SJVXVzK6806WSJp7W90Plsd958JzSW4y-rDW5qQC0kW354v-24-6hm_VFg1rr1XbF7gV3tJyr3LVcv2W2ljTTT7l8qlXN5lF62ZLD58MW46LMn55PTtLGW4_hdWx5SKdQ6Mz4_rbXllqqW1pyyk-61d-3-W4j-pCZ4vcpL5W4WZ-SP36xfBDW4Wpn2c1zbjqNW4HztN86-fXC4W4bT7nB4MzwQNN8llnrVwC1BWW1JtLpb27mj6dV7nrgz2HPNV9W2f1cwr6kcq0KW72npzT8pNk6YW6w2B_W3Dp7rRV7v7933Ybp0LW6Qywy755Tbj_W57G1d04TcsSVW2Jf77S6GGbH0W4s_RhF7f0xgsW3QVK3r5GR4QvN90sMmj8jCk3W6Tt2SN7zcHLhW2fkZqJ7kt4CdW2STtxM7VhBWNV7z6XB7ZPVhCW62MYgB3XsgyWW2r-PWx51_T0JW91kVxM7rllmTN3t6HKGbywH2W27gwnS8Dm_LXW8Q2LyZ8yvdkFW6J9VR42dmcKRW5MftQ66dmcJ1W7c_tHc2lgvvmW2N1sg29f8-T3W92NcNY8pzLj3W93hKn382fd3HW2DPzl_4mpZ5S111)  
[Danbury, CT – Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7jSXsw4hFb56W8-8jQq1K_4Tp0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DWy2y1HmRxfW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ55f_BqW6WBkkW7vgJmdW85Q9CM5LnrWMW85H89L8VrmLTW8h08lK3qLxtsW1yvvYX62S397W5k8wbS6vGWXQW2HVTVM3CcrhnW3MbN8N4pBT3HW2V9zyZ4Lkw6tW3MbDqX1QQ4x7W3jjyH73jcy46W5_FdFB5KxXB6W5KDCtZ12tL7fW5B4Lq67r74zSW1FpGmL7vFN-MV3qcXF8tYWf3VpZ7rK8gjXd2W2NnQ5K4bQW_qW6c3-8r1YHK1vW1Bdd5w7s5qq_VvdRfM1YWTQHW2QDpWn4cgq9dN7wy0bmm55KQW2M42CG6dLGkBW1xc9nM2Rl7X-W1WHTJK1xYNBtVnk0QC1V2LY6W2PhTcB4fsmK9Vqk6vQ8-0wyHW1YHK5T69xwfBW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5k_W6pcD_-1SC48ZMQZmJkLpylYW8VnC2S5y0Q4ZVxBqj-5YYkLlW73yKD270RWJKf7766ds11)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*VcCRY75Qf_gHVfPVNy6qL5rg0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqMRYMwHSb6vYW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWrz5hl_FYW5FxwsV3zZ_LQW2tk5vH2z_scnW6x2RKS5-lMJcW5sSp8T3T5q_vW51flh03s7gvRW3xH8R63g5Tx9W6Rlg6Z4wnnd0W2BnQV33Rl_5dW3ChF7836vC40W2-Cs9F6d6ckXW2-_HR52H-6-GW3dz_QF6vCzCbW3C67mZ330WhzW4pB_ht4n2DZlW3T5Bqr35-4CgW82G-VB8yR8_sMrPpMvrJh2DW5vHs6k6b-mP6W6cfByr5C728cW1Ngx1f519Y6KW7_yth_8mwssYVVpcKr831NS0W7V_VzL1Sd8NHW8PwhjL5NNm_HN4Pv86f5X-xxf89vk6t02)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3kw_0B7mmDjyW5-rnHM6-tMKM0/5/f18dQhb0S2C87B0mbNW12Nnwx5Y85wdVFGMbL5VYrdCW47nP_L6sWyC4W2ylj5d85kL9FW8kNYmQ1R6Wb7W5MlpXl3cfJzDVzcQ3H3-rZfBVzDGvV8_8g03W4ql8VG6RP_69W864zG913JDgBN7xYXJvzJ9DfVtgMxz25gg98W6CrBMv2_57LzW1LVYcl1wpX2CW7_bnfn1g7X9CW5q2Q8R1hbNJWW5k7Yhx6tN2TLW7-Xfp62FbVgjW8KT5H42HbwklW58dS6-6BpY8bW3KL-Qh69Gr1HW6WMQ041hvt0nW96_PP53j4DbSW3sbTgq95ZkWjW7RvW6S1s-kMjW4JK4hf1pKSVQW2pjg92884PfJN8CJHQKVHv3bVFcSX66hfD3XW2WR1ft2zsRgQW7SY7nX16NCkKW2-D5jD8L_rMYW1_8YGl6K2jhxW4HjzdY8ywHvXW297k168JsQLLW3LGlth3-p5P7W8zjnQm42qyZYW6T3r4W3y6btCN1FyKT3cKx3-W3sVgP16Hhb_8W3pMSbP4xFM6JW3_zMPr2gQHBjW10f6gB2HcNxmW7xwn5B6Fb2SfW3FSDJS88_5J2W2cSQ1J8nbJWbW6phz5D9jC5ywW5SJbQv7YxrjvW64XQ1-3QQZPNf2zJhK902)  
[San Francisco, CA – Apr 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W2CW8FG8j9mTzVFDYDg1X0nwT0/5/f18dQhb0S65P7w3B7lN12hmsqFPBF6W549hMg68xtqZW5kLNRH73qCG3W4lFGvT5X6SqDW8RjKf63HrGtBW3-Njp43fLJRSW8gwL3K6qj5dpW8cgLw31lvzWqW90F7px8HWsM7W4YyBQk92fqDPW3m15SF1W_zGcW2gMxC87SJkShW6zn5hr2rnbx5W2rDFLy4qPp3vN36qpbJPzz5BW682Q6G7fbjxyW68JfzK2nRlG0W1kJXfw525xsFW607LnY8_qr-WN2J8JX2mWHrGW65bqhC5_C-vKW6SRbWT85HkzmW6-3lG619zXyVVr7ngL4g7cBSN6YQWsmR2cfJW3Bn-NZ4L8GLjW4Z4KzM4Nvq69Tnzhh2jtWhRW7rj40B19cn1kW77-cqc4LJNn4V8vWM-3vhVfmW4Kyzkf6bM6tPW5f_WzC1pptsyW8KvqR47G3c09W6TT7d75xPHrjW3FQYnK98CScFW21dS4w5vT_dFW5rfknn8fq9w2W5H0TWG8ZzWW6W95r0xy7b2FP8W7C7xpL5W01vgW8mpKfx4NX2g9W3QWY6F7XYxbkW5h0-mC8bQLS0W3gzctl9f4lh3W5fGmJS5dFNj8W1v3Z1J7yjFHhW9h6HHZ1XwhKKW8tymFl2Q8ncsW62cw-B2lgl4vf61zzyb04)  
[Grand Rapids, MI – Apr 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5QFsZJ8BFSw2W5rb8n65Q-VQD0/5/f18dQhb0S3j47B0H7KW12NBmC4MBrs1W1gRMst1tsRjyN1ZVqkWjrRdzW72gwlf5pG22qW3_27wc21JW5yW5ngqq35NPQ4wVCXWsQ6X4FKFW4w17hx8y1VSjW80S71-6TGfXkW78wkzL6SXhMcW3ky4031Q4NrVW27gQR63yC1ZCW6qBPSt4-s-VJN6d4YYCQd1P3W8HN5vC94bGWNW6csDyz2w7hmfW7sFx0X2FMBPvV9bWC08t4nSZW7pyRyz60ZjkKN7m1wD6GR9XKW6-VR0c7L1XbfW2sSkzb9fK-2cW7RvmSn3JyLgHW11xZ0b7tnWXnW3yV4lF6GhJHyVFvZdr1b3TggW2ncnDr486B3lVGnsgC3V4WrsW23Lk-W9ffnj3W1V0hFQ8xW0npW4zwvzh16YlPMW1BtlLW3q6B4cVR753b1hxfWGW1HdFsy5_Wf9ZTSsvF4tGYBhW6B6DB07Rrx03W8GVRfV7JQ8ctW6-mzyx8ZXDTlW7Pll-R2SDy8dW80QfN33YcBjvW7xVdrr1M9vp7W7GRRtH67W2TWW3v7Xgq5sBRMfW7XVzKn5ng3d_W4WpfF54GZMyqW2S1Kvj88Zyb5W4DC64T7hcnKjW4xBZwp85WtK7W4DMXxm2jhWnxW6c1jvc5qKnSZW9h9zlc7-3cSh102)  
[Vernon, BC, Canada – Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W8FVNRk8nYGdqV44xY66vS1k90/5/f18dQhb0S1Wd7B0mbNW12Nntx19G414W2yp-jl2pn9GgW7hfnpf3zJFSlW54t0-P85kL9FW5pYG_n5B6M8yW7xLGsl6h9HCtW17tY395f_3nnN4t2b2DTvdLjW44rYyV4kKM5FW4qdcmP5SfXrpW96NDW37fsYryW1pQl1J1-4r5JW1-xBd-3628CwW62bwR02yYtnnW8HPR3K4s-tdpW2H-KSP75kSZPW1mMZ1B1XHK2mW30j5Vy15f63CW52QzFr1r3-BzW1hFgW-2JjnWkW3Cytwm14VCDrVn4-T68RRJLPW8BQx0N8pWBxSW8tPFbD6YThHHW8qsgsc3ZBJLyW2Yy8mM7jZvfjN8FFMw3qXd3qW8hBW4r3F_xlYN8P2MLRqLJt4W5FVQ5B6WLpZQW759g_h6YxnRkW49J0xX6GvsNSN48FN1W98gy2W69hTvX7fh37VW2yTz8g6ldZ7PW67d9Nf6l0qczW3jYCXg6p0D48W2610YN5SpFJXVG8TRJ204_mrW4JwqhS1_VHcfN8HXkCpT9CvSW3-wVG46l8xqKW5H7jCG32ndWWW8wYxqR7X-V8CW90lbp44vBPjrW4ZKZDd6Zm24hW8SX8KZ2l0pCJW4jPvdr4cVfQXW8TYz1X1GCGDPW61xXhN2XJr_L111)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W9gZqt015T6N3W45FLpV3hDFPF0/5/f18dQhb0S3j42jTMSFW12PfTJ538m4vW1gDKz55TMqbKN81vJsL9THWhN8YnryxmbytyW948pb37m9hp5N7JZCDdrs7KsW6gGyLk2DxH0xW8kCn4W1gvYjDW4dQ7nX3tXXcGW8XdgSm28nQDsW21YHm78FdFncW6xy4fh2ymK3CW9fkmtb7zCZXrN1t_n5bb8Q3ZVPyJtP21xV_YW3HLSS37pplPTW67Hnx24JrZQkW3rMm8z6W9FDZW8s2VH91-D3w-W623WfP5q5zf3W6K53Pf36MS97W3ZpQwf766FTyW7w6-p28Jwc8zVrpnQ95GWr7nW6fxgCB4SrMYtW7r_G9q2lzL5bVT1vjy6NVQhpW3cCTbT8xlr1JW7by1NZ4B6xXCW2Sr1bD6dGcs5W4kl__P1t6PsBN53XnhJv_kstW35C_Py106fQDW6TWHz_941hWTVvJ5zg1Wt0j2W2pCDnp6bXG83W1CcdX-37qxbPW3Kcy-h2T9t_CW7V695v1Lbrd9W1B2wbh6nP1z-W6dK5m08CMBNWW6Bs71w23Rq8_W92lt256sgbf1W8jxvJX7BbkYtW9k0y596T2gPGW7KSMSv9j_P9XN89hCxBHGr6LW7C4S-f1wKdm8W2G-Wpf65cGtzf5yXs_P04)  
[Henderson, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7Yt66T2Hh7bhVTXW_f1T177j0/5/f18dQhb0S2C86_Jfb8N12NsvZlPJJNN2Fs03gC6K-DW8VBl8K8gX463V-t7lT3nd993W1gHJsm6R3M7XW6hRG1K3f_W30W9l7nsS3FNZyCW1T2zVr5gtTYrW4Sj2_n6nKJYRW16hYmb7gTjbDW6-GxQl4zdJdcW7sq4Z85YvzzTW6wzL6B6yKkn4W449pXL5mcqz2W1qWTJh2Zc_PLVssWdv39Pvx1N2N8TYg1W1nFVYbwgd7D0xBrW50yNYj8QyhQdW5bYyW27pkcqWW2dmFJZ6f3mNGW6RDjtR8zmJQgW7s3ttg6bZBbZW3y7X7C8mqGJdW69-dhp7-yFD6Vb6x165N7Qq7W2qrnHl1HFyR9W9kYdZP62HND7W3D5t2p1V0Dp8VPhkhc6cZJgjW3kFH5B8__-h6W4NYz7v5X5G40W6jGHmq4MJZxQW8v_vn31b6bscW7VMnmw4Cdk8JN92-WGSTtN4KW1Y1XJM7F-20XW8DT5hw5V-RWsVzyLGL6VQ8K4W13shd96XNnSDW3S-BD32_8rM2W7ZVD7C62KNxqW8vlVVD1MLb1jW72Q-R77jqjm_W7BjNZk6qgN-hW8ZmgcG9fL0vQW8XqQP76TJ0nhW4GmG3k3bFKyXW61SKV36dbwjfW193lyk8q-Y12103)  
[Minneapolis, MN – Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N64RZ9Tx5DJBW4b3g-G61Wm_20/5/f18dQhb0S65P7BfGH_W12Nnww2_V4yMN30LKlsQy8whW6ytTM-5wXQ8jW61-Qjj4k0lY8W5pDL877M8H74W3ML7dK4xxpJTW9l7gWz2d3PJFW8HYc-K1K-ty6N9211zyp7wyJW8knLd993gXJLW6615Fr8S0lDzW8Q8jgB1XYF4JW5CvJW67lMfBTW4gbJGM7LKc2cW5hPKjH5VRCQCVssCr815cMdKW607pqF5T5nd8W4RNLhm5jDSzGW5czRpJ5bnfyCW2VXHyP17fLg4W7WcCR-6PJfQwW8-lWNc7QqXBvW9dc9NY8T5TZdW71zgl939_QTPW8WzZVs5lXfC9V8Z2Dj1pGS-cW33L_5t2gpxQ9W3XLs1X5f9gG9V9g9hy7zmlVhMqb8v-6ntq6W6CbP2h17_5BSW7GrFh86KV-WWW2JSCxz1M_nLcW5yJkFq4x45sWW7mktHK598r38W8HYx9y2mf8FXW8z6wD27J0b-dW4hs8BN7J5jfcW5stpWX8N-5S6W1VXMcr3bC3lbVJsLgy1SQ-N7W3GgYYL8rnVcgW1Xjw7v1lfW49W1Ynb2s83jtMqW8Sm5_L4YLF6FVrdn2Q88-x-pW9cJWxG5znSwsW8NkgbS5XxDsHVLCPyx34twL-f69sMyY04)  
[Atlanta, GA – Apr 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W8rq-WN6FWWKtW33s1KS4wvKz40/5/f18dQhb0S65P6SyJVPW12gPy72vPyltW6Lmhrr4T7DdYW3jcLtn3vM9j6W5ph1BY58Js2cW2RPbv85HTDDRVRYcMn3mMHQBVBP-1h47T2sBMg30h4C_d5kW4Mn7f-7_ThVfW7nbgX_6HRd-sW7hGLJ_1p2YmhN2wLnl1DQd7xW7thlpv2KxkmYW67xqRj8009XYW3HLrmr7pplPTW67HP_H4JrZQkW3rMm8z6W9F0NN8s2VH9ZmNmqW3gdLBm4ykTZMN5phwg_r7YPPW1_b3Ng5Gv4qXW6xN-h15GWr7fW2M5RgQ4SryJgW7R1S9K3dTJTqW4NB8lh7rfyVBW5W_ywJ7rjv3fW5SG0zZ7jWjhgW63vw2k30wRJFW4RRLhF5Zn6G7W9gfQv61RTyf_W8z6tlP1Gc82kW6xH9f_8fZNZVW2zxv4q1ynhNvW74L0Jz2Tz_bDW2vzHR_6qTvJHN7gztNTsWGzfW1PmSSq6hPDfgW7QJjXn6Pqg4gVQ8GGd7JvDP4W3_-cMx5NtVNqW3Gn-CC6D2sM2W8Bx2pK8y84DKW6Wmpg94G3jJzW8MG-7f15HlTFW3tC6vZ21fMRrW8wLW1b7nTnJwW110J6-8FPy7F103)  
[Los Angeles, CA – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W86XXwg6n_49kW89ZXxF4plLbP0/5/f18dQhb0S3j46_HXKNVWphnq2qk6tkN1jyNDgVVGPwN6v04S1513pbV-mv226PL6hRW7sdS8m5NkRk0W8L9z2h7rV4XdW2qbq0x7STp_7V8sJbc7LBRx0W2q4rw33TMYHgW8pz-Q591RFtqW95_b3c4tbZRcW6VqsVv7N64Z4W6XKnsB3NGM54W5yg0Wx7zN3S0W50Pj9v1yn1CGN5W-L0vkZzdnN1nt00mlsD9lW2ZSSft5qkxd_W2BFmNY5ls5lLW2dpBDK778ctNW7RXHdl2P0gQzVXT5HZ97jmRRV1Fw4_6f4FskW6x0QmW1bF_D_W3dS4LV2LJBtgW2wXLb68HHSZRW8m8RL9108ffhW1gnR9Z39-0MbW72C_0m5z-rYrW55w1Bd7XG4-rW28w20-8VGmCVW3tp4VV54M5hFV6nhbB80DCZTVz9sRr7GrR8dW42JZWd2KcF6FW1M_fJZ7hWQQCW88-vc51w70mRW5987fg80NpzTV70CG37L8HVzW8nGRPH8CjRDGW7Xyqh_3G89GkW9jypHl7D54gsW7LzPF17dbJ14W4v52Dq6hz0qFW55BpxK4dzFnjW95nqJP7dBxMbW48Sd4x59VH9pW21MDRG4CBt5yW1y68x_4zxT9kW6qFGl28Ww5RbW2j8dJs57HrrLW5qd5dH4TsbBqf6D7jC804)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4JjJ__1YwvqHW4mVfrv59x1m70/5/f18dQhb0S2C87B0mbNW12Nntd2-kr2TW2xH71Y2xd5s0W7ZHrvv8gxFrGW1-ZG3554_jQ7W9dG9Gs4mKqz7W7mK_3-3fLJPsW63cHRc3YmM1NW5Xptgy8Z5rFHW5vyzJR7gmJDcVB2Nk1133VymW181qzF7fn7m_W55Jwyc6j28_tW3knlj81y8KMvW5VPZ8p15FSzfW2pN6Bv2HcWZqW19FdyP5jcXjzW2vbWzN1nMqJdVyv_nn5lQ_3mVz_xZ0782xycN1v1Z7Kl47THW552hy26cf60XW82MbXS45dBTZW6MSwdM9h1sTSW94qKX82-5PGrN4Q8CKRL_qv1W38L7Mn4J6BB5M2Nqg7TTxFBVgCFx87y2S6sW6ghYvf6TQMHmW1Jmpzk32X4DfW1GYGbh1x_3KfN7PM-2cv-wcrW6BpTbB16VpzfW8HBnV687zpW1N3Z-SdMxMC31VFsmLj1FFyvqW3ZmK6v6VLmXSW6Hs1_k82WDCpW76-3Z_8KFpxjW41Jxgb2hFD9kV4LXFq4sY0WbW53JqqN583BRrN3F31GKbl3KRW4GhRc15z63w7W4gS4C48D4PnBW4Gbl_35JKcp5W4FzlMj95GJ9RW9gZ4FV3T7ZDkW7VgY_c2dnY-sf36ztlD02)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4_gF_27VG1SsN2KD_wrz4Bp_0/5/f18dQhb0S2C873F0FpVWVbvN2_V4zqW1wyPmm6sjSrwW1_M9Bp75xYbrW6lLK6N5JxN_SW7rrCrM1WczZbW3H5kBB80YxfHW93rZYf4v5KwBW7-KFkf3Sy1zvVFpPyq3t9xPLW6WSLsZ4qjBnlW8tjz4m7B3RPtW1sBfCV6xq3bpW2dPvR732qv5wVQM8Bv2SvFkKW6pcY3k2Y7FMxW4LBXsD1PYYCTVLxJ7R5dk0cgW5-Bjrr3zsvwTVDN18F5YFjrBN1g1_DH4MX1CW5hfYht6k0H21N6QQHKGdhrP8W5bcRRD4mMS1HW1Xyl053vl4L8W6d4l275hrrY-Vdh5Ft365v8-W12z30d1QN1_1W1R79_97XD8Y6W2Fc6831QhD9CN1FCb5HyT_J6W1K9K3M2scmTpW8zwFWb8rSgStW4PRFXY6TXvH_W6JQypy3pswp1W8qChCC9bMCygW7P6P-D7hHpNHW4bB5Xm7-M6Z2N8Q1kL6vLP5BW4TBKws95r0xtW71bRrj7zSTDMW5_XGZs8xCd1nW3Qy9wS7gzXVtW6lxpx72YM07MW8bQx3F7Gjxg-W3M9fnW8BcjtpN2WCX13Pw46GW6_C2GH9f9Ql7W1NF8Hc8MLJnzN3G4R2pRrlV_W5TzjVK5yXs_P0)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4qy5tG3CbWC4W5szg3G5fNCh30/5/f18dQhb0S2C86v3C7zW12h1n04MzTjjW2M2B4R2Zc1stW6yWP8g3CnhxNW4RT4vk32bv4nW6T13vl5658DwW1lMLNb6jKFCQW1f4gkP7DHtPcVRty4F7lKyXGW6T5Z427_tMNJW2dS9QT5g35tVW4k-3fD4jcVnvW4yPVbx1XzzTQW6DX_8T6Xq8-nW2wDZlb5ml22VW3xPV2k4SJBKzW1mjVq79bnYf2W5bP-_M5r0BcbW8jFsjt2Kx01vW1l69h212kh6PW4RV_-C8lX0zlF3BFQh5kbyhW3nTycn2yPvfrW1C07f98g963FW3FmVCd8Q47ZLN9dh7dzDTLZ4VfZHTL5rvPHZW6mnz904N0hVSM3g2C_rrtzqW4LpxWK8l5NXVW5n-57B5tPCWrW11wGxS2BnBSkW2tnll31yhKmYW8JSd7X5QqZSjN6c-1r_Br1lqW5cWdmF9h7ZWVW84S7948_1Tt9W7j9JQp6ctXLVW6dJWmn3jLP_gW3STV1k3BdGWhW8MfhSK44JzZNW6k2gzN7_lMHPW3WtJYH8Jf-3dW6xw3qJ94zQjsW2brnNx89_3FmV6QRVD8-HVrqW3HfRgN8DCpRmW1s7lFt7ZzNVNW4Gy-_t7yPg90W9lBfq941lVlSN49ddKv6Y5cwf36Z1Rd03)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W69LJn38glj0fW5062Dc4LQq_40/5/f18dQhb0SfHn9dLXtBW8cGWt72P5dwjW11qN_n8p_bw4W7fmGtx3lLtSCW2K4R9r8ZkD0BW7sr0Mm31H38KW52HkR68-y10rW8-2QhJ5nbq7jN8X4mjhqCxxlW54Gzyn55k_hSW566_HV1SyY79W55FfHL8Sz_g3W1SPPHZ2N2CyhVsMSBT2Q26NTW2QxQXt2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW2qttrN6pkGnYW3lLnmw8gjY6LW8WBKbV56sy_8W2NhXK332mKtfW75m6LN7KcMdlW2qflmQ4jrg6zVrl0-J9dXB7-W2qDlwc2RrR9zW8SF1zm5mnBWrW2rhzqh2sSv8YW14jSzH6f-yjLW5NgTD575Tvz1MJFjzVsVY97W76gV5N4C4_m7W2sP-qh4BZ2QVW4lBZ506j23nKW8bLvGg72zrXTW712jq57cn4YgW5Ly6145PYGWfVn6JkR1wRS6NW5bJD0B1_pZmKW97Wkkt72zNw_W43LM-b9f5mh8W50RMsg1Lz7lQW3y19vM3wMXFCTMbzV2mqzyP103)  
[United Kingdom – Jun 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N6NXGhT2Y6l3W2nTP3z7y6bxR0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMRYMwHSb6vYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6bLPDZ3yHNCJW3T5V695WGVnbW6QP4yZ4WcYVHW4Fs3hc5VTCLHW1qcX2q4rQvLcW2HJwb11cF_vkW5W-thm5bKVh0W360c9Z2TGmPNW3zXLgq51n4HNW4W_Wxg3B6XyhW6-Cr6g5WZqFSW2g_sW86SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRbp8vBdN8W1GXX4w3VWk9zW2cgbVw1BBhMwW4F8znD8wf3F5N1GLnrP-nv60V9ZLh76DTD8J111)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1RdH965vJw9BW3vF7fh8l0spt0/5/f18dQhb0S3j47w3B7lN12hmsqFPBF6W52SDPP1vbCMwN5j-lvfjMZgbW7d7dQD1ptW7BW20wjvV6TwVMLW5CKGH84sW75_W2md6ZB8FjnK6W8G2Hln4t1D16W43-0x38-G_RmW4YyBQk92jMtlW5_xHxY3ZTWP3W29Jvd-8xXDb7W1zHFg_1yG2hRW7qkM-y2MlZy-W80vhrP4brK0HW5lsRgD2MYX0NN5qyrBBkjVKsW8mnKQW1wtwZ2W1rMF655jktGPW2Yg-9v6d4xm4W7Mndmv8HDckgW7hZNcL6BCS0SN1TstZ6qsRmDN50pW9t81qCTW21mcdY5SjtdtW21dqDk2KVwDkW5gbW0-4TmDKwW75399B5Vbm_KW1PHBXZ46tlplW93rMVX7C6WlhW9cbMWH7B9zChW2XTv4p1f_zCXW5xnq7g3LWpmHW4DGc_93Mp3B6W5f3G2g7--dvCW87c_C38535sGW8rkhwz8WPJKFW6zsWNV84KtkWW7tPnTb3gl5mxW4pSG3M6gRZBCW1G04fh1HGFjxW7Z-ZWF4yxn4-W5zn3wW1L2Q-6W64X9qH4GsDt8M6qS3v7wq_jW1D7THL7hV77VW84gyYd28pp75W685p3W6P-n6DW7Cf_1y4VLhfyW9kD9jN3MpmFvW61HVjc7ncWBrf6hnp3v04)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N3jc42jfC_b3Vmvt3N4F1v_R0/5/f18dQhb0S3j47w3gbpW12h8B44Mzrg9W2y82Mg4NM3D-W18D7Bf3fgsk-W2Kqkwn85kL9FW5pVhKJ2HZ8R7W1W0wwn3rYNjTW4GRnkH2d9WgxW8S9KW92YqFprVMkr3F3rVR8zW8VlqT78TK4k2W9hL8vN9cGdKkW2hxH9G3j-FRyW3VwwwB80kyhxVMPjY612Pk9zV35RGn1nNmJgW1LdqNb7Xsb21W2-V34J5SPDT8W1HVxWX2Y3MHDW19FMWH3N2vLDN8qrkwKjHyxdW17yrw-2-927VW5LPjVr3X26x6W5vhJZR6Ymyl1W88XdLy3D90TDV47h0B3KHXBdVmzlb58KlTLCW8dYTz44dhD72W1gXSlq4RyF6FW86w46J2fscCDN2kdKJZdrgCSW7TD0gv2c9HN3W7v6yR95-4J0pW6xsrwG32rsbBW7T4rsX6jD5zsW2kbRZ16Xkx2BW5hy7Pc2B_bfmW3YMR7x84pYT3Vs-TxV68glpcW39nF056-bk5cN57h1_86P4KYW7WFFP87HGxLFW2bcyds2h-CRVW7LWM0_3qjBnLW5fTV3t16j0LqW4hKMsD7ZgfmVW8yhgQC9d-ZK8W8GC7D588yGVKW8pp52L8L_HFvW3sN8g71MJX7LW8p3mwt5sMgd-W412xzV1tJkPt102)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W6D-3Jb2ryCNBW6d7l9k77kRb_0/5/f18dQhb0S2C86_rDdyW12NJlx2_jNhtV81j_x2vscB1W6Rbyjf76x9V4W4RfF5w8G-XKDW8rlfyH7gmBsNW81hFmG7SW4pFW8SybJQ1H9YK0W2R39gl1mCBXYW3ChbCY8CWwNXW6X1QSp28Fm5lW7lBKwd10sQRsW59SKb73jWv3GVTB40J4RNGKxW4bdTCR2H98C8W362w8z52zpt1W2X_sWv56PHfcW2xpTst7bSjGlW3TgW9c19K2GqW6M8lRY1mFhrCW1WM13c7JnLH6W5D8TvW5vPdS7W6WzfR_2CZtrbW8WW7f86C9h75W4CvDwk7tQ4vFW6wkjhv2lCfJJW4ZJzZs1PJqn2Vz5_RT2CszGNW7RlD7Z1Qq7FtVFcSX66hfw5gW7Bnn8Q2zsRk9W7PK_Y_16l7B-W68jj0117BnzPW1_8XhT4mMXC1W4HhL6c8yH6VJW4lMMck6KLBMLW7wgQ-c7WQGPVW7KyrvJ42qzSlW2Db2Jq3G1RvvN6m56GJcKBN-W87nV7880H4l7W6nr7Qh8knL7dW6HqmXr8LTqM4W50Dhwb4f2kkKW3-15rs5HQcGwW4gJ_1_7hKX2BW8sNbyn975-TmW9m4C-h4wBjQXW6RXTL_8p5t5kW1GC5dS5W7m2Qf2wKqPH11)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3cLD452mGNxzW3yPjkj4z9r_h0/5/f18dQhb0S3j42jTrhwW12PbLM4-ZKT2Vm1Y6g34gp6DW6Vl8493RswwZW7NHRxk2b5lk2W6P--P31mY75HW933KVT6NtdK6W1DTXMh3py6ffW5VWqxl8v1gpnW6BVkQM9c6c-LW5R4Q077ZZR-HW5RXHnt8Yj5gKW5_WzV06vxW-lW8Tg33b8fRb6vV_QCsz2BCgmfW5SKkYK8szSBPW4TNg-82tnwMqN183M2vYbwhKW71WN0f5jgQ_gW8Rtlpv1YBgGhW6bQLYs8tG1cQW6jRy095Q3b9vW3wTcbK3SY4StW7N4z3r1NB8M7W8pxMRc7MBTbGN7d-5N22dl0WW8Ktz2W1DrlYcW74kPk33LD46JW5W_ywN51Z8rtW3G4l4w5GPgvtW5vzk7m3gXsJkN5Fn2RZLm61cW2yN3sf4D8zz5Vb1VJn7CZ9xlW7yf_qG5RbZCVW8QYt7M67Jf-7W5Mx4_n5VjgDcW4t8qr46CpKjfN3q6zyYz2XZJW4plTWM82X5dtW1GG6HV48NV81W30c2L685mDhVW69QHY88RYNt5W1MMSXC3wr-4VW7gYph96r3PS9W1qp2fD1LlFgYVyMrgw8kcvX9W6_5zFm2LgMBSW4H9zwX44gYB7W5yPGsG7GwqJgf5yXs_P04)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3-_Q7D4qK80mW4HHG2f5xqgWZ0/5/f18dQhb0S65P7B0H7KMN02gTFPBF6W2wDJgs52rVZXN5JDq5_8V9whN8B5-T2JbJ8-W593kc_1q66qvW6wtnwC6NFP35W4_0Mpd2-75z4W3Vwxm11b7QLhW6CD57J62-FttW4Cnl6Y92dBKWW3ptl311S2vmkW14y4p-3jcTf7N6kDTQyBRBB8W3mVtCf30Q0rTW7GtzpY5ld4jpW12qp-j152bQdN5Y3Y6_CtxC1W2qMzXq50jV7DW4K9n-g2YjFx4V3MMKf4MMq4WN148Dz-2fQqcVcmhVs5kqxFXN7GbxQMpzKg8W63X7yN88XdLyN3D90TD5LSX7W5KwY6R23pwRHW95-W0-4vYxv8W1Lq-Rm12SVHcW74lDgm3yTSPCW7XSXcJ3mVnYmW8Y_b5Z1XsFBxW18q8ZC3k1WsvW3HR1LL2QbLpmW4lvskn3d7tXgW7Z2NcC4BZNWmW5hKVtp5b1mqwW398LPy6l0yXRVs-zB_3GZwCCW5tkfl65W-mPZVXg3j37T5vLhW4L_rMV21CnrkW8KnKGL7rRRv8W7G6kW_3jLv3mW2Xdjyv8j1_YsW6whvqd27gYgRN7wYj6w-MsdkW8_m5V57ZwNfMW8ShMPD9gWCjLW81ptDY8-wJ1_W7hXvpn4N82ZPW7HRZ_L57VSBQ102)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W6rSg223NzX0bVvT4SL64Ymq40/5/f18dQhb0S2C86_rDdyW12NJlx1QbD3MVDD7Fn5TM5ppW3F0GyX3BfmLjW2m9c3R8G-_j8W8kGjbv4qcHXJW29jpq-7-RBwnW18pP-p5DgDh2VpZ-Tg3SQNmcW8y3SmH3MTgz_W864zG93pDsFcW8Ws0F34WJnJtW2BrcL338hnqxW7Mc2Wk6dzKvLW62bwR02yYg2ZW7h1fMH1kGxlgW5l3Qnr2vrr32VGWyW85w0KP5W6SjvLg2J1_PgW4Cgz2-5238sRN5jC4y3R9N-tW3nMjMv648JdsN5vqBhzhWc7WW2hMbbd39hQJHW7q_DhR5R2CtZW26KMHs61QL7cN6rGlZ28dzCJVj8Pjq6V3LPDW2TJXR83PfMpdN485_2tntqf3W56PkY178T_bPW6YfpxW73QHsJW3JkMc26B-7lsW4KJZJV80Gzg1W6m9L59171PjQW8x1rSx91PFMyW5HK03h78vXrxW8LdpKy1pQxqZW8yW8B-7gv_8kVvwp8F4q6C01W6RsG3H6YjfZYVnXh7b8CxGVZW1Cxx9C8rLr6pW4gb-JH6njmKRVvMxQ91Lt1PKW5fSWs795f550W78m4P89k6VMPW7j2_Fh6-S1mVW832Ft99jD63ZW7wjvHd7FmmC_f7s1CCC11)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N8YfJt1zfSzqW2wDthZ3z6Bs-0/5/f18dQhb0S3j42dYTssMVWnDhC3-75W1wfNFM4_snqhW6B-g6n1rG2cHW6f_J3j8d7X07W80pNn_8KH_g9W48MmX64G41HwVfTW0J7G_jVJW2CgyGJ5Y_46kVxGSp52cX-7wW6hj_Mh4rqCTbW7_kG0k24NK5HW1kl2Mz25yR2jW1qbpH73jBPybW2YVDMR19XRmzW6cGBsC4J7hm0N7w3m8W5KCK0V6q7D67ZmyshW5YPdXT2_nGJxW7sWMYs95mLpFW1YBdFP4cvKlqW1m8WlY5_4Jv4MdM9WfkjVbJW6ln4yr6cYWd8MCvgw2hMnGlW7Nh1nB2LGwxrW76qyxN28CjYkVpf9jk3zTcNJVFpC5C45VxSpVh4cFg2KzNwfW9j4fmj8W-__1W1Hng495hwN5VW1bW7JJ3WjHpGW6zs8JM4wqGSQW4-xYKt85pyglW3d6_sP5PtyQfN6Q0qlK2ks9wV7gBHX7yDbRyW79l_Zm4XC522W82V3D47HN-4HN8BgZZB8R2DPW4cr1Tf4QYf_fW1rnvSk3bx0JPW9f4nMz8_kVYSW8x066C6N0-njW625Bs541mZykW2k3Jxb4tGrq8103)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5VxDD_4Lc-yNW3qYFPT2wWQ5h0/5/f18dQhb0S2C873FkvWN12Pt61Xm9zfW56vrBf6sQNfQW3hd6hL1bQKHNW10WM455ph8hgW5GQJct7SJqjnW6Y4kDb7VqRgSW17mdvP24lZ--W4lKp451LHvfTW6WRZ9R85wbt9W194mhl6-kLdBW35Jnw72cQ1JhW1Vvk1d3J_jgyW5XSh4b4--KfKW43rwTH44vBRHMZnFR0DSnLVW6ytJMt4_5SbQW5rhK082JC3mdMMx0hf9GKLTN2N60tFSlxH2W1khyj-4WFT-bW5bgYGq5km0F-W5qysP_7WT4hQW3WSq7m2bBJzgVhWCcb6tvlwYN7c5FMgy-pSNW6T0fvm1n56y4W5yk0Gh56LCYxW9kRD4s1f6sYxTbg096YxR10N6rV6Gn1kwWvW4TvyXy9fQ4gcW2QBN8q4LzPWFW3--DzY2v9TyVW8gdD148RxpWLW7gYXR84wRprhW91BzpD6TLnL1W5vGYdd7XqcwfW3BLyyw891xyMW4Y77vp7q8CR_W8wdMtr3qB7LJW7PTLmr95qQhGW7bRdHg2W6jRJW1B1kWF8HvpwBW6nd32_8JjbTQW3Xc6XH5hnZjpW45Y8C6378tcpW3zgrSY7rTn7fW43DqHL371dz3W88_5Sl9c1Cw5W5tgtGN4GbvWYW7scM2t6qzd5kW6-Vk9F6hnp3v0)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7Ytn2h7MX-XJN4_5X4Bvz7CC0/5/f18dQhb0S2C873p10HW12PfWt4-Ksv3W2tdGPN3f8T0fW1ZYT414NlFl5W2_v14z1lRhyFW7gpnRg2RGxWBW3rHrcB2ds3KhW72f1KT8K2cszW3FJHbP4vBg1pW7Xxg9B6h2SYrW1K-_bg94jbpLW9dNlf193JNmPW3nM9mX1XzBMcW6DX_cd4BH9TkW55lQY12SyXy2N4K5JlhH4PrYW5wcf387Mn13sMwYJphHNVvYW1sZ8wq7BJ3ZxW5qzbDY2FcY3KN8gjCrYjk7g1W8yQmC660qjPvW3zKDQH64nZCKW4flQVj5BSr6RT2QR-2yv0nMW4Prb6q6TFh0MV87zxM8h35W5W75fsVr45ffgHW6MW5Vv5Yc3mdN3cYQbkFHGS4N3M_L3gT5kMnW4rxSs226ZRrVVTJlyZ61PYSwW7h6pbw1Zd7SfW4YSLLL4kmQrsW25pnB43KVnkMW2C3KVl8DxVHZW4P9Z_X6FcJLHW3TQBG93_GNSNW2dchqT8RXQz8W9bDshp6jHSbLW6B12gL60nqQGW3HfYGL1BbCbtW4P_Dv63yvc0MW72TtJ57jqg-LW5fYkqK5Mwz-6W4BB3RS91Xq47W8Sm6058pjKvwW9lX4y970zxZsW1wmXMY1z15_YW825dn1795jQ7102)  
[New Orleans, LA – Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W5_BwmX5-rRNNW6G-38G2GTX-P0/5/f18dQhb0S2C87B0mbNN12NntdG1T0xW53rcb55TfyhxW6LVm3C3fB9-6W6B-jSc3rnGjjW8kjhlQ4kDpLyW5nn--q2ds9w9W2m-hCG4sVDxgW1xPhX14xyThXW8x4g_j6gCj8gW8Mx-l1873V3QW7VZSkt926vYtW65GgLd3JG5gqW8--SrX56Tv8yW3jXLll1WZfr9W6LxBfF2tnlywVbbcJb79NMrqW2Y6MBg2c2P_fW52qYcr8pVW9HN1jBFyKJQ8lCW2DJVXK7w1_1CW6n3wGz8GB87cW3WRKDV13gNlrV5kRDS2gRB18W7tJWzQ3nW906W5tyZMC1xW3jpW7yynpV8XKj35W6cr2fT5ZCPSqN1sgYjGCLKgwW2JxR6v7d_s6GW7p_zQ-77QbTsW6DXvc51tXnryW2fbQLN9665stW3ytXRk2nHwR7W7xk32T2M5ndzW6RG-F34FB3nVW6CSHFx4b9vY4W3MbLGz9c2qhpW5PJlHy557gLZW6smlSV1894p5W4qh0dN3ZsM6tW6QMPpg866nlcW58TB4G4p9QXbW5zTLBP2xQZY4W7y00q158MHckVyWKnB5Pv0NMW9c73Tn2Zj895W4jPN2h8Mq_8qW7L_1jG2hyVlhVXdmDG1bcZmDf4xdYNb11)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N1CyG3-lp10SN3_Lc6H_5W-60/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMRYMwHSb6vYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6bLPDZ3yHNCJW3T5V695WGVnbW6QP4yZ4WcYVHW4Fs3hc5VTCLHW1qcX2q4rQvLcW2HJwb11cF_vkW5W-thm5bKVh0W360c9Z2TGmPNW3zXLgq51n4HNW4W_Wxg3B6XyhW6-Cr6g5WZqFSW2g_sW86SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRbp8vBdN8W1GXX4w3VWk9zW2cgbVw1BBhMwW4F8znD8wf3F5N1GLnrPZVSLKV9ZLcV7Cpk0y111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W4psYLK3WnMd3W4Fqnpr73Tl4g0/5/f18dQhb0S2C87B0H3zW12NSqS68KLbGVBYl375kBWVHW4s7zDV8bBm2LW6nGSkY3-gf6TW9gnLc77mPqpNW5HTP3X8tgVTVW6sF5G16X1jFvW1MS4bg54QzTzW3kXDJX4ldT6mVzyT506qQ9YLW96lzhy2sSp-_VDNLj63sP3dmW549ZHd2Kc3bJN3BM3qZ4SBsLW3MRJln82sf3RW2_f8lZ82Cc0sW5FXj_q4RYX4WW64GL5F57XSVCVG8V7q2qdZccW1XfXTk3H8s-RW2mcV-72MzzwsN3s_DVGrWsBPVFhKft3-4B9yW5JvwMw3mWtHzN8QLw3bm-FbjW4pxgKN3yxPRCW2ZBsK45BVrwBN7D8yH4t8SDbW5K0GrZ6WBK4tW8v_7nW8bBHWHW1YShst7SmjPzW3y51Z86khqdHW68dwpV2BVYl-W8k7qB05JH2JGW2l6KLr7Y_cZKN41rKdy-9x6FW2s7STS6zvQhTW7Kr1dL6wBBWfW61cvfV5gtLHvW8tvcvk1XNrtRW5JtlQd4HMBh1W9gxgmc2SCxnKW5f7gqv2SQLg8W1-r2W373KllXW992fz35k9kCGW3Q0zTl8M9drrW7s790F6rg5zrW9gNHsJ9d9JVMN30-byjNSzN3W2WhSYk83ghYs103)  
[Nashville, TN – Oct 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*N5yzkNLmwBM9W51x0yH8y5z8h0/5/f18dQhb0S2z-7w3gbpN12ZGqSn4x3mW2vfl-91g62LjW6nbkH493W2XGW3D-Y0G7XMBxvW2kdgGF7y3c5nN3g-TzkSZP4MW63cHRw35SvWWVjg7vy7hm-kXW6Pk7xw15q-J0W4xy7yy4q70s5N4H03yhWbCBlW7vHDT13PqJlQW2SpCMM2K4gzmW1y8t7H4Rz6_BM_G_g5HyfsdVlnhRF1lxDQdVFz7HM50MpP4W77MFXF1kt7c6W2CYmT21tNMS-Vm1cwG2rnNm4W7Ltk1H3gZxPCN37w1pYpjzPbW6N1qb499X0lQW8l_L-87mHrrvW5j5J_c8Rhpl3W5-xhQl5Zg6LzW6zX9fk3zvQDkW6fNhXg6VdzbZW7YlRLq6S7V1WW1WQN8j5W1V4TW1ypKz03pkKWZW7X-8_V6T3hJFW1Cfp263jWyxdW4z3Vk-7Sks1CW8tsvJK65dPDpW8Lfh0n84PcmBW3Wt1pv7-0VZzW77rvtl7QrPJsW6gvyxl8qfZF1W1Bb_Lv8DD-KnW3gFj6P8B8p3FW6l8tXH4DXbYGW8zKcZf89_QkmW8kN5lW959Kp2W7dpZ-G67dg86W2fXNJ_7045Z3W6YVBKc2jLwzNW9k4mzs93TVMKN7p0lWJ3KwVJf6dC7QY03)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W2qtXc695nh73W2VlZYb93c8530/5/f18dQhb0S3j42k63kzN12gR6GlMDkDN1x9xcC4kybMN6GY6jKg4gdGVHzj-682MT9VW1gHJw96R3M7XW6hRHrz3g41psW8shdbK6tZrh7W3rvw-n1H_wp2W41NBbg2SF13QW8Sf5wg7rJfdXW8BjqcG1S2WyvW6lWP1L3jVS8hW30H4562s7BvzW7z-P3P4PT2vyVzWkBg8pgc5FW8q3LFy8FgpPGW7CZCHj31R5lmW2bg9Dr2ZCCZkW2TmFtm3Vfrh2W344T-v2KwyNLMbFP3_f82YyW4QjBMC7LRjDNW6c1PMG3yc778W55hq2P6b2p2hN54vdM86rcwPW8Fxt2x1DrlYcW74kPjt1RSfG2W7D3rvm2x5vwmW1Qz5pm2SFZwHW6hYs9b2NV9hLN7y0S8n9qdnYW67X5sP7SV2dWW2zWJCC3HzH7SW3ymt7S6qnS62W6Wy8mr8L75c0W1LX70k1v86p4W4t3qLx7NYs9fW3qGtBv174DgSW47y2ns4yx_LtW1Y6GQ18kLnWGW62nHmP7GJ3yNW30vNCJ8P-S7MW2glqB472T3dQW5dLt2r5Q40zsW5MM5TW8ZmjvmW18PTMY9k3vxVW81RzHV4FTTZ9W6qgzYs4cw-W5W6bzGyQ4Ggjzzf1NVvpl03)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W6V8ryZ7CgstTW2bq2PM1ZM42d0/5/f18dQhb0S65P6XvTpPW12hc0N2vPyltW6Lmhrr4T45-KW43482k3vM79-W5GTw8K3V6vYBW3Z-Jnb5KbZStW6yvTpy8hL7FgW4PhP6G3pKDl-W41ZY4B6SJmBbW81HsL17B_PrjW9kYhj_4yFXhvN106fgqLDYyFW1C-CFS2JwlMmW2s7Bvx7m6fDPN4Ww6p3s-J48W8pg8m6453TS6W7YtCHD1Wn_VGW8tktwz2Fb1FtW2pkprt2D52mwVBPrdX3-sLB1W8sH3kW4x-yzcW766FTy7w6-p2W8nLxKq8F5sljN1p_42CZRTHDW1cmCdb4jgZLjVRK8sw8bLyTRW1RRXm28w3V6MW8TGVRd66v0Y3W1RL4506bXKPRW3Ybl_Z5gx6GnVpkfL53VZp2-W5V7-Dy6HKzM_W6FwGrG6X8jJhW3sd4pP1Ym3F3VFrZfM8lP7k3W6X3CDp6fcSltW6mDMZT6Jhq2tW3p8YzH6JvSVnW5vmz6F3pn21gW7-NXV4709JcQW2nZcp-4-gglVN77tD0s2QGfFN9226Q0_wJNLW4pJCV76ZkSwRW2dZSWG7CgjtMW9jFglM5s9CrKW9l32xH5PTxwZN7Z9B5QgB1bLdPB3WR03)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*V5BJVQ7v_2BBN5HLlKnWZ4Ym0/5/f18dQhb0SnG_9jx9nHN81SjwlHyjJqMRYMwHSb6vYW3hHh9N5zh-NRVnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1Gn-7mW583fB54bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lpCXPW35n5yP6rq2xRW6CCT_P7DVGSDW3qVxgn75HqW7W2lcwF07Dv1xmW5pFZtJ6WsHQjW60WJ1K5hnr9TW7D2WkP2DlKp5W6dz1_j66TW4HW1NtBX_7bd-LKW2tvd0L6t6p8-W3whvjL2ZtXwTW5S1Lpz3qY36qW4P7Ljz5t3pkkW2Mn9WV4fPbKCN7w3TDLVzQv-VVn7DD1FfrM6W32Shfb31qMQ1W1S8xyJ714h8ZW1nxQCx3WV5qfW5nKDTF3yyqg8W48Qvxm3vHlhRW7lWG9q72LQ-1N4sPSdgrLh9QVrHBcK7x12HN102)  
[Louisville, KY – Nov 5, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W18tFfx62rSplVB1tyW9llvW50/5/f18dQhb0S2C86_rDSLW12Nnw0503NxCW1flXPM52l-dWW7ZkTxt25smLtW7NvSS16SNMgjW4cFzvY8FMPpsW3-fKL36DnDCVW3Cbm25742th9VQRSVb3smn1NW7g6mgy85QxC7W6WtSC08NxDJxW6Ts2xc3SNrxCW3XR4wR31pZv4W8grqlN5m7S9jW1dcvZP6CFXxcW1dfs234LbWtxMg0p0W4xPH2W1d8KLH7jKLT6N7_KbSwlN9tHN28Lfygy6GMHV2xl3L1qf8L3W33l66g5szn4yW2Mg3fD3xx6-qW94MXFC4fl9n9W7YMN7Y4YYPVMV-R5811w8p4gN6tw4c84pgpsW4pZ6Qy5NQCtwW8mGRd15qd8rLW1MmB868KWqqYW7YzfvK4fCG7-W6DWL1P5BhRf3W1CHPnB82sz5YW2s-ZqL4bx-hZW6YTWh699-Q38W6x_7xh4BQMggW59zqRr5V7ZV6W1XXQr68gJTfQW1-ZLXk8jyY0yW7f_Dqp90-9BjW1RszMT5NqcvpW16Rpmk85JpRDW2_vJS44YtTB9W5R93s-1fxfqQW86Wtf34fS96MW8cQQXl8rKqtxW928Kzh4Hytw7W97714V89B3K_W7CpmYr96WxpqW1STbzg29LTg_f468sDb03)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1VLKqm477CcjW4Snt5G4YSKY40/5/f18dQhb0S2C873p10HN12PfWtMcFB4W79Q-Yg3dHf2vW5BdZyx4P7KrSN4fPV3THXK3KW4CClrt1_t_5NW3rHd0h5NQCLfW1b4DmQ6S2C6mW74vZ4v2bfn50W8CsPww4ldKqGW2jb9qs6Y6dWBVQpyvK2XswrCW8VjkLC6hBrdFW5Yr_p935j4z0W1B_BZL7qWWlFW4w3S601pLgdNN53zGBnGyX2nW4w03ZY1KT_3yVD6cft34ngfjW47JDfK2qw442N5ZD3rs894j0W18rj5W3s6VmLW6dHgwQ58LlQdW73jKGh7hdPpvW8MHlnp4j0PD8N2-7mWT_XfjLW5q7Nn26hrylCN4J6xNp2NqjhN1JMqd69Hh9WW31X1qN8bPy43N57_c3pbLwjlW7-XM-j1WnTMSW5X3Q4C2t9pc7W276rdL7HlcG5W2bf6wD6JflDXW98JRP94dL403W7ZsSfQ2CjVyxW8_QnGX5vxpGLW6xG-qB7TXny9W6RjYSY3SFhCYW6F-Q2Z8B3f0fW3PCpbC6z5SnbW7Sp8h05_3v_KN6ZjmP34sbjsM2NGn7phNTpW5Dk01h6JbvdgW5RJjxX5lq1h0W3srQ6F9c1JgBW841qrQ893YdbW5Zwm694d1z-7W3rhYfT5yXs_P0)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W3g8CQx3dwKK5W241n3t3krzXb0/5/f18dQhb0S3j42dYTssMVWnDhC3-75W1wfNFM4_snqhW6B-g6n1rG2cHW6f_J3j8d7X07W80pNn_8KH_g9W48MmX64G41HwVfTW0J7G_jVJW2CgyGJ5Y_46kVxGSp52cX-7wW6hj_Mh4rqCTbW7_kG0k24NK5HW1kl2Mz25yR2jW1qbpH73jBPybW2YVDMR19XRmzW6cGBsC4J7hm0N7w3m8W5KCK0V6q7D67ZmyshW5YPd-d5K4yB8W7sWMYs95mLpFW1YBdFP4cvKlqW1m8WlY5_4Jv4MdM9WfkjVbJW6ln4yr6cYWd8MCvgw2hMnGlW7Nh1nB2LGwxrW76qyxN28CjYkVpf9jk3zTcNJVFpC5C45VxSpVh4cFg2KzNwfW9j4fmj8W-__1W1Hng495hwN5VW1bW7JJ3WjHpGW6zs8JM4wqGSQW4-xYKt85pyglW3d6_sP5PtyQfN6Q0qlK2ks9wV7gBHX7yDbRyW79l_Zm4XC522W82V3D47HN-4HN8BgZZB8R2DPW4cr1Tf4QYf_fW1rnvSk3bx0JPW9f4nMz8_kVYSW8x066C6N0-njW625Bs541mZykW2kb3lG148DBY103)  
[Connecticut – Nov 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W6kj75R7T9vbgW7TNlZG28VbQq0/5/f18dQhb0S2C87B0mbNN12NntdF2sS0W1gmwtT52rPmSW7Rx0_P9dgSSYW7H0QzT8HpNLqW3vmMNz7y3c6zW6yZDsN1DV35TN8_cBPgqdR_RW6XSnft2gfSKbW7rQ_5j64ZfvGW6YZ61f6S923PW7xs1g722VNntV_--Gm7_0S5nW70v4zw1hK85mW39LXd-5d334rW6n_S_t5gr6myW4Jz27Z3BVSQTW1t3pFW7NsxS6W12j3g430lQ6dW1Rx4Vg5T6LSXW5l6gBm2SZV36W3pTwD97QRBmGW34r8ZP8LJDFmF7tcY5bdm83W3tQmqz5mvWMtW8YgmLq2d-FDHW4V99yx2-nxTxW7HmbYr8Ny2zGW3DwG7M94MT27W5qx9Ts2BZv6RW1Jbxjp1j4ZPLN21ZxHDxgPrsW6bFDJ02WBbXSW8C-nP26Qm6FXW8GxT8F8Z7CL0W5CKLqx931QhDN7PlZ25KQfzwW3KCCW82b6XC8W32lXlr1PyB6YW10c1rd73M5m1W225C9h90wZTMW7rkWjK77vH85W3m9Lnt77QZZVW8S3rbs6Q2bznW1-NdzV6Y4zy9V-MrXB4FyJ5sW8rthGC4wHsrVW8tJkmk70Q-W-W88-3h42hWJNCW54Zv0m6BZs2WdM7nK502)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W25z71L52S1kCW2NqxQV6Kmmwb0/5/f18dQhb0S3j46tRdSFN11PzF1C43PGVLFD5z4_sBD4W2SyWFf6gG550N6FQHRMJ5-FLW4b6xF783CxMMW22XXQ-2jyZmSW4Qvns28wyBVyW5-Jcd92-vMh-W5fJ8Z56-81_HW37GK5Z6VgZq8W8DfYTz5K-f5VW5lcMDy12NW-PW5MnCjD6Ys-1KW1vr4BF5hvX4WW8Jh49n725FD_W8KTNNs4MpjjvW4M6JLd1J_yK5W1Q0LK21pfGPnW7sWMYs95mLpFW1YBmm77SGBlpW2PgtdD2B5p3gN2SLt1XBSRl9W6lnXvJ6cYWd8MCvgw2hfMh2W7Nh1nB2JH78LW76qyjL4kYvkBVpf9jk5WhrLYW4-NjhW12s-h-N5b1px1mVmvxW70xZH_3CjhfKW2t4NmC6wX08jW5g__By6Fr_zjW37ktTr3fLtC9W3BWTHT6K--zSW1D46v43N1PRbW421HpH2s5s68W8c6HjF7-1zB0W4qrDdH8qCqsvW6KPJkm8Xy0T4W27RlBD740VdzW83Yc3k2ZJvWwW7n9xmV7QZK5TW9j4XDy99cVq6W8Xzwwz833cnCW662Hyc41mZykW2j_JhR7ypkJK103)  
[Nashville, TN – Nov 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*VJrBT_4x6x1SVmrHG69lrh0R0/5/f18dQhb0S2C87B0mbNW12Nnwx3BpMk-VDTzsy2YXd0DN7tH_ZcRp0MYW54HH9H84BybZW3JfKlw7vlWqjW3Pm5tt6h9PcYVzpV866vJnKtW2dqVdP8FXYDMW2KTYd-6XRM8SW8Sd4nK8jTf8xW6Wxsph9hC9gpW5L_9g17WWnLGW6VM7qz7fSPFqW6lw3QG5ldm79W2rFnS05WdbC8V89CnP1q1tT-W1RYs-M3gYs52F549znMFmXlW3prMPm2Z-3DQW7b-0ml65LFssW2794NG6VG4jZW4q5Sc55fh1k0W8JHYTt8tPFh7W2LYkZb82VcB7W6wcW6g2m5KZpW2Bs31M1PL4fZVz5-Zt4w2-S_W8668cV8RV05fW1jjqNm39q_kKW3tkn-K56YdVMW7H96Vv4rmCchW5_bM3Q23jG5GW4N6TGH4fSJCDW4qnMPX6zJghQW29nl6d80-6FBW380Ymb40mxbsW34Z15j84RKkGN2W52p9kBFFPW205pRV4Pq01DW2cNzbl88C7tDW6nr7-N6KBqWpW3G2qKv8_HT_nVKBX0-7WFz2RW956m9P8RrQHqW3X59Ch6SBjHhW3wnVNw8pbhxPW4HhmG38_j15RW994jQy8X4ZkDW8kbvHg2JPt5df6Drl-C11)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7DMvKq34ZK1MW7Dz-wR6wHhrF0/5/f18dQhb0S65P6_Jfb8N12NswflPJJpW1x7xGX1bqCL4N4l52wCtXmc-W5G01D413XMskW1gHKcf6Rnp75W4yBzBq6QP5kPW9hbhR77j2FgnW1kQd187lNQNrW7DW4-G6DLClMW5dgpsb6WSVV3W8Ymdz37ZZ64vW4pByBs3T6j07W6FXfXs5jpBLsW5YkRFW2HHdrBW1PnX6d2rWppXN1SMvn0DWS05W8W45R53rQLKQW1ddhvQ2vjVR0W4xYSSq1ddP25N60FqPVjLsTpW2K1Zym6FbnRfW2Cl6r83XYLpJW1ZdYQ33v-YRkW3ypBnn533Q7vW23yh255zGqV2W9d65PS6ZFQDsW2wdLBq2nwTP-VJrbZ_4RRKd1W1bFrwF33LKhcW7DJkY8825y2dW49m44s6Mf110W2sdlXt4_-V8vW3dqTk31ZND06W91q2d81-gfn7W6FqWqF7DfClZW6x3J8r6KpkkHW5lRlq67s8vB5W66lFwC5Mn9kjW3HY8XW1DHq01W7-mXs78L87JHW6GYzPP8GnDJHW5Fslsh8Hkw8RW59dqvV8HWTPfW8D-QLM6ZM298W31W98B2c77gTW7GF0rz2JNT-4W8yGgW78MQ3vTW16-lqw18gxFYW9gDFwL5nMhv5W97ccMx9cTSqgW34D_HT17f89Jf83rTSY03)  
[San Francisco, CA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1WJqb63H7D-jW23tX1D2VNF590/5/f18dQhb0S2C87B0mbNW12Nnwx1fC5MJVMD2D_5TSkSbW1pbpjh3fB52XW1HbCY_8F0tv5W5C-0T37gvLQjW3LyJg26XT67FW9hbhPK2g90JbW8XJTqY8Bd5DyW8RHkNj4jCPxDW864zG913JJgTW3Q44qv5bNRlmW7htxzS6l09xvW3Ynvrx2BwD6bW6b3T3D22D2mzW6QlCtC2cs6g6MLvN7QFCnSZW2FDrtV6jvc-MW8HbbV7322rKvW8bZSsm8ZrMmNW7YPmg22FsWYpW5rlJR92LlBw1W5qSKGZ5NTfBHW2tbysQ1F-qDJVtspK38M_LMvW7PC5fw4-_HSnW4QHyNL1zHsDdVR3s5g5yZmt-VkdtW33kchNSW1lNRvt3G5QRXW8phtRh3zWCvNW7PQG5J7kDW-rW27V7Sv8StcG7W7919HH5N6rbzV_84yy20wcs5W3ZpqFS4lNknjW7Dd4Jm7LmnDWW3WJSD57_d7yYW4Hjh812S0FJ7W8g6sq33pnfK6W8glNxK7r0NT5W2-vPJ683M2FqN5mrC84W36gQW7MC6B55Vt_DKW72wC4s6hMNcxW8hCbDw7d690BW17KDZ15DK99fW8995mk6rg5GgW647B2R9kBPxrN1Xkz_yY46W8W8pBXg45yXs_P0)  
[New Orleans, LA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W32sSgk9jqvf2W1YJX_H670dWv0/5/f18dQhb0S2C87B0mbNW12Nnwx1g4XH0W53rc8k2Z62n9N7n6FhTQy_ZCW2mtzBj85kL9FW5pW-H51R6Wb7W5CscVq6qwBSjW4H3JLH5_3MM2W2qyx9H2t8blnW2NP1jm8_cx23W7hB-kv5g3j2fW94h4X88zGF1sW6_hQXt7wjpLxW1ZQ9vf43GkJ1W5Xk2F923C4YHV9dX3x3TKSK0W1DjPg-5v89FsVKz1Gg5twRWNW4--43X71yffcN46tpKBcTrj_W8D-2yZ5_PnWXW7qclRb62gwBjW7qZ8t_5Tcx-WW2YC23N7qBmYJW5-W3V-15TYmyW3jT7fw6tj-wtW5hJby82x93FjW5ZbPYx6zXlc5N758rldRrg2jW3DtNmh5cyrxmW7hxxpp8x5rLwN319G0GmDPVZW62GxL-44X_3tW41Ql3m79m8KQW6Tjr615Wg909W1vDkMb7jv3FZW56HHz_3WSblSW3WjChW5ZlJ2ZW8R6Cm183DkrtW1wMyK57gJbDGW2hjv1D6PSl_wW2XjHVx8pyM9NW7SkRtZ3YzZS3W3qLdL94LNY2-W4LXjBB3hmrZRW7v0_NX88PMd7W88_5xB5GpZfcW9b6_N18rGmRmW5DQz4L4m22FBW2WZt591YSMDSW17sB7M5yXs_P0)  
[Phoenix, AZ – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W7LZHh17v7LCfW7p8Y2f2z9RyY0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DWy2y1HmRxfW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsF17vRG8jW7vB0-d8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_N7JryC9wfgwtW1Rh2pf7qD4LQW2PmwMk1zWWwvW7W5RD_1KRgRSW50cZ5L6ldj2BVs2d_x6cwW4tW6cwWmm1YGLh6Mp6f5Ml6HhCW2NB7WB20s0R4W1CX6b82KWL5DW2W-fsX2TPXzSMwfGgDmNv1VW5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSW1YQ3zH5THL04W5hfR428jkx5BW44W1sp6fFDK8VmZnfY930g35W7B2hwq5qsmlMN9bvCbX9XfwsD7s2GRpwHmf5H_Zg803)  
[United Kingdom – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W1mP1vD3ymrVcW6lshQV7BJKN60/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMRYMwHSb6vYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6bLPDZ3yHNCJW3T5V695WGVnbW6QP4yZ4WcYVHW4Fs3hc5VTCLHW1qcX2q4rQvLcW2HJwb11cF_vkW5W-thm5bKVh0W360c9Z2TGmPNW3zXLgq51n4HNW4W_Wxg3B6XyhW6-Cr6g5WZqFSW2g_sW86SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRbp8vBdN8W1GXX4w3VWk9zW2cgbVw1BBhMwW4F8znD8wf3F5N1GLnrP-V6vjV9ZLgy8r1Tfw111)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*VhLKnR947NqFW141Qc36y11Q80/5/f18dQhb0S2C87B0H3zN12NSpyG1ZydW4WvmJt5z-2bYW1R2H3m76L4-hN46jMcvJcsPMW7wZsDh40Yl7wW99ShTQ7QFY4zV7j5Hl810r2xW4Mg1gG4lv-kDW8S93Qg6QX1MQVyKFzF5PRd_5W8DqNNc7dmH5XW3McsJ158vMLKN8rZl7fVVdfBW4bcbz13fQdpbW6stH_T6wp2cmN68hlXCJk82dVqYsqy3Tt5YZW5hfSBG5qgGgNW5qXbNJ3BV50-V4gyFt2q4MZzW1mp0mC6cDwL7W3jyzrc53xPBVW1N_HgQ63zhfVW98Dwx92CG7RLW5rxn3z2P0dlRW7nqj-35-14-0W3HYfLY8VcyHLW8dcDSt4b-d2VW7L2t206MJfGVVxMzcf2H8Qd5W3YrTqP8rksyHW77BB222t3_1WW5Fw8VG4qfrMhW8J81XJ6YrgZ-VRMd5p2Z7zv2W9bBh5043KdJyW3w4YHP5bPlx6W99P_5d8Mc3qpW1H6wFJ806tvyN1Jv7qPxCMftW2Drs1f63jYR6W6xBCm21CJ1rNW7MCkbq2pDF76W2q5M132yXqk_W5164S96_t6_gW2gkTYQ60cc34W9c7YdB89rXKwW76qCtD7hfH9LN5yvRFKR99J_W4p26Qv5yXs_P0)  
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[Topgrading Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W2YMWMz4b5BGXW5Bh2FW4GqZlP0/*W17fZ5v7QDVFqN60N-KwprDDT0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqMRYMwHSb6vYN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkBStvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTbXsW8d7vGZ8qfz5wW3fTDFX51SzjKVcmgVh6Qdk14W3JPvSm5l2_YXW36zqH98dL4FXW5sfbC55s_mrcW3MMhrW3zyzw3W8fKmSr8xqw6KW7gnQ6t4THDq6W50H8pm6cjZcWW51WSYq8f6KmwW4KP5BH1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1SP6RHGcwW7sj88B3hN97MW2XzY3D7qdd3_W3tRS3q28hP5ZN55tKb7dSQk9V1_P_53jqHPQ111)

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**02/21/2020**

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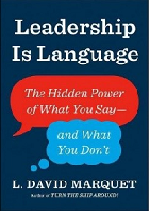
Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| We replaced a language of “prove and perform” with a language of “improve and learn.” | |
|  | David Marquet author of Leadership is Language |

**Latest ScaleUp News --**The Customer Funded Business in 2020; Legal Software Firm hits AUD$450 Million Thanks to BHAG and Scaling Up; Screening Job Applicants with AI – this news and more at [*ScaleUps.com*](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W7YLyvv99KpTZVQTz662nnVsV0/5/f18dQhb0Sjv48YHtdnN81SjwlHyjJqMRYQfddVkbTN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW6mT4KQ3Tsk2kW6wRh1G6b1MfYW5J0FbJ2MHB2YW4X8xys3CdPY_W4SbGjf4pDs-tW30j4F53r-bgYW5r8kCm6yT_YqW3vX8414lg5NfW5WqCCQ3zq9NfW2KMvT06qf0SNW6dlC_R2CWDKXW3HH0wK1jCFWnN2PGKtHBb3VqMwKJnC3qXS-W3nv6jD7bW3kLW8y1Sb119npQvW2GD9D74bR4Y0W85MD7Y3Q8M9WW4KCgNS6T3yW1W4ksL6l9ltgBSW81_dRs1WPqF4VpV_YS54W2ZC111), your one-stop weekly update.

**Warrior Helmet Award, the Power of “Trophies” (Scaling Up Case Study) --**[[](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4C3jTC8b8tGlW19zXN759xyWq0/5/f18dQhb0SbTX8XJ9qWN81SjwlHyjJqMRYQfddVkbTW3hHh8r5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXN2L4gkJKzsHbW8Wx_9330HSWBW2NTyxq7K9vR3W4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg0wcW2PZ4SN3W4sL-W3VKqsF5jjjJCW2y0Ytc2-J-SLW2z_tPY41Q2SWW6gs7FK3VKVtLW6nGl8C2PS9sYW2HT8mr6m4779W2x-ccw7d094fW6G7Fbl4DFfS3W6Q98DC62KrpRW7m3PSr61XGGQW41RQ1-1Jz-SwVYqPWD51RWqYVFBhXQ8fm_0tW2H439n4qMWdkW2-r17s7yfcTXW4FxLwr7ZZCbPW4Xrd9C4TyWhxW1wW6rV6-KV7sW6c96Dm16t9wrW5kBDHf5brc74W1VtdWZ2jLVjfN22TNxn9Mb5mN46SFhxRb-YsW64RB374N0CrqW2nRylc5rh4dnW8BtYsJ2g2wJ6Vnktwb7Z3s29W6HdPK69b2qtWW7XtnfP5V9WFRW3f5_rb1KQG5zf3hBBPj04)](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4C3jTC8b8tGlW19zXN759xyWq0/5/f18dQhb0SbTX8XJ9qWN81SjwlHyjJqMRYQfddVkbTW3hHh8r5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXN2L4gkJKzsHbW8Wx_9330HSWBW2NTyxq7K9vR3W4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg0wcW2PZ4SN3W4sL-W3VKqsF5jjjJCW2y0Ytc2-J-SLW2z_tPY41Q2SWW6gs7FK3VKVtLW6nGl8C2PS9sYW2HT8mr6m4779W2x-ccw7d094fW6G7Fbl4DFfS3W6Q98DC62KrpRW7m3PSr61XGGQW41RQ1-1Jz-SwVYqPWD51RWqYVFBhXQ8fm_0tW2H439n4qMWdkW2-r17s7yfcTXW4FxLwr7ZZCbPW4Xrd9C4TyWhxW1wW6rV6-KV7sW6c96Dm16t9wrW5kBDHf5brc74W1VtdWZ2jLVjfN22TNxn9Mb5mN46SFhxRb-YsW64RB374N0CrqW2nRylc5rh4dnW8BtYsJ2g2wJ6Vnktwb7Z3s29W6HdPK69b2qtWW7XtnfP5V9WFRW3f5_rb1KQG5zf3hBBPj04)Purchased out of bankruptcy by family member James Ewing in 2010, today office furniture purveyor COE Distributing, using Scaling Up the past two years, reached $92 million in revenue and expects to grow from 120 to 135 employees in 2020.  A participant in my CEO Boot Camp, [James shared an innovative peer-recognition program](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8tyd7x2VVlDXW2w79wp6Wc3mY0/5/f18dQhb0S1Wd7w3c_VW12hqBs4_B1rYW53lc-x51381LW1CWTz663nJZ6W1lDkjv6kRYszW4mBRfm3g5dfYW2vJzhS6QXQ2MN3k6cP0ChT9fW2chTf486f-ytW4qwpWR9k1vJ0W1Y2m505pwgjNW7czp5Q7fsV8dN4vV14gQ0d5FW1MQHLb3cdJ7WVwhRT-1kq4YdN4G0X2Pd-s_wVgHYny55nnj0W78WRLm4P-GltW7k1ytz90tNqfW49xPXC1Pn8tzW3RL2PM20DSqbW79v14Y5TxsJsW1gRlHK4_mY64N3Dy4yRd8yQDW29MS7z422qVZVyfYw-7C8mHDW1gZ8fC2tbnkSN3yxLPR5G-QHW7NGvNC3V_MPvW6nTp0j6B4vpCW3487Xs4hcLKmW6mHJPf1pzfpGW12Cnqt5kbh9ZW5-rpV06fJYYkW6wQcP96jD6qgW5WjcSk5Jh5QVW44k8rk6Y2p2vVQlHd28KF5S5W812wxX8SkpM_W8STzb55Y8RSTW6JcQzl6dyP54W9gcLhX2ljd1sV9ZlXZ1lWVhyW8jT8yV21fKKZW6KGz5N65730mW8-lcBZ9f4rB6W4sbm5k703y0nW64H_QN37H8sPf3XFQcd11) we highlight in this article.  In partnership with the Pittsburgh Penquins hockey team, an employee is awarded the “warrior helmet” every two weeks in an all-hands meeting. The winners then attend a Penquins’ hockey game and a lucky quarterly winner a high-end dinner buffet and a chance to meet the players. COE is also in a book club with the Penquins’ team. It’s a unique partnership that drives employee engagement and fun! Please take 2-minutes to read more details. What “trophies” are you giving out?

**What You Say, and What You Don’t --**Don’t ask “Are you sure?” but “How sure are you?” Since the release of David Marquet’s epic classic [*Turn the Ship Around*](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N82qHVQYJrDRW1LHwYW1RSB9t0/5/f18dQhb0Sjv88XJ8QKN81SjwlHyjJqMRYQfddVkbTN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vFyKW7504CZ8Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxN4TKc2lScq0_W5tgKF52h7CZcW1KvRVH3MqxMzW3STBkL5blHyQW7bZFqy4XwLd5N6Ng-JcbjHnkV3KC9Q2Vl4fCW3MhrzK96wXtLW8x1gFb4XypVBVFgsRk4KGZdFW8JFxyw87VGMPW6251Lw738MzbW1bBvW33_5Xh9W23byK01NFfl4W8P4pWx8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1cW51bJyP3pdCBDW5TvJts2B5ZgpW1ChyY684Z_vpN3DkZyfhwmWjMVMPVbVrLq8W19q2TW2C5ccP0)! David has continued to reflect upon and hone his ideas around how the Santa Fe nuclear sub went from worst to first in a year without “firing” anyone. A lot of it was the result of a simple change in the specific language used with the seaman, as demonstrated above.

**Language Changed Culture --**[[](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2KMw8X8yj8L7W9j4FFh2J9vCM0/5/f18dQhb0Sq5H8Y9Wm6W6KB8JF1k63-nN1DWFCprNHwGW6Blzl21Vq7GqVLDpF18CZ-18N63lfjjScVYLN8tBNtHPdD3DW5q9zKL1lQGRwW1qg6FY29c5DrW69NPNs61_YqXW2ysdGG4syv8pW1nrCGB51LTg5W5DHNj28ffyphN25DrmCf395mW2mzcnK4rDgrjN2HCrMJZTlT_W4DqHqz6dgmw3W4yv2r03MlV4BW4Q02Xx2KQ2YYW6lD20d49WVtrW3VVg3w8cBQP5W3X0g0y6bp1cMVbq5fx4TKc2lVScq0_5tgKF5W2h7CZc1KvRVHW3MqxMz3STBkLW5blHyQ7bZFqyW4XwLd56Ng-JcMbjHnk3KC9QW2Vl4fC3MhrzKW96wXtL8x1gFbN4XypVBFgsRkW4KGZdF8JFxywW87VGMP6251LwW738Mzb1bBvW3W3_5Xh923byK0W1NFfl48P4pWxW8R9kfx3NGSVWN67h77-4tCycW2L5Ghq5_pzPTW8rx3Dc80hjnPW2QMd9m4hMBRFW5nTs-Z3Q9HsjW64RwM473yKD2W70RWL337cYWN111)](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2KMw8X8yj8L7W9j4FFh2J9vCM0/5/f18dQhb0Sq5H8Y9Wm6W6KB8JF1k63-nN1DWFCprNHwGW6Blzl21Vq7GqVLDpF18CZ-18N63lfjjScVYLN8tBNtHPdD3DW5q9zKL1lQGRwW1qg6FY29c5DrW69NPNs61_YqXW2ysdGG4syv8pW1nrCGB51LTg5W5DHNj28ffyphN25DrmCf395mW2mzcnK4rDgrjN2HCrMJZTlT_W4DqHqz6dgmw3W4yv2r03MlV4BW4Q02Xx2KQ2YYW6lD20d49WVtrW3VVg3w8cBQP5W3X0g0y6bp1cMVbq5fx4TKc2lVScq0_5tgKF5W2h7CZc1KvRVHW3MqxMz3STBkLW5blHyQ7bZFqyW4XwLd56Ng-JcMbjHnk3KC9QW2Vl4fC3MhrzKW96wXtL8x1gFbN4XypVBFgsRkW4KGZdF8JFxywW87VGMP6251LwW738Mzb1bBvW3W3_5Xh923byK0W1NFfl48P4pWxW8R9kfx3NGSVWN67h77-4tCycW2L5Ghq5_pzPTW8rx3Dc80hjnPW2QMd9m4hMBRFW5nTs-Z3Q9HsjW64RwM473yKD2W70RWL337cYWN111)Notes David in his new book Leadership is Language, “Changing the way we communicated changed the culture. Changing the culture transformed our results. Changing our words changed our world. The language changed in three ways:

1. We replaced a reactive language of convince, coerce, comply, and conform with a proactive language of intent and commitment to action.
2. We replaced a language of “prove and perform” with a language of “improve and learn.”
3. We replaced a language of invulnerability and certainty with a language of vulnerability and curiosity.

David is, again, keynoting our upcoming [Scaling Up Summit May 5 – 7, Dallas](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VvLth439Yfn7V3qzKx2-shxT0/5/f18dQhb0SbTP8Y9-zHW6KB8JF1k63-nN1DWFCprNHwGW6Blzlq5zh-NRVnQ9Qq8-tZd7W4cj21H2M3ZsgN8Wm1srHpVGxW558TKB53gRWbW7c-CPS5C9pDnW61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjvx3_YPCDW2-J-SL2z_tPYW41Q2SW3c-v1LN1nnQd3QLQVbW1v2sZ55mg0ggW1Bhb315jPVDHW47P0wC403tVSW3vbpkw6mT4KQW3Tsk2k6wRh1GW6b1MfY5J0FbJW2MHB2Y4X8xysW3CdPY_4SbGjfW4pDs-t30j4F5W3r-bgY5r8kCmW6yT_Yq3vX841W4lg5Nf5WqCCQW3zq9Nf2KMvT0W6qf0SN6dlC_RW2CWDKX3HH0wKW1jCFWn2PGKtHMBWF_DcZLWRW86kZLj6-sdcCVsL4QP7NMbGcW734SWM30Hpx6W11KMw522qY24W7ZDSJ73wYfbvW6nB4qw5Mq-VTW2l6F091_0WBdMtJCL43_BV3f3ttfL911) along with a dozen other top biz authors and CEOs. SPro and book club members are receiving a copy of David’s book. He’ll share dozens of examples of subtle language changes that make a dramatic difference.

**Wisdom of the Loud! --**Most people, when making a collective decision, lead a discussion and then ask for people to formally or informally vote where they stand. However, by hosting a discussion first, the same few people tend to dominate the conversation, influencing the vote. David calls this style of decision-making “the wisdom of the loud!”

**Vote First, Then Discuss --**For better results, notes David, diverge first: allow each member to make his or her guess before being influenced by the group and, most importantly, the boss. You want an uncorrupted look at what each person believes to ensure the greatest possible diversity of thought. A simple way to do this is to ask each person to write down an estimate before any discussion occurs. Now converge: review the estimates as a group without identifying who made each one, and then narrow the possibilities down collectively. This is called the “wisdom of the crowd” and will often result in much better decisions! This is a simple, yet very powerful shift in how you lead a discussion and make decisions.

**Language is Powerful/Important --**After reading David’s latest book, it’s destined to be another leadership classic. Summarizes David, “We've seen firsthand how small changes in language, in how we ask questions, run meetings, and converse can have outsized impacts on how people contribute their best - or not. My hope is that by applying these new plays you will achieve more, make better decisions, and build an environment where the people around you can be at their best.” Again, please come hear David keynote. He and I shared the stage in front of close to a thousand top CEOs and he wowed us all. [Here’s a link to my video summary](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4Wg5YS4pGPVNW3hPxyX3RLcG-0/5/f18dQhb0Sjvm8XJ9l8N81SjwlHyjJqMRYQfddVkbTW3hHhch2P7_nXVcnTGj982VhGW6cn92996Ls9wVYnVgN69WnwMW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW3qzT3p7HXHbBW3Hy5Gx30-21lW20Xpw_5ykJD2VtcCJ67bt9qmVkhTbK8QdXYYW60BMPB6VYnyTW1tddR73PD4VvW6_RjdP8FyfyJW2tJVSp74SpFrW5rv_Dg3wlKkkW35BNw65fNPZ0W7kmtxd2DbVk7W5DhyW91cNSvqVrX3l16Vzt2RN4yR22DXrN7ZW6bnY_n4yd-nCW61lPZv25q2wnW42Vjz-6z7RBDW71T3RD3q2KrdW29KFjN4HdSxLN400lGFZpcmqV9ZLdZ29MsJl111) of David and the other keynoters we’re hosting in Dallas May 5 – 7 – your change to “read” the equivalent of a dozen important new biz books.

**Fortune’s 100 Best Companies to Work For --**Hilton, for the second year in a row, came out on top. Note’s Fortune “known not for nap pods, foosball tables and free gourmet food, but rather for its commitment to the premise that if it treats its workers well, they will treat customers well. Worth noting another hospitality company-Kimpton-also made the top 10, and Hyatt (#28), Marriott (#38) and Four Seasons (#100) made the cut as well.” And scaleup favorite, at $38 billion in market cap, Atlassian was on the list at #85. You can find the entire list [here](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W12yLGz8j72fsW2GQXFj9d2qjQ0/5/f18dQhb0S65R7rTrK4V1xmPz3hYkG5N84chTZFPwtKW6Ns6D0898PPxW8X0Yxl4rdqd3W5HYLS-4yCqHmW29-1Gv1wfrbqW4h1HvW83VL24V9RZcv41nB_FN4p4SSTRsfXyV5-V__5fTR_yW46Vzqc4lXwZBW5RrcJ-7HMM7rW3NBntD4Y-m5PW1LBFxv22p8XyW21Ww7p2b0bCPW76rFHn878-TYW8c8WdV4s-PfCW3DC25v7v--93TbRWQ7FKF2VVk07n76x2KMxW3ZlBg-79XGh2W1dG1Wn3B1b0yW3GJg_m6CFQ_3W13Qfy8130nZ4W8sKxLt62DYVGN6jWxJxG3KZsW8bw8_r8k7FdQW4bnSZG5wNHn4W8JQ09X7j7X_kW7WCJSt7MJ4QrT1j_K2wJ3FZMJzWs01QxvtW5sJ7sL1-t0mVW4LTwhg3JQP8ZW1RXcsH5MHhHqN2mW6GRPtXS2Vk4GCX4lvNLJW9kdzkL5y_M96W6n1pMV61fpNNW6BjjhQ1RHjnyW49Y-hQ31pG6kW8-Rv2y3JqW82V-bv_H8S_y0sW2b-dLZ1nf9Y-W26ht2L8B6qGlW2_L8ph5xq1_lVPBFG73WDwz2Vk823n3Psv4vW6r3_GT8PB1sQW4ChkG64wzK71W3XTFb763M0xgW5NJC-_1zF-D2W8-kKps39v8-8W2VgQXc4QHHy4W48lJ5_4x1sKrW80JZV95DyMkYW3Lttmw5Gbmx0W6zLSQp4C668wW5MG6j57DQL_PW8N0w4711S8KlW4CF1s57PtN-mN1Tn35bnHwFcW3TrFg74g5rbfW4x4TGM7MVYn4VsSwLn4XMYg8W7zDJP-8nbs4FW9dYqpv3_jpS0W72wDL616mvfwW1mjQ2N3RDKHmVR97q_2t_Pv-W7fj5wf2s8vWVW40NTsk3GVskJW5D8nqB1cvXwpW16mYcw1KJZslVQYHnh2g2T8HW4zXdbR4wz4W4F45D_D0xkfQW2hfg4t2Wryb1W2c-KYg2QYlBZW4fmFxk7r_Hm3W1pTWW87Sy9rHW78bgj33mz9xpW1BbFtd6VMjFjW58WKX15c-xQDV_4HSf2PRwtHW9k4pdz8_7DqhW5RsjnK9cbtvVW8KkzTj4mHs7cW3cnGk88HGL9_W6Hl1nW7v-xXqW4sJB_N7KvFJcW6D63H47VyyvT131).

**…And What Can We Learn from the Best Places to Work? --**This [*Fortune* article](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W57Cx1v6q4YfJW225SNR3-vGtH0/5/f18dQhb0Sq5y8Y9X7PW6KB8JF1k63-nN1DWFCprNHwGW6Blzjz1Qt2G2VLDpF18C-gHLW5t7nwc8y_DL1N8yX6RjZ6g48N8wYJ56_tD6sW1qftr18tNX2mVJp2QX558MgTW6Qhfjf6bwLfLW5twQyn61SSZmW7mFYWX7vp5SXW8Q9K7l5Kn975V7x5ll7vpdSRW3BDc3t6FBdh5W6Fpc9Q2F90VnW23-nGK265VBJW22-vhJ1Q40wbW5w8KG83gPWlhVC72nL1BqcjBW6tpCdG5Wd0bFW5-2sjB7ZzDyKW7GLjPj2LG-mmW70fD5b1PnCFDW5ZgQs07bjLZnW82mHh91Hj1MTW29N_Jv1Y5dxFW1Dh5wK1F6rdZW1N3Sjj2kTD3XW78r7h280tBbGW1tnNCW7s7NrRW6kKQ-L1hlCp-W87J4t22kZ90FW7cZNpz1DcbTkW7sFJB942ktnRN4hWzlh6Y9ktLTrHDT6gzTW47_DpW4txY22N5Zqgj9d8rw0W2-XD596gC7sQW8Ygqw61tj54LW3KZ0jf80KpcZW8FVwTZ3xDcNsW4Pxhj53DlwBbW76Zk8F4jRVVv0) dissects the winners and shares the takeaways – ideas us mere mortal scaleups can implement. Telecommuting is one of the big four – along with a larger number of women in the workforce!

[](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5MY52k80FNvpW6TjFB_6NB_-L0/5/f18dQhb0Sq5K8XJ9l8N81SjwlHyjJqMRYQfddVkbTW3hHh915Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjw2N2rTwW31qJZy8hXjkSW2LVhmp52HK3XW549nKK7K9vR3W4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg0wQW2PZ4SN3W4sL-W3VKqsF5jjjJCW2y0Ytc2-J-SLW2z_tPY41Q2SWW6gs7FK3VKVtLW6nGl8C2PS9sYW2HT8mr6m46fNW2x-ccw7d094fW6G7Fbl4DFfS3W6Q98DC62KrpRW7m3PSr61XGGQW41RQ1-1Jz-SwVYqPWD51RWqYVFBhXQ8fm_0tW2H439n4qMWdkW2-r17s7yfcTXW4FxLwr7ZZCbPW4Xrd9C4TyWhxW1wW6rV6-KV7sW6c96Dm16t9wrW5kBDHf5brc74W1VtdWZ2jLVjfN22TNxn9Mb5mN46SFhxRb-YsW64RB374N0CCWW2nRylc5rh4dnW8BtYsJ2g2wJ6Vnktwb7Z3s29W6HdPK69b2qtWW7XtnfP5V9WFRW3f5_rb2fRnJqf3BmZQP04)**How Strategic Partnerships Help a “David” Compete with a “Goliath” --**Unconventional methods work. That’s the key idea behind Bernie Brenner’s practical approach to business growth. While marketing and sales will undoubtedly help grow your business, it’s those major partnerships that will propel your company into rapid growth. Bernie’s learning suite on Growth Institute’s Scaling Up Club is all about how to find, attract and partner with these massive partners. In this clip, he spells out exactly why these partnerships are so critical for growing your business. [Watch it here](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VY2cBY7rcgNtW60Xsf63_VFq00/5/f18dQhb0Sjvj8XJ93YN81SjwlHyjJqMRYQfddVkbTN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgr8N57rMzLtvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36Q98DCW62KrpR7m3PSrW61XGGQ41RQ1-N1Jz-SwYqPWDN51RWqYFBhXQW8fm_0t2H439nW4qMWdk2-r17sW7yfcTX4FxLwrW7ZZCbP4Xrd9CW4TyWhx1wW6rVW6-KV7s6c96DmW16t9wr5kBDHfW5brc741VtdWZW2jLVjf22TNxnV9Mb5m46SFhxVRb-Ys64RB37N8y_DL1n5zc7W480Z085KwVHCN6TbYck4vrz9W13z2tC6p1dVjW2RJgL28835WsMLG01PrTzpYT47qP69_tp6103)!

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3rlScg4SZqY8VvCkgp8kKwQY0/5/f18dQhb0Sjv58YHrG2N81SjwlHyjJqMRYQfddVkbTN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW2yBkbX62TFT6W2WzLCy2MX7K3W5D8zCG3jf63-W3DT__0480wJPW3z8N8441Ccp8W2plNH22mc6hvW5pnZw53gmhT7W6ZHQJd6R2V-yW3zGR934SD4nvW3wZ3954wJ5mdW4mMSWG3SQd8dW6rSDz37k-2C-W3m2qZ_7y6mBsVrX3l16Vzt2RN4yR22DXrN7ZW6bnYZq7zwlbxW7mt3V-8YFp1GW83xhBX99g4v_Vk_37f5cxmwMW30p0w_6k4Q6wN8XBHsxVs7V_VVm6_C1SrWly102).

**Scaling Up Assessment**Many startup, but few scale up. What’s holding you back? In partnership with the former CEO of the leading survey firm in the world, [Scaling Up has a new assessment](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3vjpYm3qGbf-Vh-cS814Sy-60/5/f18dQhb0SbTP4fpct1W8c_7ks4T_wynW7grXn24XHlcjMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhTYW61xj-T5F31hJW60fcZ-4SvCLBW3gQ1n03Kz12sW38sHbb4Zy7g0W2BgWbc4XxTZQW8l2YmQ4TdnlyN8xH99kPdl5hW4vTxhy5HMHbgW396rrW4pKbd-N2BFdmMVj2_nN7hYr1FRz7T6W6S_bSn8GclM4VPN4vS3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7W7rjYSy2w8xKKW5bN2798tyv6YN863tzwSMzgjW8vrLGh4gKjXfW3VhQ-Q9fHnQ-W66_qjX3xWwfqSfHM7lQCqp102) that takes you 20-minutes to complete and then delivers **an extensive scientific-based 30+ page report** which includes comparisons with peer firms and customized advice driven by your unique point in scaling up. [The $149 assessment](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8R_JpS91z2K9W4rkMVh7Nz9W60/5/f18dQhb0SbTP4fpct1W8c_7ks4T_wynW7grXn24XHlcjMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhTYW61xj-T5F31hJW60fcZ-4SvCLBW3gQ1n03Kz12sW38sHbb4Zy7g0W2BgWbc4XxTZQW8l2YmQ4TdnlyN8xH99kPdl5hW4vTxhy5HMHbgW396rrW4pKbd-N2BFdmMVj2_nN7hYr1FRz7T6W6S_bSn8GclM4VPN4vS3Cdk0dW3wv7Sm6xYSRBW2PjBM42FGwQ7W7rjYSy2w8xKKW5bN2798tyv6YN863tzwSMzgjW8vrLGh4gKjXfW3VhQ-Q9fHnQ-W66_qjX3RHVgWS3Ty69KbHD102) includes a debrief by one of our certified partners and is the same assessment we’ve been testing and using in our CEO Boot Camps the last 30 months.

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2z6KYw3S-ZfXW2qwQM47CK_Gy0/5/f18dQhb0Sq5y8Y9YsWW6KB8JF1k63-nN1DWFCprNHwGW6Blzjz1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCj5QW7cvxVf8q5qBxVVQf4X5vDhTYW61xj-T5F31hJW60fcZ-4SvCLBW3gQ1n03Kz12sW38sHbb4Zy7g0W2BgWbc4XxTZQW8l2YmQ4TdnlyN8xH99kPdl5hW4vTxhy5HMHbgW396rrW4pKbd-N2BFdmMVj2_nN7hYr1FRz7T6W6S_bSn8GclM4VPNtBv3-DmCxW8csLSq1035ycW3bSmn08f36blN5G0__sGxg49W24RqJ85PVPnmW4vV9j03vXVv0W5Wrk-Z7GNVnlW6c_G0c8_ltZpW5NNm_H4Pv86fV5XNsF723Hx1102).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6F5vLP71PVntW5T-V4B4vppQ60/5/f18dQhb0S4176XvtZQN11jb43j3qGYVk2HN-2FkPCTW6yNsbP6CHcswW32WpYq8kHzTtW8Lt6fz6Yckz3VBJT212R1-mLW3_JCCM2vBbN9W1Y01Y-7R985mW166q9S2kxQb7W8Npxwq4CfM1fW55hRpR1kssXBW1953T214B_fgN7F1625V-ZBrVrRVT26zfq9-W2_hz8T8fwMxJW2PVBpT2CqD6_N2r8BDZFsCb6W4Y0tLx64SX1mW7593Nd6hDFkwW6QQTny4JMpjPW4TYQgV6Z5lfFW1k4h_W248SYYW5HB3x859MrlPW85-2DJ1yk9c7W2jvLH33-93P5N1n-Hvwy9Nc3W2N5BjR1fPL0QW4yfLYq41zy2qN6fMpDYR290rW7G8cf66cKr3rW2vfyN06MK4dYW4T-8fm2vwblsW921zvM8zcDNHW6Dxqy07yQD1jW5J7J2z7LtvT5W86KYFl3yX8-4VY9RC51kZdl9W1Lntpv2D6c78W7yLxl87Dng1YW7WdmpQ2nhKLJVCqLd88wr11qW92QnKw4zgS5SW3W5jGy66Xz_1W92sL1T8cTN4BW8Hpjb85JCw_-W4-jdbz1-M9SH111)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6XxqFN64ZPYfW7Nh9Dc6mmcD00/5/f18dQhb0Sjvm8XJ9l8N81SjwlHyjJqMRYQfddVkbTW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW3qzT3p7HXHbBW3Hy5Gx30-21lW20Xpw_5ykJD2VtcCJ67bt9qmVkhTbK8QdXYYW60BMPB6VYnyTW1tddR73PD4VvW6_RjdP8FyfyJW2tJVSp74SpFrW5rv_Dg3wlKkkW35BNw65fNPZ0W7kmtxd2DbVk7W5DhyW918n7SzN11rnNb4VjhvW6MZR2V54GcH6W7K-c-g2pc_vsW5hfQL48pDNt7W6RqQXh7CkvsxV4557W4k2JptW8HV_LT9hT6VSW6HWtRH3QzSg8VQN_Tj93fxmvf2_QcMR04).

**EDUCATION:**

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1X3Zw99fm1Y0W3HcvBb1VlmVT0/5/f18dQhb0S9r22gC01rW8Nz18p2qwv15W3FcZJ12sS95GMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ558FvzW2KGhQg5S60DxW5yPqlZ1VcgqGW6Cvd3b7hKytbW8g2tWn78j3QlW83bqPj4MK_XFW4Kqdvd1rH26QW6zHKLS4zg8-HW4f1mzw77kFqTVj88YM71VJNSW91nbKs8NtRRVW7JCsjs3xBndLW5gSHY56H5W1XN5L7gN6VR6H2W4q1tJT93G66rW1TSGdL33FzxDV2f0wq1ny5pjW7GgdSL4dMwQ0W8GK5FJ1pVkmTW27VhXk2Hs913W6z8hHs7KZ_6jW3wPByY3wqsp2f3zDw3P11)

[**India Tour**](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VwRdPC7trNymW5jDwjx4FcRR-0/5/f18dQhb0Sjv58YHrG2N81SjwlHyjJqMRYQfddVkbTN3hHhdQVMsQMVp3s9r6zk0y_W1SdznZ4fsRhcW5mZ50N7r9gpHW31J8pp2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj1_4VFB03P5rC5Q6W81M1-p2przrYN6W3RDgHd1fdMz74JcYSX-5W7m_B1R5c8d-SW377W4t9jrJknN4XY-lfPKd01W1cZ-RK8q8-T_W3Sn0bN7ZcWz_W63G_sp3L16W1W3JSzZr4XkB2XW95XVKl16PhVhW7Z7pZW2yRpbKW3swlLQ423v1sW15wGWf8R_7pGW9jttGm1w78n_W3KpSDR3zv85yW49kJ936fVLYwW1Q68w61MMh8vW3gtF8563K13YW60T-4T3KhC3FW714h8Q1nzDV_W49S95p4NL9fkVVpfRW6kbhMTW4lwLNQ52grQCW180dqB3y19vMN3wMXFC1j0TFf609GbC03)  
  
Mumbai, IND - Apr 28, 2020  
Bengaluru, IND - Apr 29, 2020

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N1bSBQbxDvh4W2ftMsx6q_2bW0/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqMRYQfddVkbTW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lppFZW4gSSV-33gH99W6CcXmN8NGVgcW2MV4Gv6jMX7NN545YNxDbz-mW7k_Mj-5hw1qFW12MNbC8Qv3ZtW3pDd2h75DfLKN7BHWTjJT2RmW2LqX7P1LSrBYN4_gpSJ5XmvBW93v2-l5Z0XF0W5xjC4s3qY36qN4P7LtdrPpMvMrJh2DR6wHDW6b-mP66cfByrN5CZmsL84rVzW6LzXZn2VfcBWN3r5Hj53dJNvW5ckMpk7V3lHXW1qlFmx8MBh5MMmRw0WdXyXbV1zk2d2YxMCC103)

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[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4sSFwc6cCQ1TW7s9LP379SbLp0/5/f18dQhb0S3j42WJLfhW12h8CJ61KKFjW2Y8qfR2rdC8mW8Fw0Lc6Hs_17N5WghH2NZCmxW6x2ggG84flCLW4kcWRl3qs1-MW5_F18P4952V2W8xm6LF8Xx4HvW8bxg5354rV8KW4wDM-14rHzZ3W2TVKKw4yWfR0W5b2r0f8-3BgxW138jJ39lljlgW3K8YB47sqm22W3G3vtv68tZ_xW3g11dX682cJvW5qzxzm3RrtDGW19r5QK5FbfrnN35fKb8YsMd8W2tbrJq1NcjbjW5JdGs87c44_wW83w_Tq82vzq2W22JYK-4tMWklN356-lFxjjR8W4_hCfb22QWTkN4d3Q8qDRNh5VgJx5P302pQJW1Th-vh2Dm3XlW5Vf8Fh1N-LztW9kFyxy1_8gwCW83XMdd5PQ_9SW1kWH1V4lc2TTW1LSGsN8D9r0dW8kM1cX4vr193W6FNHSY2bH5lmW23CHN143dZ3yW6hRBg451RTRPW8yBKFs86KPLZW5MHbQb2-BP_-W5469676pNc0KW92Bwzx9c5lSkW6HvQG12f9X38N6q075jq_TnJN4hDtsd_kMPPW85-F2D2GrrxpW45Y8C67ZBkVDW4Dvg288hq-dwW7ngnt36cpDmLW99H70Y4F4bndW4BCL1p81rb_hW8kmg1j1TpSH3dLN64Z11)  
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[San Diego, CA - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2lH6zS3jBrKjW1g0Xxl8DnbDL0/5/f18dQhb0S3j46_rzZVW12P2fR5hmyWpW5h8H2n522tN-W30q2yY33kJSFW2pnDSC5LBL63W6L0SQH8MwY1jVVW2rV4d2b4sW2sKBc82vJsthW32lH_Q81D1GtW2gsszX959t7PW8_6jrk6GhqRbW3W8p4d5BgD5YVgB3SZ5B9mlXN7CjyFW32vddW2vr93P3LhsfTW5jbQ0f1JyV9XW1NRtBx6HmjLcN7f0CH2xNxNnW1T6t2H7RHl2nN6jR80nN7zhsW307R9M5SX0RpW1vlbzJ60pZZqF7dYxqCB63LW59FNwC13g1_wW2FQDD6944NbnW5jX-_93xGWTsW1HKYMD5KLFgqW1cHtmP1w8Ph4N536Z_jnyX3VW7fChzr4jCmpjW7QSW4l5jXQp5W6CLtv65nTKvbW184cZs6FN16KW448S4b7FqYM7W7gmxpQ86YB_wW6lRRF17wpqSYW43HRjY86bxjDW5cR84m2VHYN1W4mW_wG2PdSvdVw1H6b7xf7YlW7NqfP98454X7N2nhD5ZwJW2BW8WCdWT87QQ88W65fKhB99ggpXW930v6m7BGxVTW8DnNZJ3Kcl8tW3LJ4J04CDfWBf8PkmX702)  
[Raleigh, NC - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3NmzJm6pyVC6W51GTX22rv6nW0/5/f18dQhb0S8389dK6CsN81SjwlHyjJqMRYQfddVkbTW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XDb7NWJHjW7NPY6-7n9244W1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F8v1cmfYW6Kp_MZ7PnLr-W8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RR5LMj8tbNW480Z085KwVHCN6TbYck4vrz9W13z2tC6p1dVjW2RJgL28835WsMLG01PrTzpYV1mS6_3Rq8ZT103)  
[United Kingdom – Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8X4SNv7TFN49W4p7_1P8N0_h80/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqMRYQfddVkbTW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBXd81Fj05rW7gYsyG4cPtjVN8MzY-ypW0nzW4gclNH6QX4WkW1ZFn-Q4CSXJNW32wFFH1NsfDKSjkc5PRLKD102)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W62bCbz3RRlnhMGss0j4PxsK0/5/f18dQhb0S65P6_Jfb8W12NGM01QHvG_V3CDS22qR9q-N6ltM-clQVh7W2HVj-p13-PLNW55n0hJ2HKdVpW6hRVHf7TK6nDW4M5FbW5MlZJjW5cstpb5Q7bL_W8PHPlr7PD2xqW17pQSQ87HYWZW9bRmn93BKmXrW5MrQ0k2_l6wMW2V0PRc20kF_fW1w2W833fSnJvW8R7w618lXSQXW5JR5g01m6d86W67JpQq1hh_tlW2ppfbR8v7t5QW78TWjX53pQjrW2xK6m73fZfxGW2RzRVL74tHdWW7dTZXV6v6Cc_W1ZRs0D7P8WcRW4HZpb72FRtk9W7NH0dZ3Gx284VsVC2H8lFQPxVH7jGx4LS_KkVKnz7T5kqQsQW7bF4w03gg4-qN38rvf5YfKwQW60pXLR6_5_KPW2wy2Ct6ZRbLGW9bK8y44lfFX8W20nxg55-_QX2W72ldwf8HcG8yVWjGY64HxgFXW3WqQNX90B9BfW40s-2l4m5sZdW779VW45RbJ0tN7XR3bTM3C_kW8-H4jV1JYfQYN6YdpFMPHxXTW21Dpfw8s8HRGV46s044sm0FnW1Lt4BS65k95_W66Hk1B6pRpB5W4jR1ll90Xzw3W1KK0q68S5-tCW5tSrtK32Nr4QW10JRNK5SJS1g0)  
[Melbourne, Australia – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VWqZGS5hdyYtW65Mf1b43MhcP0/5/f18dQhb0SfHz9dZy7bW6KB8JF1k63-nN1DWFCprNHwGW6Blzll1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n5_N0_wW5K_zXK3lj2tvW3blhRk3YfbD9W3jp2w68FPg8tW8ySp343M2m3jW5mdrRF8dDPRpW3cSWc03yB72qW5NZJCP34S_nnVSwv2Z8p5MRXW3ZN2D75yP6k6W5MDY6D3QVRCTMX571rGJT1tW8CpVFB8yY9CzN2-wSVjZ7XfRVk8xjr7L-J73N4QT5PZ6Y9ktLTrHDT6gzTW47_DpW4txX_HW1vpNDK61lPZvW25q2wn42Vjz-W6z7RBD71T3RDW3q2Krd29KFjNW4HdSxL400lGFMZpcmq9ZLfpf66g74j11)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*D28LLr3jZYW61wlPF1pyMlB0/5/f18dQhb0Sq5z8Y9_DzW6KB8JF1k63-nN1DWFCprNHwGW6Blzl21Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W1Hqpzm1BrznQW4CfNjT3q_GT4W7sT5D37JL8GsW11Bv7t54NZsVVrZsyd4cr2tRMnCYh15sdtyW5KJD007vzsMyW8SZS2v7KXFh2Vt_mmn1jwt7RV4d1w7847LF3W6YGVbx2L4C-vW4QbC722p8_TTW7-cq4V3d0zvxW4p7yDT2zQtprW36_zyt23N6GJW8qBNtC1KTXcbW5mRgWy8vbP8lW6NYKp98_qKwsVJYGHY13YTdSW60P0Zd3h47SdW8x2s0s1MWhN-W1MKdbc2sgsRZ111)  
[Charlotte, NC - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6KDfXh1scDfGW6hPjSD3ytD-y0/5/f18dQhb0S8389dK6CsN81SjwlHyjJqMRYQfddVkbTW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XCq7bj4RQW1YfpZF1Yb4QTW1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F8v1cmfYW6Kp_MZ7PnLr-W8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcMcb0DqVzQv-VVn7DD1Ff1gvW32Shfb31qMQ1N1RR5LMj8tbNW480Z085KwVHCN6TbYck4vrz9W13z2tC6p1dVjW2RJgL28835WsMLG01PrTzpYV17lzY27G1Ql103)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W91h-Dm5-lzwYV5flxj2d3gS_0/5/f18dQhb0S65P73nK89W12gPXV4_BgrsN4_nDM6vhtRjV_V4NL5w84W-W7-yLhx5GFZSDW3Jcgq98yzJc6W4kDcw83b8Kc7W8cFS5R63rSkgW5-M_Pm4G5bvXW90vtvB6XkhlpW6KD7515g3d-xW59bgq24FPZQCVrXnck8D3TtZW6mMCPC8TBVzYW4j9Cky7c5pDtN1MM8dZmnTKnW5lfDVG2qSQ9lW1PQWyS5-RZb4W4Jb6Wj3HDsJxW75kBGP2Dg4kGW4S-DPK1QWnlMW1qd1Pl2zgJ0tW8mD3C_2zF2RPW26dCkB1fRtSqW38WPs_2fmF4nW3fTjjT2lt6v3W7rQHXG3d70DxN78Wwxq5h84tW2Xk6424SrwSmVg1NCR18XP1yW78sYvx2Gjq55W3nkxrJ242sqCW4KN-Rd6nLf3xVLW-5Z7lXnWXW86wC0J2TT4pdW6MJ-Fc8JfKrhW4-__j66FdDNmW86g9Hq7jPF_rW4sJ1hV6KpmSTW1nXfJq7XTcpZW3ZWcC144YNLfN875wcY1cZGsW7KCBvc3bMzHJW6bxgCB4D0rc0W6Czn8q4jgJSPW1D8wZF8tXXCnW7Y3WZl6F3SQmW4sKbp87L_R7BW7dh6Dj4nL23kW9c4TQ_8Nrn0VN3bFJQMVcNzwW38vMxz9h9QKmf7P2BXB02)  
[Amsterdam, NL – Mar 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W89C7sD8XtPjgW1BjGDH52Ztpn0/5/f18dQhb0S2C86SyJWnW12NcKl68KHmDW2Y3txW54kspfW7_x8hT3jhlnSW7Fr7z33d7QbdW8VS79Y4DqBzfVb04v-8GhjZPW7cbL3G2vpcHZW27T_b86SbhHvW6TKGry5_gTLyW8s8dzV38-kzpW11QQZT6yPxBJW76S1k47-K9pvW88CRzc2QGg-SVsffGx4tq72bW3cPWWC1vGJxsN55MDkt8qlvBW10JPW_5XsJNnN5lMNHTjJ9FsVVmXyj2LKjPPW1sQqnp6gNSdFV2nhzM2S3qp_W6bRF2y3dj9__W2895wz79Q0BfMPqVPMfTCR2VKh2gH4sNfs5W1Wx4l98hNTzFW97JfzZ5KQG5lW3d4W7_24pXdyW7kgLcl1xF8RYW4xcmqc1M9MTBW2KQy0q8Mpcq2W7CMG3V3XkwDnW7VTCtf7SDYkpW50Z1TQ3QmSqxW3W1LK85YFKH7W4htfxL1HDSdcW6nQTBy5vrd75W2gGbDC9lB9dDW58YnWb3m3k57W1fWVxN3M8YQ6W61q1R063_7SLW4-tbhD6ygKWQW8N5LG_8fHlTRW53_647831X1wW4zbLG192RvMBW7mn0P119GsLBVgcpxb6H6PSb103)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2rnp9s494SFpW7FmrCF8p3WdL0/5/f18dQhb0S3j27B0DV2W12hDQZ4-ZZq9N5gdxGhJ0lXJW63XZXw2JKgWmW5n0S1V4cVF9sW6Hzl-Q89r6c1VBJT1729lRBTVQs82g4-syr9W5Q9Y1G8DB9cFW72Ddq77JhZhhW4GvKNJ7x8xvdW2FYqm54-r0s4W3STgmv1cJxQgN8Nw9Cd3fKZpN2-V7gYsrsyVW2P-yFq4dz-ZJVBDlLg7wVy7HW6zGg5R2wBmJ4W1gLddP7WBJscVHtyKH5mngDXW3jZxMj5c9NNvW5r_r6Q2dygXWW1Qb43x2Hh9VbVJFm5c20X1CfW8J2yRR27zl_xW5j2H-n67MJqbW9jHYwL3ZTzw_W1ryGNw8374q7W7281r61WyzcwW3yXWc_3XclGsW7KM_sT63jq38N5NkYJW-fmg0W2YpQzW8WCXHfW1zgTVx7nlKbgW3qcHTL3YHnW1W6Jw1qG3mfG8pW90ktxs5tjDg2N8VkvDfhw8vNW8tcvm82q7-KrW7XzkVK48FDnhW3C1Bwq6yH8zXW4Rddgx97lXP0N2-twC9B-2XVW5JWnlN18MZHrW3b1lY_7FdCBmW8pv-j320GMmpW9c8Twp7xRXRCW22h19S3_Tyshf4-lKYR04)  
[Minneapolis, MN – Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1brPk84J1FvLN8vwnwWf97tV0/5/f18dQhb0S65P2fbcMnMWnKkKlMFxBW4W1vTC2qQMY8N3mqKlsCDQvZW27fNBT7NYbbYW1cJxF01145PPW92Rgpx6nlskxVnYWLV1SQHlDVXSCWX2cjJyfW8Q9DZy8jfxw-VyGmQS6N-NhyW37F3M76xDY46W6HmS8h6dL_2SVSZxF68v1FRPW6XDVZR6hpK60W22F6yw3HbFx6W6wcB191bY2vJW3g6d8C5lk890N8b9bC4S5T0MW590rHS1rDttzN39GDNvFQLMRW1tvmr737WqSLN44Gywfl83SRW3dt8J91RJR2fW5Bg16d5MkVt_W2D1bYB5hHmjnW2nqcxt7lLVNtW8dx9BP2yG3vdW4L2ps29cgH-LW8PwTpm6rdMs9W5ZrCNP3ZmTkgW4wsCRr4fLHHNW8CTQ3N5P2pnJW4H1z424lx3zrW44dRXW8GjFP6W2-gyRk4f1XNMW4ffKXk1LjfQ_W1PPQ3z2C6CYkW3chMgD8RnBF3W11msMV6r1VnxW3_x2RH607l1pW8NfvW75-G9vZW40pDQS2KHLBlW266sxL8q3pcBN8NPKk5fWLz3W1sx1BM1K2BynW4yS_DP2W2l7SW7BWrl74C625WW3bx2fq6P-w_0W6cV_NF4V5JBJW7M3SSg5SJS1g0)  
[Sydney, Australia – Mar 25, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N3YPWgV4h7tDVQG7jd3bFlm70/5/f18dQhb0S65P73nK89MWVbvPGy-LJW4Nr1-k3xxJKRW6T1xzf6s3xCCW67V-SK1pXHXsW7wGcm38L96lbN3MFp_cm_YwCW8s_klS8RRyfGW8RF16T2t_WGDW50YlJp2bDHFPW4x7V_f3Wch43W67tjF08smsyDVT24py8cklpWN3z-7WqS-7gdML_J4-562X3W5t5qHJ5vcSJRW6wtBrZ4_sLyBW2Nqbg617JQH-Vktzlz1yKqTRW1rwjdK2fm469W14kP6X8sGgsmW6F6lS825D3TMVmF3KJ6MMY1YW830dwp41WRfVW3lDqwb2qwbrKVHxlbH1ChR5PW2pGWfQ56TbcmW3FYXPX7MhsHKW7jqknz9j1522W6rjqSf92f4slW2F2Dls6dsqG7W1W5GrX77FfG8W6ZwfKx6K37hBW7JKwFd6Yx9vgW6Q59rN176jDWW4m0bR11z9-Z3N4g4Br1D-Z0CW64R5Ly5NyHcwW6FR6Jj70P43qW1Sm0_b8t_DQrW91Yd1j5-7lmKW7n8GLd6xsQXYW5Nkyln1PSLbCW3c7s6Y2DYxKCW5CvwbL5nd5w5W7M2wkt6SYG-kW4rKZjB973ZY0W5QcPNr2hyQ4YW1BLBps8PJdp6f1d4RPk11)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*My-7PJrXh1dW2WBx6m7dYqkD0/5/f18dQhb0S1Wb1Qv4L7W12hzl91vYygDW4RKkF53wytJcN4rQtSHnNV7BN1ZXclqr-MXRW6Wpn1_92QpsGW3tjRwy8y6WxsW1ffzR_6xgP4vW3DGxcq7xbl8_W5p6pg18_BM90W8NtP7j9cWjy1W5fRPw04pLYSQW3_Lqsn4lGHr3W88B30g1_fMzqN4fkBYX82xM2N4L87QTssK6KW3wyxYp50t0ZVN3yBcmYFRCl4W272nVh1kjttzW1k4gHZ5WKYmYVJ3-qy1pH34lW3HqD1r7115wnW4ZmfvW4j2B5mV-Fy-S76X7cDW5DwZpK7qp0jRW2-LGVx7YR2R8V38Z-s72tfhPVjm7Vx1YGB-QW20W46-1qdlHTW6txHHj31B_j0VMk5FC8fJjl7W93KT263scqymW3bk_MD1QWz75W88CQhJ8TN_tXW6CQnqY3-LkSXW5-hxKH4qZSG_W6G3MKn7JvgZVW2lRGjk8Z9FryN612zVhx4CfjVJrX6q1vwmTzW9gGhMx4st6FvW3ftTTB44HHj3W7nkJfR7sjNSNVp7QM689KxgqW39ndpb4Fn0RnW7l5b978P2pKbW5dYxt-4hG8-qW8V8X0m7W35MwW88Q0tT4ZP9T6W9h7wj96xF1LWW8SdQwS7Jy18mW6fb3HX17b1Pnf5tjBg003)  
[West Chester, PA – Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1ZcxqX80WjxCW70MVTk82SKbJ0/5/f18dQhb0S64C2nRNKtVW4c2S4S10STW79f23Z2skMchW58NNZb54QhMtW6HbmN41pXHTvW5np-zr85glDTN7tj7wBnmR66W8t08j58y3Ch5W1gKbkX5Wt3w8W4bQlKr21_5WqW87P8JP18W8zFW3R8Jcm6Lf3gLW8YGRyF1C8YqyW5tQPZ18PvzMYW1Hq-bF5Q_-ysVfknr_1RMRm0W4VmlZN4MxCgNMLySZcQbcmKW8Tg4kl53qh9sW52RxW15bkc3nVFLrGF1kpHx-VchkS77nMwCyVW8Y5K7CtY_zW2LxvSD7wd-HfW2g0GrJ45hXG_W6MHm1T4Rcm0fW83R3JV353bSsW19NbK-6Bz4ywW6cLNLT12zbTxW1PNNdp1d0svCW28pSng4899XVW7vdvZw7SwCY-W47vjn28wzL36W4wFPx03Hrl5BW5_1_cx42c0VtW6FSwlT6kBqd0W1Z8lY73y11_1W4QzJ3q6-CSD4W217-8Z83_2r7W5d3r-66n56LSW9c47hH92bHlXW8W5h211CfQyfW8pzKj58HBJZnW1BDshb7jwnp-W6t_qQw9gLgMKW8GlxFs842NC4N5H9fspRFxFYW5CkDzf26Vt1wW9fnlyV1Jf4PPW9k37Mr3__1KrW5xr3S_6NRgp_W77ZvTl3vXm2bf7h_-Qq03)  
[Amsterdam, NL – Apr 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N7c4WZvkB3nRN8GQb1JvXv3-0/5/f18dQhb0S3j46_rVWxW12N0rQ2vPRMWN4_p6_lGhdgkW3-hGj-3hY2D1W37dBZy2My5l6W2JfR061Ys87mW4f1QVK74v21_W55jRBH1gRWtSN4QsyzhSzqysW7hJhgq6MfpMYW2D-LdX84s5KLW8FPhCt3HrxCmW1VS9Tz3DLgS3W6NyFK53-DHtZVxZdbW2nttwGN71pQr-FndZXN500sWPY4MRFW1GjWGh5F30VVVQX4Yd71VVSTN1wfpqYXS2pdW8hn00w1SjmKPW6fCntC2q7NyVVqVyWH6Fkwz-W2CrYT-6D_DQbW6mNs6R1qdMJcW4RMcHy3G3LBwW69G-Hs3HrVR-W6gH4BS3-JJs4W7sw52P1ZCVvBW4hh7SX5QZ2psW5z3qvj4wbZyTW3NNYW26H5DCXW8h_M2D8mrkJwW2PDG3J4ZQqKrW3fY9Mk1CPBm_W3-fWlX6qR6kSN3Lb7wGPB_byW6hbgzg5w4sjZW968ZPq3fYJmJVPcJHk815ZfmW1zVmFG4G0BTrW9c43x52chqCNN5GCGg85mmfTW1c1tMP2mTh-xW714_L58GYd7WW86wV0Z8Rq-RbW7ZDR_K2DlmjwN6KTqcyzsHRtW67krHc7MdwjcW7vNsSM91nnZ1f7yDdTp02)  
[Louisville, KY - Apr 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1GZ3Sb97sJNkW129ZTj2-DnF70/5/f18dQhb0S2C87B0mbNN12NrgZF2sRqVb_czd1NT7ssW6ThqD53B0kJzW8Rb9rb2QSmLzW1qJZLW9b0pJXN6zDWs_p095NW2fjCt131fr69VLCpF44FTSYBW3t96k56WSLhtN4prZvKzP7WhW74KPBf4F5LfvW6bNdl02gGN9QW6LnvhX1BTZDjW1k-fwc5qTm5vW8ld_9W2YBKKpW58BjKJ54rZ1LW7dJqwl1flPGnVz8kdh1sbxzgW4Wy1MX8dBg-dW732bSY2-9PknW3BYgy_7-ZhcSVrp8D_50t0xSV1Cyff8wzhqMW504WMD7p0zsbVg75nZ2Bs4Y5W7hn_7H4N-__RW6fB5H32w94WFW33rTg-4WP3NDW3NcVLQ7ylln1W7WZR-p878DXKW8fNgCy5YHtG_W3NThg97WTKChW6f7c383k_SdMW7FJ7f28kjFRnW8gllQc8PNSbLW2hBdS-4bxKL1W1HDLFQ81j5c9W8w8nKL5Nn0gLW448cxh5cRwrVW2bTJ7g15SVDGV2mdwp4-9FlzW5FvpLW647nZhN8xc6tktTNCJW8w9zrs9bc-vtW7bfs8r8WJ8lLW81C6Gx7W6F3JW8KZ2F24cjggmW5SJc6m7zMcpvW4hYf-33bDmpMf5wYXvC04)  
[Amsterdam, NL – Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3zGcy_5Kg5hTW8Zly7x8Wc9GW0/5/f18dQhb0S2z-6XvxSGW11ZDDV4SBrZKN7kvxg4dhbFfW4kZNZs761M-WW7cQnj273l04fW8XmscX8Nt2FmN6XwsPtyK2LGW6gMnHw1dG7_JW62CWnW59j7k5W1y4dpN4fgXLYW1Wc6gH8bhSNWW7TsDQZ7t6pPNW3080CP7nM2mjW12FL0G7YPN-VN8Dzs2Hc5c3mW8f39Bw1pTvXlW62j7bg6c24GgW8gYY3R1tHB8JW4RzYWW1RfcSVVjhQfj30zJCRW5l8t-_1D9_7WW69-8GT6jclpJVsB3hV4gp2PkW8CdPKJ4z35bMW6MX2tT81ZBqtW3-HNMH4YCrltN4d7xLyp-nQVW6FjBkd2VCrWvW4L1BQt13jnh1W5RCgr13HJdtVW2cDyrr3M_6nfW5qlLZC2jQJM9VL0GLY6KGHqdW7--l6c7rQTx1W85rLxQ5cNmBnW2Msk-v6XsJs9N6Rfmm_sNQ0SW40pW_c8Bb9-tW6jT_fK7gvf3WW3MSpFZ3TWvr4W29NMLr6F9J1SW92H79m91KkPMW7LD02D1mMJP8VmbQ305rzPMCW5BmKq293CB0HW2M2_1d1rrGqnW2dl3Kk7ZFsMhW17LLvb6SshqVW9c4GKy4dPnlNW909rKq3cPBQ_W5XwTzX31xD95111)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1gsbyY2XjjqVW3zb08x67L6WK0/5/f18dQhb0S1Wd73FkvWW12PgYN4VgKfzW4Z6PzS1zgXwYW1qkMdZ4f3wWtW5DBXzz77wF2kW2rqzvz6VdbmhW8Wb7vT5f8sGxN8XKHlSSvTKFW8ZKzkj915D9YN7cKq_kzl2m5N6ZSLmtRbxfRW4GyZzL5r3psVW7qn35b8d-VVJW7PMH7T5KlZLSVN4RSh72TP8qN4-qgFKXZR16W3LsG7m11wfRWW2pMn6x56jmCWW65dhWK1PCTgVW2B6ww3437krTN2TvgHsKHwPGVt_y2562vTrgW3_t-QP3N-HxmW2YxY8c2ll2T4W6_vLq726t_PxW1XgKYL58Syp-W3TPg882V0ZtCW2F-mpG2D1_18W5b0Pr71dphNHW6Chr8P7frFCBN6rCK3Qw7q11W5tr65p1PsBFnW3KZj4-96PfcPW9k3xyp4PjKc1W7_Vls-3smP4HN1PrQyYPwDkqW6dTLp832TqjJN8KK3JQMfV7cW1X-3FM15vQf3W6JqQnZ820kDZW6HF5x_4tQrQsN123hMGZRCQRW90P6WC5QmfmHW4Z4-v050Pq05VV7n2F6sM0ymVyz5Kc9bT9cqW7DLNHz5dg0qGW5S68JV5rk67pN3LZFZ6Kpqr-W6NhQJr9cfC9fVkTMzj9j4kVhW6RmSwx5L0mHJW9hZr464BRsTvW4xDf1Z8MXN_4W6h8Pwp9m5dSwW6T1PjF1w4dP3W7qchz67xs-9P0)  
[Danbury, CT – Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4M2zf71gP2Q4W6ThFY58h6Zc00/5/f18dQhb0S2C873p1KjVWVmX-2vPQnVN1bcz1lR59KwW2wvCdM6BT5bPW3jLg2V8y_zG7W7T_cnP5DtstRW6SbGRy2_Hxt3W7TMvzT2-lBV7W96BZ6d7dgfrBW6YN29D8N5MGhW8wcWf85R9ShSW7wPs8m4k4sMpW4bsRkB4HqcXmW5TG5ML523qF1W1FTdH976NKzHN1kdpB2D7PsDN3QtxGQt5mLcW2cpjrg717BdTW2DvNHL2D9MqTW4ZZ1MF2FK-3qW1b4PGn6qW7YcN5G3cCK9g4JhW68zLlM6hp06lN4wn_SR85YyjW8bCMTS8qhtXBW1Ft3ZR1Nt1pYW5xFtTH8FD_VTW8z7cnv5gWt_PW1RKGPQ1pthnjW3KKcdM5CxF3PW5JB1JC22ZhkDW66MxM647C-VRW7T12dG7dd9kNW1G0rN46r2HJxW4DY75C6kTPtyW73Gk2n3dfXp1W8W35fF41qqnNW81M9MY3jZ-gSW6fgJNY8Hxv9pW70b7wQ3CJZLDN7cb3RPRWwKFW611LK01D7_SwN4nKytT-5XdmW5yr1Z291BHT-N4DbvCJxm4qGW5PtFr-17Dh8pW8DyLQ11LGCX1W6bRkD16qBq8HW5_-HFs9bysm5W92k1bY5wYXvC0)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W64V5402lWM_6W1sfWwC3LYNsw0/5/f18dQhb0SbTH8YHs-8N81SjwlHyjJqMRYQfddVkbTW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW2yBkbX62TFT6W2WzLCy2MX7K3W5D8zCG3jf63-W3DT__0480wJPW3z8N8441Ccp8W2plNH22mc6hvW5pnZw53gmhT7W6ZHQJd6R2V-yW3zGR934SD4nvW3wZ3954wJ5mdW4mMSWG3SQd8dW6rSDz37k-2C-W3m2qZ_7y6mBsVrX3l16Vzt2RN4yR22DXrN7ZW6bnYZq1KRl6xW7mt3V-8YFp1GW83xhBX99g4v_Vk_37f5cxmwMW30p0w_6k4Q6wN8XBHsxVs7V_VVmhKk7yChYN102)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W7wxXY_69X-rsW2cq8b512K-X20/5/f18dQhb0S2C87B0mbNW12NrgZ2_3ksSVj2Bc73wLk0SN4kft2yR04PbW3jGWc9512cRtW8m3lcr9jmbYWW8KPxxW1vbHfPW7Z9std7b2jvtW3-l96H3lrzf4W7cPDdw4vYjcSW4nJzm22lbzS_W5L0ygL5DbKQ1W6dLH6V8LLk5JW1l8fQG5sJNNdW8jdscg7qG0wsW6wFZj65gVYm7W4VhrB34MJ1w3W78MkxP19gMv1W2lhZ9n8-ffSMVLxbKp1kNM1-W8F7H_L6glt9KW5tThMX6_3j3pW79VSl-3X4vFLW71JYYh6RrqnmW3VhV_j7Z7-PnW19rgQP5z3WgdW1PTV4n8bGNGVW8_SMN47CQbm-W4fR8p96ZtN68W8yGP_D5zb3SRVvYk-V4CyYBcW8Gm5zj7P7X4cW23RtNC10yQ2FW6mfDBX6dZYwGN5Gnr2zWMMxzW7N2v6v8M-6JyW92G9Q08z8FcKW5nw3pB2NCQrJW9h4MLZ9byGd2W4yq0vn7HbN23N15qSS5xYNHFW5dmkSJ5_w3cVW2SdtPQ1LSgdQN6pl8RC--tlGW8RnNC14Dv23dW8Bt6_T81sT77W7Q72sJ9bPcRwW9kvykJ1SyxJ1W5dBnLD6qrXYlW27YfQD87Z_mGf5wYXvC04)  
[San Francisco, CA – Apr 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5jsyyb1lrRrtW8x6-LN1m2RP60/5/f18dQhb0S65P6v3gBLW12PpZh1vYCDnVkjtfY3QkSKJN91ZCvpnhgmnW7NHXvP1QTkHVW47WwfQ8KxBNSW6YmV113nPgq_W4-_scd7pTwr5W5bs5x-7dnhy5W1dfrFc59hfdGVzl7sC96Nq-bW99WXzp40wgkCW6Rp4_53lZdkdW6c8Czs18f1kBVn8HZm2c_32WMdC33d_BtYkW5wcbdH2GtYjtW644Nh_1HNmYnW3klZRg6PGp4lN2_XWpTZ78hgW5bNspv3Tp8ktW4kGBhv55Mks5W33r17m7QB3prN3M2k0Qc94F-W1vn9r25KpcpQW4wj7dw1j3W65Mv4V-dttv3bW54G5dM6V0frPV77QGy1v_BXRW4vHPBD75vjFQW38H9JF7GtLvHW8WCK7q5fLcYFVpRyjJ4VP-mkW5pnfNG8G4MFgW4dRd4W1Z9PylN29zj45-d48TN6Mpphny3V4RW5JcPWx2_x3pXW26yWW_32cSn9W8_jp757h6xC1W4Bx_t59cKQzmW8k7Y7m66CdfyW8pyWf57ZMwSwW3KHPXJ6gYywhN5s3jNKb6tWPW4GZcpQ70dd4JW8yHyQS8yyvnkW8tBhMy7x2Wh_W6ZV44-2-xZzlW90-X1t7HZ8ZRW3JFQMh1Mn9T3f1QZ1C403)  
[Grand Rapids, MI – Apr 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W40PwHL4gLZ7LW5sVqDF1T4lH60/5/f18dQhb0S3j473p10HW12PnTT4_Bf4BW5VwJpN3xy671N5pt8YyjtWL8W5N5g-Y6l3My-W9jmgHn86CXnFN2MMy-5BK1T5W4nCCjs3qXf2WN7XHDmXBxKQ0W7-X9N987vzXbW8VrL334CSPx-W3JgNbg5dYVThW1sxr9W6df61SW5N1zyX3BHGY9W342CsN5m60d8W7ZWLw4866V85VmQd2_1tP-8kN12hhmJ8XkjdW5chMnb2T-bLhW19dJqs15jGYDW2ZZYmy8bltpjW6LxsqS2PC89KW7Jm6K655RtQnW7RC-DG7cRMH6W2stpdH7tkB56W2nJX-r5HqlwJW2MmD1m2FBFyHV4YlY61Pv1pqN3fj4sfG-W14N3_c9PmbZn-_W2svFJf6lxwtXW5Q76248qwmgqW6nd7gr3Hfwt7W3kcNkw7ykLspW7NZycL313GNbN74zXDpGrqtyW2bbVwb6Yz-jFW5b1NgY77q2XBW1W3v1L83SpLDW4DbpDM8-fRJ_W7_SHBs17C4YXW943My51RxhJlW6fflWV6QjzbFW2SZhxV7pDYqDW4l5_-97nnRxRW3rtQ6C4sHdY7W6W8LsW1Zs9-QW4BBqCh9dTnMtW4y5VWY8Sj7wkW6SHTv28DFVDDW9cr4Bd2-mTy7MGd19qc7Rpb103)  
[Vernon, BC, Canada – Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4CJjRj7mLgFVN4ZqFjQKKFs_0/5/f18dQhb0S1Wd7BfHj9W12NFxd2qlN5YW7-fVSr314-48W8w5g_n1ycCM2W6c7nQP34_JrdW6kb72_8yzM22W1W0F-q7h8g6tW4LLC4F4t2bktW8l2HMt73JL7mW2Xlc-g8_jCYpW4qDr3M2j_52gW9k6FmF8FdRPGW6flMCd1BnpJyN7nX9YMC2RVvW6yYchW3wvWmqW1RXx8c4t6k57W41dY_c1FZjYnW8YCX218s2ZfqV2k8rc48ZZVKW2d0R7722Cw5bW58sQ808nCPYnW606VBs6frDBGW7ssGfB35-1NnV-YxBz8nGkZlW81hFK47lYPQNMpPFq_gkHPxW4_Sp5D1MFv5CW4Ny5hM7Myv3DN7gZQxLH78cgW1TBhlH3mGzS7W5m2Nlx6l5Mm-W6cngxP3Nvxs2W7PKy3C2yGPwPW7Brk6h4x2CQRW1-5qs66Lth-XW86nqNr74btW7W7LzHFd8K8MGtW4wP7s99gfCVhW3k8n663_Cx3yW2QVZQj8vtDj3W4vt9Z53lx4MRW7X4HYl47GlFcW2_3LYB6m7Z33W1yhgS52CVR-RW3Xdk__72Rxr2W5Rjb_t4nyDCvW7BChQD1KXcqVW54YYH28CP4_kW43THq_5NKxd7W2kP49x7HY3NRN96XGdQTqyW-111)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W58ybC64sl2lfW4Zlmk85cHL5P0/5/f18dQhb0S3j46SyJVPW12gPy72vPQmGVBJSHS1fCpFqW1_nWKT38Nb4BW3632KK4RT9mhW6NkbrB8MRKf4Vm_Vtq1CY0_7W3nq_CX2pLYXjW5p6pdZ8JtzcTW29DysF7y8RpJN63gcH-X92PvW4bdTCR1B-Pj2W6PBLss5T4-rvMWnWwq4LF6gVVF6j72NNF7BW2HTnr-75YMqBW6vN9Mq2mBtzDW2k4l8W98Pr4lN18czcLw_JxKW7YMh3J2WGnN-W1XXS0b6Q0VryW5KbBJt4ffh0SW4W3k-x8kj56cW6bdvLV3JHR0mN2M5Nz7VnMRBW6220XC67WC-sW7Ls27_2cHN5dN6cqwXW_Jr9FW4F0TQ75dg9JNW1-BN5g2nJQDWW6rP9B31_tzNWN56FZ0HSKqH_W8Fyw9q8KPLRPW72s35B6mW9c7N52ZPvP4DDnLVPqwDR1D9lNJW2Vsr145ckM3LW61dRPL6QF1JyW3769gf3wrSmLW4tSfd28KwjlZN9lZxc6ZN7G6W7sz-Dd2_vy4VW32KxMQ2n5JNzV1gc115Z7BXzW8M3yZw9c491wW9cbh5Z512dxKW5LgfQr70pbdrN6qMZ9xHN_w6W5hb6q620J-zcf3Cxp4-03)  
[Las Vegas, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2Q-wr88M5W5hW7d3jK54bklTN0/5/f18dQhb0S2C86_rVWxW12N7sb1fpCXFN4_p6_lGhdgfW3W6Vwl3WsG67W3632KK4RT9mCW4r26Ck8Wb6PYW2CBZzR5L0ZCRW8hdvR84-PS_SW4fN0vf4hhVvZV6Sxny2ZMC3FW8X5V883RPBqrN8jclDkJjR6bW9cq0Vh4cKc0bVqK92P2gsHppW1QJzD-3kYl2_W6Wv0JR1y8RxlW8SK0B91tcNQwW7J36Cj26x1w1W5V7cFW330HN1N6lFlBJs_LMdW52XXDm2Plmy_VjykXr3FvQ7-W5wcZm72Fd4h9W3-JnLv27HSqcMZ8G6Y9xr2TW71X_1L3W5p18N5lHpsdMjhGNVS2ygB2HpXcWW30Fv4P3lRPdLN7VjtLRc6gZnN5zf1GwlkW3DW3rX-h63lFFZyW6qrdnt2PhmPMW42RZPg5XgKSdW1y50n_6hc__2W320-pr9b2r93W3bPSnL3HGNTKW6Hx3T88H7fqvW2_8dqX8pGSsQVgdHjb7Ggt47W9h7cLW88P1LwW4zlF6X4bvXTNW80kRpn5fdJn5W8BgCbJ74N6bqW83SvsM959LxQW78r2wJ8B6Y4WW6RqXGN4yFQHqW52Vl6M9jF5Z1W3PG2Tb181SYLW6rjjMH5wYXvC0)  
[Minneapolis, MN – Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8cqgY18kQmhFW98Ybsh8zpJjm0/5/f18dQhb0S65P73p10HW12PnV-2w28RPW5gm3G26jq-hjW5_YX-T4S7dK2W275Z2Q3Z0sQjW8m1Pv14rHSStW6_7wgB4LB84xW8FZFKp7g0_C-W3G8Gbw6pfBSsW7-Xp0S3qqkYYW8d1Ntf89QTz5W6qXpS58kQWD3W7KT8Lm5W--h-W6hJl0t4yGgBTW591f0Z8Vy4THW8jwsk653PJSGW6crMKm4JhW20W3Qhwjy2G3JLlW4Phcd-2w2002W2fDD5Q4P9cxBW2bpznP2BdgJcW5S-xsy6bQx55W6f2c3X616XqBW3MjVcV7Y0f3gW2_HSkd8L6HJxV3y1vj4V73QPVk1Wgh2Ldc6LW7t0f2j3ZjdZDVsp5f88VZ95TW587ylJ3Gg5kPW5rl-f-8FRkqJW7PvQMw3DgNJrW5WvR_j4mY4grW6Y6Qry7HgYwkW2q3nv03JW65lW2CP51w6wZGgkW8Rgjl3447kRFW4zPQTN6mnQHZW4wVrFR56hb7mW92YByj9fB77YW3bRkf72y3cdbW9gxLFQ1Qw3mrW8yDWVC6blTbBW8nCv2p2ng0GKV87flY4x2KVbW4v9j5P8RgT9cW8kGLR64khBCKW4fPHBH8ksTxtW4swQBd7BSCGCVKgy_B8rY3ZDW7-kkcK5SJS1g0)  
[Atlanta, GA – Apr 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5RTqKb7rBhNcN7xfRZ4S8prp0/5/f18dQhb0S65P2dYTssVWnCxp60RnJmW79dfyT4_skF9W4YGPLq7PWSLxN374sSxJ7FbkW49xw_N8rx6nfW6fFQgp5M_qYgN23QDdHkKCsbW6Ps0vz6LgG1RW2cr8pf2jfkfGW70NtWb7-cKGCW4tV2886jLz4RW5QgMCb3qDJKqN776FFR19lWRW2vr82J4j-bPCW326hNG7S8QjPW2V_RXn3flfjTW3Wwr5X5DplXqW5vdrG62KJ7lfN53tbQHKXNSCW2WKFBX3_LVf8W5vP3VC7P_c4pW1mC4nq2YdMjpVjSpyb4MHG6JW523xwW2F5-gHW38QLJp3ZWlPQW5wXVtx3wTZ9_VlWnGX1M47m6W6rzgYJ4yYyzLW3d7vQX6SGmKmW3T4ty06l26W9W39Mph55w4JmYW1z9sp59d4SBpW6fWQ6p4qc-15W2TkdGV4d9HQxW5KY8Zs5CgL-mW564Pb_41gYh3W84pH3J6HfK_TW4x9XKD8dfHRFW7YKWj34R2YNpW7z06DW8lXDgfW8yKN6T2njGmsW44xVQc6PR1JlW8NnMJz6RKFmhW2CSVnc921cq7W7B91ww7VGz0LW55NDkX79BLncW95lm6g7Q9Kxt102)  
[Birmingham, AL – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VZ_bst5ktL0FW4mMMzp7VsTt90/5/f18dQhb0S64C6XvPVTW11SxYS2q2ylsW4QxkYk1cZr2wW99fGCr63cw1xW6vW_9s7KdFtTW5DBcN33qJ2vcW2nNSQz5NcqvRW8z_Rxz9hBJhdW8gHl1b81TrBDW8Nkd5b6yptkyW6YQGs23h-wtLW4V3L5R1nFr86W9cHTCj4mtLqTW8WqWbz40jspCW3Btw931pmnlyW3qVp0t2wNl2VN16JBqCJC7JxW24CShy1YNG9tV3qrw21bdn--W8B-pb63LphxSW2pSjHl49R3c_W2wQW383RT-Z8VPXHzz6z3s8JN1SvkjP4DL0cW3h4F005kzywmW5Q3Kfn5y_kjrW7RCCkP4L07b-VKXXFX2YwvwtVH7z__6cN0wFW1CfdnX5zkSXxW20SvFh7wBlXtW37Nnj135c98MW2wCnzp6tQPTYW14D25q7JJfxYW2w4ZL08f0wxsW3ql0xf4xpgwQN79MXtwr2mQMW6vCx796KLKVMW3-p_vv8t9_42N8Vq_fdRWstgW8Q55Ln38mG2bW76n5Sh4tvy_9Ms1vWDNn4VDVqSkCL8jq8qwW4n4GV77s3VXgW4yD-Th8RrbQgW16ngkd96gBcfW2S_nCP2d7J7NW5P8rDP5LPbwK0)  
[Los Angeles, CA – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3qSJPB4W9Jy6W6bPTqF8yQ3lK0/5/f18dQhb0S3j46_rD8pW12NS3r19G0J8W4W1vSb7334rtN82mL6bDGlBxW59CWzD5WL39SW5JLQ0p4x83w1W6TqwYP63M_22W2wqlQf6jFS81W84DC_r9cx0wmW8vYhQf5y6PwDW959JGN8tJYN1W96v6XB3_xN-kW2cCShy37lyQHW90zF7b1PW42tW7lwlNQ2Sy_9PN4LSX1zpCf4PVb9vTT1jDpxjVL6ZN04b2fn9W6tjbNY1rwv3SW61JPpZ5z9Z3rW7MrZ2G2hvkjXW2MgZN67JyH8CW493Z8w2cG5z9W2nR3d31FbHygW36hJgw2sxVlbW7sG3ZL8KvjYKW3RBV0j92NQ6qW5Vss-42nB2MWVnfZ2b5tm5ZqW5Kj9jx1NQkpLVd461z95qHnpW3N_NbK3LJ8BfN1pfhyHGZkD0W3CRhKW1LTqj7W8zkXjK7CmxcjW7Gbh3q3WPHJkW6hDc_f2sygXBW6ncSCj6t8RTGW2vlqhs7b0L--W6NLRwP6lgC1zN9jj8HZ_6TJnW99SzZq8BXggYW4-c_zJ5FyDkyW5P9m-s65Tw5GW62dClD4hDtsdVZT8vZ8HG8LVW7kmfZT8bV3QGW7fCxrT8frH3QW8HGWHc8S8C8XW2QLFhk92x8D9W87Ldrj3w8KvpW97L2bj6hB980N3Djrt4LB7pW111)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4jz1Km5q24WQW6j7bZk24s45j0/5/f18dQhb0S2C87B0mbNW12Nrj93d7fzzVb9X361NMW_QW429cpl3d1NhgN3WdFdZKZ6ctW8m3l9c4G9CtsN4mVMt7F9p8jW2p7b_n6DCxjYVScHG_2MBC3WW8y0JcX4vYjcSW91PlMC5MK-d9W18nH4K59mWCmW6dM0P92xrwL5W5qB8pg2KmD9pW476Zpq8mX7d6W6wFZj65gVYm7W4VhrB34MJ1w3W78MkxP19gMv1W2lhZ9n8-ffSMVLxbKp1kNM1-W8F7J1G375XrFW8zFVV63rB20LW3CYbnK6F59N7W8cpgNZ6WnwLJW3VhV_j3gFZH4W19rgQP5ghxdMW1PTV4n8bGNKfW8Mwh3C5WsT29W22kq-W8PkfcMW2H1wyT56Q5-SW7WYnbg6XfvMXW7njdXp6R1vQFW7yZt876vGSkdW6ndjtp60tqW8W5YVR5g5-XmgyW5XPPQj9hGXcPW3s1bZQ62WJYVW6HxC6Z4mbYSkW7Z0jTj7-n8xzW86bQtJ3qVsZ1W4rFBb09fSdtsN4snsV_s59gHW1ZSWBb2PbfNxN64txl---tlGW8dR1Br85D-mDW8Sc3Cc5xTrPmW6rf7_29h4yfcW6r3RVy5DHMmyW4H31-13Pnj1VW13-ypf1G2PjTf5wYXvC04)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1T5Dwm6Q4m_LW7pMmPV3Y_5xd0/5/f18dQhb0S2C87B0mbNN12NrgZFPmd_MMhY_7hVScgW6xq7rD1ycjj_N20wnWx-vHBwVXFfMM2TRldqW1S2Q094t3bhzW4VFDMq86yWCzW7hh4gH7W9f3cW8_1nD96Xp0HwW71PpCr2DSHBPW5RsHxk6P_bTsW9gtvwM39msz8W54byhW7RMt0ZVnj4Bb3yp6wSW2JlJmt4pqLzlTlQHg11pfShVl4DSZ30-kD4W79Qv8_236LwtW5qZhsF1vGBlCN2gwztSH0BZjW5CHkjj6vQmtwW6Q7vVz1mrySgN4vhLsV9FcXmW7H3XsT4v9Vc3W3ZCLYP7CCDV0N755xf_52tQ6W4-KjtN4vRtcmW11JmnK1KQ9x6W14-v8L5dYw5cW7L3-tG7cpnG_W2W_v0f7g9DVBW4kNzR96YDCdMW1DtQbf5dDRMzW11_Cnb4n6R3BW29dnbY2v-LbJW1_1Vb35b56PmW3S3G_74q2jMcV-8nLX3lFPHgW7hD8d68G7-YLW40BjZ68Q0DmcW20lJZ25nwMzmW1KZbwH78qFxxW3RQ42_4PmW0tV6sSdc3KmRBSW3PsPrv2j1FCvW2cRCF25GqqjDW70kLyN9h4SRhW9c5Sl77BR0jwW3FRvKw4Tjsczf5FQL6h11)  
[Dallas, TX – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1HCQll6Dl-V6W8F7XVR78SrWG0/5/f18dQhb0S2C87B0DV2W12NSKD2vPQ9BW4_p6-M522r2_N314nRPN4ZjxW5kmH6f4cVF9sW6Hzl-Q88rSy9VBJRHS8DrndlW3XlBN84RrYqmN1Jv93MyS7_6W2bT8pJ4R427pW2CZ9Hb6Nv5zKW1mYjVz51F9hKW3_KHT85W-qGbW93jkJY4JXry9VYlLNN52PfvPW53lFzP2bs2fqW52mgR21YghV3W5c7yBB68kH1bN6nvCl6FmVsYW35LLlJ2J1QBXW2yhcbH1tN004N5lLt9CMPyfLV4Jh-k3xz6K6W52JKv56_x_8cW5Gl4RC5WqBqPW5Q3K9g31ZRwQW5JQ80P28l7WyW18fcHw34YJn3W5NpjqZ8c0kbSV4zTKw5F9hKDW24CY9h6pryTnW84CdN_37gXzCW1SNSrK1-sFdQN2YG4H6P24w3W6h5gs9641mbbW919rPb3J3dWwW3Gvms73mgzF0W2VmSl51Kpp8hN8VbTr1z2YDVW8cpGQS5_jQrjW8w76Mn4chyNnN6Lsk1qxWTMyW7nnR1P2dsP92W2bSRJP7vSJr8W2TQjnV5yl-yCW3X-KMs4nMwCLW8_m4nV7wYNlRW6VHtsZ6Lcw43W48ntFK3skt7y111)  
[Ann Arbor, MI – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VsFkFQ992v1yW4SwYvT1zTJqt0/5/f18dQhb0S65P7B0DV2W12NV7V2qy0KMW7HCxpb1gg10bW3p13Yc2LlNj4W8V1ccK96bYMZW90dz_r8t9j6HVF4HBD4rS9dHW13wjcz9lGTJ9N1JB4hxyS7_6W2bSZbm8kf9h1W7hnM8s3sHLy8W1w_T-w74Rxd5W5DvFPX2Hv2YSW2bMmB772d9T8Vnv8nP1h9S8zW3ZlCKT6nWtH0W4MV1JM6dxm61W5b548h1s7zGkVLP4F-75F5jkVWx9W33F2z31W62Swkg63Vv0pW54qJ138w4V1rW2bHKFk1v5S-zW4qh7t072VkfXW79CBkG2wfZwvW7q60qV1pnFB9W54fF9Q1NXZpXN4WlG-4lklsXW6jqNwT32CFzVW38jwWk3stCG-W3lgwQS1xLYlwW33s0CN2NyGkQW5D1c-96-y85YW8nrWr-4pv71KW8ZF0X15HH0Z3W1CJlvg6Wr19cW6XRH523YlmhBN5-BvrgxW3XdW4hjmp98Fl84FW1SN_CQ7j4LbgW5JnqPD96LRkXW8tNwHP2nhRr-W432-Gm3LfHMnW4Ht6-k2bc5BLW4yGSNt7hSB03W7TSfcv4zB8RhMp4nnZts_s5N3vLG5x8-syF103)  
[Nashua, NH – May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*V96mG48G12C-W6k028B4-l3xD0/5/f18dQhb0S65P7B0DV2W12N-Nh1klDDbW7HCxpb1gg7H1W490wdN1RDwjFW5mSGCs96bYMZW90dz_r8t8t9qVF4g5_4rS9dHW13wjb-9lGTJ9N1JB4hxyS7_6W2bT2N_5_cCsVW99vvLL1JPQyQW340mn58gfgSXVgKFzk5m7621W895sSN1NyWb4W2qQ_fm240pjqW5y-yNF8t7xRBW19dJsx5FJ4nnW3PbGq_4_b9T-W2ysszj6s46p1W7Lh0G65pygTZW1GtNn82CBVY6W8yK3FD3wcGLyW5z8vxr3GxDxHVJFm5c20-zHFW80_GlC4f7M4_W1c0T1w7CZ1RkW9fcRzb4gkMzKW3Pg5yp1zHN4-W1yjV7M83m296W687tvq727rK_N336jY3Q5jbJW2s0tk98snJv_W7NjNZ183pw-9W3t1X_B3nTDK_W2Sl39f8LNzzLN80x0hvy8V2ZW85Bh7w4Cf5nmW6KgY6W7qpf43W90txzh2Dx0FVW2qmQ1V8ndtcCW1wh7G363-5BfMh3qtQ6_-kXW4VCMtV8y8FsfW7V-lW_8cWDJTVkwl2Y3nvn-JW4ybxjZ9btCYLW7WssGC1k2xnQVqC7D05HWZzC103)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5QV1kn2N0F3kW5ff0Gc2X1HMn0/5/f18dQhb0S2C873nK89VWVfg_1b7DppVb_czl73qN3fN8F_KQFnjQpmV-7DbS4QxMgYW7nmVfR6MvrXtW964Py02drMZbVqXTZZ7HTJ9ZW8B3yG319TQwQW9lfX5S1KYHPZW17hnS9926k1gN1LDM3hWBHf8W5K7Dnl4jzbgzW6pK3DH82MtQjW8nPRCS7Kyk-RW6gz13n4bgX_WW5gHtvK579M3BN2HmVYq354VWW617LXB5g7vY6W1pxPB35V-V9CW1vL2l66wDPxYW6N1z7b2MY3DCW2SvKcb5569l5W24RwYP7p1wSJV10pcN3ycVNFW5DGQtY4-MtZQV98Z-Y2CQxJ3W4gn5H54LBnbRW5jFh2g2HQCPzW1r2d3b74sqqbW4xC0523LtSVwW6SVsHK3XSzzpW5rtn--43crJ5W7y4pnS7NZkHrW7cgQFs8k35w4W53bn2S8GyPl_W6Yz-kS4QkTxxW73g7pm1GJ4ggW7Xj8vQ3MVDPYW3YRQ_d6FBWn-W2hHDj78QfJrDVL92Tw6m8_ckW6nn1fX5RNlbVW7_bHTX6Hn-dlW328N_g4FDzGgW3Z_rVs5HQFS7W4gMtmn7W49n5W7n5-7b4dSh7tW6KpwZ17VW4vGW3P80yD8lBTBJW1XzwrW8JCKDFf7SpCVV02)  
[Sydney, Australia – May 18-20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6_D1R28BDlhPVkkP7y3yvfj70/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nN1DWFCprNHwGW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjN39vDCGT8FzQW8l2x6l3GCDtSN5v6GJj-06zSW5G2WMN3dQJFhW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LShfW7PN9ZS8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT82wPvfW8mQMWv5TptjNW7BnNCz55T8N8W7w3wPS1NC3KcW1F6KTt2G-cGVW1X0C4T2Jm6s_VkVlBN6yBFgpW7r629F6jXlnnVx0gJP56zRpDVt-hCz7j__TcVknMTT7KdVT6W1CqQ7p91JB_xW22nrtY6jgktlW8Qp-0k57hvMJW1MBJBV5bPT8jW1G6hP-4jWpNPW7ZjRCN1BxxJmW7ZdjLr73R1h2W224l1f6pHKM0W770mwh1YYyGTW4502qq49FShzW2dGJVk91KtDBW6ZVcyz2rNctnW5-rV-134Vr2hW8DBww02dpqD7McTSRKcSy-_f5m4xYp02)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8g8hBZ61djXZN4-T2XwHkfgh0/5/f18dQhb0S65P7B0DV2W12NV7V2qy0KMW7FD-W01gg0__W7Tm3ZG3C9Rx_W5mMGWW96bYMZW90dz_r8t9j6HVF4HBD4rS9dHW13wjcz9lGTJ9N1JB4hxyS7_6W2bSZbZ5--dt1W2D3RnD6DwM_CW300P2Z79DWp2W5Dw3l52Fwx7GW4B6x2k72db_RVmTVTK5XNdsFW3BD-Ff5QfRWJW4MV1JM3WvKPhW5NGX-31bBhfTVMNgS275SHXYMmDmGxXYKJnW7NqLyQ494Vj_W69tkwv84KkYQW3xqFG35lYV29W2Wt2Wn83Ym4LW3-Jj5w7JpNSRW4P41S42ngZRlW8XyJlm7M9J45W5K1xGY6sBN-xW6f9PyQ30TQzCN5Yy_-kKYYbQW8FBdSn25FlJYW3Kv3KS2f_d8RW30ppN73k18KNW810HkT8R7K4KW80Ww0V7mMny-Vr2Jkw54Lh5wW6Fr-7P8kjHjBW8F5jfv1rnC22W81skGg2WgqJDW4TJMwm7-JzWQW2Q9njF2dwsgrW3pMxZ-3RbrxWN6kttt6MH681VvVm4G9bK59nW1b1-pL4qG5JlW26xN1l169bsBW1gGpnK76PH4gVTxqvV8-v6Vg103)  
[United Kingdom – Jun 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W651VhF5hfr9jW28KN3v4VkZtR0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqMRYQfddVkbTW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBXd81Fj05rW7gYsyG4cPtjVN8MzY-ypW0nzW4gclNH6QX4WkW1ZFn-Q4CSXJNW32wFFH1XlrFsRTn9jxBCJ102)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5fQ3084chmgyW40K7FW2m2mBD0/5/f18dQhb0S3j47Bf-yPW12P2Fp1vXXzSVtb_rc75SrWQN5J56gLrbH-TW7--MR53fhkBkW5hq6V28MJG7QW88dTPV2CS9VZW6t7qSV7nMLTnW2Cdg1F4H3y0QW9fg41Z8RVQCPW15HhVv4rH6XDW1FNXzT9jmP5hW2V6FWf3BWwjtW5m-jmC4FZfy2W2DqxhT79Cn2wW1w18LC5zrhQ-W4QXVPb2YBX4JW3G4bXG5WPtm2TNxCt3z-2RHN4-08jTVD4ZYMl2h0HC3CBWW34r9Dh7hQ92nW1dsjws5sDQs8W7Nmlnp81N6yFMJ34PvWwBvHN1pW55d1Tj3FW2tlXwY77S-sXW40VVz-4zp1h2W4BQmk83jR3LKW4K28Tv2ds3pYW2ynK3y6bylw4W2G-YQn2fjRLKW25-t7l1DhznGW5LSLwt1XV_glW5lRTH13PtPRCW6KF77H2STVbzW8C3ZKR9gQN7mW5QRXbg4f25MKW8wS1yt3bZQZlW2XkxXb2xDfNDW3l9H7-3HLB4FW6_4tgm6qyxBvVX5VT87MgNRkW6YSzCw71P4dcW5Ygt6l30w31ZW2c_C5N1nvv4bW22_DKy5C49bfW7nsGF28mHn2rW8tK99S4r3N_jW9d_l7p55CXLQW7R60PZ4CRTWBW62mfRs53yJMhf5tzbzV11)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*VjCjF64khs11W1yyLGx9dCPHc0/5/f18dQhb0S3j47BfGH_W12NBH95VRrw-N4PCkTjhW2JPW7n9WQv5JkND4W4XBs8m6GhyN8W7qX-pK6yFKC5W5DtkwP1_vjTWW2K5gmQ8n8ZqwW15Lr4r6qwtrYW2DT32f55l_pxW17pDM28Nklk3W7C72FZ8kzMtvW740HHT42LyyYW6n0Ts77YPdVbW40cgFS5v6T00W3nrT6h2Z6161W2nR1vl1TTpNNW5Y_3j84Q5NrbW1gKsdl4SxxhzW3133SJ4BbNxtN52mHbWCtbrzW1bHvZF5_PdRMW1CCxvJ5FTLygW307Kpd5NJdMxW1wFNS_7-7dVvW3jvH3w6m_KQsW4h04B669FDgTW3gP4mm1NSbVyW1y5Vwd8gWpZQW15BSqL18TCxYVr2CXW4wgLjbW6xYJPb24nJLtW7RsZpy7jKK8nW68zryN9jlLnZW3l0w-K4v9xlKVzqWnN2_8rWwW17hx-N3YPv9JW7sF36F8k_RbsW39K8Pr8Gc4dMW6M55Wx3PSbGNW8Yxwqg9jXG1KW5QGSVW5kCMwJW8_bhY11BCdfnW7s4-dT6DX0NzW77NY074DtVrdW834jtF5JPF_yW8LjHTc1VyB8NW8fBZz08hPQGsW93fHb78XjnsVW6mq2Jt8NxvQmW3qZdT13fxBNsN9fdBcW31qDQ102)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N65_RBkWNCkkW1n0tPb6Ws8j80/5/f18dQhb0SfHw9dZyjHW6KB8JF1k63-nN1DWFCprNHwGW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl1D8_YxW7vB3TH7w415NN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt2G-cGVW1X0C4T2Jm6s_VkVlBN6yBFgpW7r629F6jXlnnVx0gJP56zRpDVt-hCz7j__TcVknMTT7KdVT6W1CqQ7p91JB_xW22nrtY6jgktlW8Qp-0k57hvMJW1MBJBV5bPT8jW1G6hP-4jWpNPW7ZjRCN1BxxJmW7ZdjLr73R1h2W224l1f6pHKM0W770mwh1YYyGTW4502qq49FShzW2dGJVk91KtDBW6ZVcyz2rNctnW5-rV-134Vr2hW8DBww02dpqD7McTSRKcSG1_f2XPcg102)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6D9K-x3J-kT-W7_vjwg1c4Jpm0/5/f18dQhb0S3j46SyJVPW12gPy72vPQmGVBJSHS1fCpFnW5F39Cn7QxbGwVPwCMq1cKhl1W6mVD-z9b2JV0W4NyJxn54N-qJW39VKFN2ZJRR9W8mC_XX29mW5lVyq5479fmQdWW3T4sVS2DxyHSW1wt1654hzy7TW4mdyRt4f9sglW5XZ8_7728CP-W4QDctz1wXbvpW2Rxrsr7WmmRdW386Rqn1t4NHKW2wM4CG4J-TnNN2rlt0Vbp-R5W29C2PW2yJWjLW7sKxgk8GDQjxW8mrRwm76TQt2W3FH64j4vjk64W6CdHL813Nb0lVDQRdX3DS7BdW1YkZJY7wL5PWMfKqdsz0zZGW8GTKdY4QgdHkW7B4-3h7FH6LQW5WGmBh7vgB3LN4k7ppxdJysqW6NQB9q4z524CW5M_TPV9bpQtXW454Mv61zLSKGW8FQRR_7DycHvN267hRQpPYV8W3kFZL33XLDK8W49Rryn3fY1YKW1zQpNW6L3d8FW6lRyGS4mfVLpW9b8dNY2MbXZ1W3MgN3c19-S2xW6c8DBV5VhbT4W4K9jGr47KgqdW6TknXz9h50ZsW4jQ-Nd7c3ksGW7yb3nP897rhXW3bpbS96bbTGFN5gVLd4tN4Dsf5G0_hl03)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8FBmkf3R5n80W90PtNb98hkjz0/5/f18dQhb0SmhR9dZz5lW6KB8JF1k63-nN1DWFCprNHwGW6Blzlb1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58ySkb7vl6X_W7J9Ww97PSh-KN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK38-W7-W8kV7mWsnXW7dzcsS51vDDKW6vYDb47v70tSN4RssPTHMvs-Vc55VF30T_rPVdhLFK72nt_yW6sxy0G1gPTSgW7J_2DZ1shB24W1mtwnD7v7cJGW1G6z4m6tvZv9W240fSW1P4nxHW21Pns91bHnPGW19Czb62JJH_mW6hMjD989npMLW85zG9z6sVStTW76ly5m1M-LTLW6YpgVw28WmtXW6CsldF7WtMcLW3G_1lT6l4V95N3Nz9PLcZLWRW86kZLj6-sdcCVsL4QP7NMbGqW4-qysn7mt3V-W8YFp1G83xhBXN99g4v_k_37fW5cxmwM30p0w_W6k4Q6w8XBHsxMVs7V_Vmkwkf50Vx3L02)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4NlXCQ84vZBrW90vYHj1cgzjJ0/5/f18dQhb0SfHw9dZyjHW6KB8JF1k63-nN1DWFCprNHwGW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcY4N57QDJGrPm2mN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KTt2G-cGVW1X0C4T2Jm6s_VkVlBN6yBFgpW7r629F6jXlnnVx0gJP56zRpDVt-hCz7j__TcVknMTT7KdVT6W1CqQ7p91JB_xW22nrtY6jgktlW8Qp-0k57hvMJW1MBJBV5bPT8jW1G6hP-4jWpNPW7ZjRCN1BxxJmW7ZdjLr73R1h2W224l1f6pHKM0W770mwh1YYyGTW4502qq49FShzW2dGJVk91KtDBW6ZVcyz2rNctnW5-rV-134Vr2hW8DBww02dpqD7McTSRKcSHfBf6tPw3m02)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3Ll5Wk1yDs6dVw1Zmh4TF4CH0/5/f18dQhb0S3j47w3xTHW12Ppcv4-ZZq9N5gdxGhHwCvhW6b4XDh2Lk0zmW1kSxbl5FlGySW40H4mR3PJJGGW4-pSS45NdcsxW518RvW4-sylrW5Q9Y3q6k3lp1W194tr980B4v7W2j2QdP4GnB9XW7hNLcl113f8yW8v-fmh7MzmmlW3f04k835SBb-W2-TyHd7SmyKJW14jcNp1dPrdTW2wPNds1Gm9FsW5HpyrY1HZNrQW8QH1Xt93r6VCW5X-TJ04RCwRCLpSKC-nXPkW2pk3Pt1LWn0LW4g609q72cVpnW3FWF2-2vbY1-W98vST84TFrcvVSNVw950F3V4W7s_QxC4JSVRnW6wZkhS8mZ2hGW8T3lfQ79qkCmW84-H1L97YrKpW7tXMzz3WyZ7cW5_RgCP4-3ZFXW8LQczF55B7myW3QCbmg1msw73W1Fw1c45sHdbHW7Q4kdT6l269gW81wtnx1jsVY6W84xvC717YRN5Vc_7RG1qpSyNW3ythhL90rq7-VvFG2X2XS-GVVXQF0k7n20DmW4DJs632DCkDLW7rsDQZ4HtNCnW8XzP2c832Z9RW4SCQ5c1qL640W18bhqQ9b9vVq103)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W7mXkQB5gHQDcW2KgnZ54QsBBV0/5/f18dQhb0S2C82jTrhwW12PbLM4-ZKW6W4NFMXg1Ngz5BW4mCj7Y75xDZcW5-sJ8D73k_NDW4bTh2J8Xj6Y7W4rL8dz13jxZ2W2s0kM52NPjlPW1D4dX66QXy3CW6b1P-l6KXSHyW7BtHk97ZZV4WW5RXKkK8gKZRPW3jWL8T2_cSB-W8r8MjC2Kjl5nW8ndVMB1MMPJXN11RBfhl4hhHVssZPX1QZTzTMrPcgCMt-lfW2WwkYP1YlhJTVKxg8g60JBQwW2N-ppT2D6PS6W85JcHs3rw8rgW3YK42z6DJZNjW7PJqB56K9KghW1tfsvs7zKRMpV3n4cg2_1t3bN97w5ZPk3lyyW13NXS22_R2J9W52QVHm8FgkKMW3mLZGS58vrM7W6jqCl82YP1ZVW35sJdV4W7D6gW4fnSVK6zmRTCN57_z6C9XKBDV_0PFw2Qm2ZwW5NsKhc8p3JLwW8VQgfr6KMQtxN7h6sBmzg_V2W77tST24W5MKtW2_sCW64nY1mCVtY1p78_k0TLW5xWWJr1JcWrpW7yR4wK95dT5pW68qx_-7Wyqh_W6Jw94l7SW0ykN5KvfFwYnyBGV2C2pN3L_2SKW3JgKLb7R5hppW8LTy3N1qq97SW55mK6Q2hk25hW1JL_rb93h9CSW2HM5L612VxycW73Qm936fpSzj0)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W88xcz05M4_6sW98NSdW4tQs_p0/5/f18dQhb0SfHq9dZxZKW6KB8JF1k63-nN1DWFCprNHwGW6Blzll1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41GY91KPTsW1Z8_nf6fKglJVztjL11Xx37pW2LB5vH7kcQB0W1QNxT01CWZyGW1wtH_F1RfJsRW7BxQ8K8-gzfJW7vq9mD1FndW7W8QWzHR4fcw9KW8T2bSq50fh_fW8P8pVj2XLxHSN1yYRcnlFPy3W5tb4QN3fBJpBW53NYtc4PLwTVW7pzJGt1T2M3kW1cxb7G1KVDtdV42cYP3nNLHXW1rDCSk1Kz2nTW4J9Ql27jc4nZW3YxVxW5pKk7fN92SmKp9XfwsM7s2GR1fkJPf8-vZRx03)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8q9CvQ8pJRPkW2L03Qh5QC_7W0/5/f18dQhb0S2C87B0mbNN12NntdFPmd_Mk1Ds6bVhsYN7ZTBhSNCTpjW2RN7S24WJddNW1_Mby07jm5_7W5Dzb9w2CBZzRW4vyP2Q31flz3W30mL2S96BXK4W2MlDPf2dBTKnW18VvPY97Lz87W7hqqJ_4z4VgtW5vV0sW36rLJ-W6qKKy31Jb2b1N1kCs1P5g2pRN1CnYqCMJHwWW64F3rX2BhXlCW8r5DzQ2PsJJ2VqTKtY1mC3jqW3wFhyR35w6ZRW3Bnr-84VGk3RVV26y_1R_XQbW875C4X2cyQKBW9bVMVg4T3jfBW7MwbZj2jY5ZcW1-QtBw1sZ_wNN3DDKG3gK_lSW19vTvP4lS4NPW1pptr68rd_6CN4tDdnGzd-KBV419Zp6NKhZjW7QcK3B3mqknMW4pDNGt48j4CgW3qXjtr74CtDgW5PNZ-W5yndNcW6801zQ16hY3MW7WYsh168Z8vvVsVlKS2rc583W1PdYDJ8KzPfNW7NbyzT4nThWVW9g748z7hw5lrW6dQsxY8JbQ1YW3NMwZn8BnZ3_W5pCMPL1Rd91kW4yWxYP3ncXXnW3CdMgf8rNNM9W8JnMQ91lb59KW8_cdZy85c__FW913Vkp88mP-GW7_s73t6MYYLGf6CmHzQ11)  
[New Orleans, LA – Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3PJWCM8S3h_BN1PPvM3tcBcm0/5/f18dQhb0S2C87B0mbNW12NrgZ5jB-_RMC4h09mS0sCN3GLN-QnjX0FW590-d22slRmbW8Dryb_8yzNsnW7tlMRd5ZTrdKW2ggm-r1wDVwSW1x9lw796BXKnW7cgYGZ2g479zW4x7SmJ8yswF_W6r86qb8Pj9xTW309kmf34K4vsN9lKFggr5vKnW79Cn2w1cvcnzW51lKXs6B8m33N3k0CkSVk82-W2Yqn1v4PGMgyW4P3yBd7WhrPmW2Y6Rsx3Kw-J8W5gqBvs4S87JrW2L8SfM7Yw0KlW2Dg_04632ZpHW6yFm7w23rwY4W4m-Mzv6pZ2sQMCVYHRf1cjyW52R-Q18GZppgW2Nv7dv4TGnh6Vv2_9h4WSh5LVVQTbQ5srszmW4X7LvH3YsHp0W4_GqJ01WY20CW411Nxq4nv5HNW6DJ_XS5XwPp0V6C7KQ3rjPzdN5Xv-lfj7hR4W8fv0nW6tW74CW1HfLCV44q81ZW5_rQjZ7ZZ8YYN5NdvlSzsFZ-W1jbc4V4nJnYDW3fPg0z8qFXrLW41V4Mp8kDFPJW1-t4Md7qh9y5VWxSj31_NmFVW1G7VBX6-5YgsW6qNlnV7Jz_hDW3ptV8N205kvLW4yFC2f5jRSxvVvy4_29k7zDbf8-BPcB02)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W6S483G4kJtDhW57tN0c13nWTS0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqMRYQfddVkbTW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBXd81Fj05rW7gYsyG4cPtjVN8MzY-ypW0nzW4gclNH6QX4WkW1ZFn-Q4CSXJNW32wFFH1SplF4Sm623tmVQw102)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W7F2Ttm7nt6NTW540V079hMY9B0/5/f18dQhb0S2C86XM89PW12hrSl473d50W2XXjCx30SqGVW6ytCyy6wKmG0W2PKq055Mq2hyW1DkMJ95wjCYYW8tdgZQ6JSd-nW8bvdnq7cxdw7W5HckhW7CMmSkW2chTgg6MM0sZVrjvJp8_1cp_W8V4Kl57qn8z1W3p4Yjk6wSKQHN1nWnl9FyPynN1-MT4Dd7bM4W4Jjjz_1CJHklW8n_X-f3CDDpsW2pPRZh7yBdzKW2FvKlq5BtPJFW1fvZPz4-mBM-W5sFRyQ3-x30dW7JqsbW8lYFWzW7ppZlF20TK8hN1qnLDd2Stl1W6Qkssk7j2xK-W2t1GSY2dt_wvW4vply37jZXSmW421yX08M3bBLW4-TlFw4P26L_W389YZ1388NQ5W74r3GS4LcbRSW1Cr5zM4HZVymW2S_qJ74tC-4zW2bfhrn3TvF8lW2k9Yxh6nV4gtW6nYKXq9f6dqRW2fnLk_4PsR5dW8GPyPz1VXTZ_W7xVtCt6QvdsqW3WG8NV8kHPJjW8cz_Hb2qFXnkW6lQVj83p--3kW17lKmc3SLbwrW7hg0Gs8hKv9PW6yc7hl6VpN9rW2f4_pP55Tv9XW5MMtrk6p5vT0W8tGHvL6ThLmXW8ync0Z4GzvYXW3s2bTK12wtXyW5cn60P5wYXvC0)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1Dphsb5lNyKdW2Jl71w4JQCv60/5/f18dQhb0S65P7B0DV2W12NV7V1klDDbW7HCxpb1gg10bW7jYzsx7dk_lpW1ln05P8Xg-xzW8JkRCG7ygCr6W1g8YJD8SJnBhW270Ckb9ldg-zW3r2ZQB15HhVvW4rHdzl1rbqLyW6KJ5326TNCfRW2J7m4r74Rxd5W5Gtbj52Hv2YSW2bMmBL72dbc6Vnv8nP1h9S8zW3ZlCKT6nWHWRW4MV1JM6dxm61W5b548h1s7zGkVLP4F-763lMXW3GFsnf3BHQY3W62Swkg63Vv0pN54mmd1WHQShVGQNvy1vSKK1W8PBLwz4MGb1jW524fMK4-ymCxW5r7CyX2PMTNtVNrgsF3BklYmVNd-Kh1rdsYMW6rxGZm3-mQlhW3d7qpR4PwxhPW4jP8h42-9_DHW5m_LQm2DGHLmW5DwTlk9jBK52W8D7jcG8P-304W2VjKLC42qVnmW6jw0fJ8QWRdLVprCY_7WG_ksW99JVLr4l5l81W4hQ1kp96zgwvW3JyzL_2WMP5WW76X6949dgP8VW1MKvqN2lkgYPW432-Gm8pgddLW8QqD_P4t6v_GW95k9qL921yHcW7BGxVT958ZYfW1gy7rz1VS6XWW4CC_t848vPDZ102)  
[Nashville, TN – Oct 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W1S9pxC6_vHJWW744SMV1DjpXr0/5/f18dQhb0SfHw9dZyjHW6KB8JF1k63-nN1DWFCprNHwGW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl58jzZLW7XVW4s7NNbKWW20_Z7m6JknFhW2fZzKM1Y_63_W31rP001V-PH3W2fDrtT7lvZ53W1MkxTk1wsTgqV7d2M61L4xyjW6FKg-T2XsCWxW7sx5sD64QZb6W8rvCHd22xSv2W8Xl1cb5cyhmqW92C45h2gmw3vW3H_Pty2DzCtRW1yBVxs9lMSzQW77xqGb52XNLvVB_KGN4d3-qWW6BfGRT8G8VHRW7KnYcg6y3vVKW6xtKV278b_KMN9cxpjtzpmcRW3-zJ-Z5ZsXMVW1LfVCK6KzLXSW5fj27q4pwwb2N9kPHjMMzPrjW6xMG0Q1Ng0x_W6Pc2NR7PwxJLMVzQv-Vn7DDW1Ff1gv32ShfbW31qMQ11S8n6GW714h8Q1nzDV_W49S95p4NL9fkVVpfRW6kbhMTW4lwLNQ52grQCW180dqB3y19vMN3wMXFC1Fv9sf7Zkq0003)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5__3Bn6T-S1zW8cFyHm5GnCJk0/5/f18dQhb0S3j47B0H3zN12P2FqFj02lV84HhP6sj_QWW6b2r2f5V4TzVW81PKw09g3gRDW97V1JW8lt1mCW3QWnrj1glhy9W7Xrn2y4lxHQ1V_jcP51Q8yvlW7scSqw959JJyW8fTTDF4rl8bDW1ZHlxq20JyVLW4MPldb6QlwRcW7dWzSR6R8P-HW2--3Pt3y3BbsW2pYgkT6CFMMjW5WZqCD3-8ZDlW6T989g5r4nMtW1gTxfm2l_FrbN5XcrJL5cbFTW7CbrNr7nqB3xW6ZFkBd24BRmhW7yqw-W9dRmd2W7Sr0VR22c64YW1s6DS93zhkdrMCbtRx6jSh-W4HJV7K4-9wJNW7kQTL_4tNH4bW1VHxyt7swMvJW3826yD2qTvvVV39c1g1GsPBPW30s7-617vhP1W7dVpjq6z33R3W1GYt4V7qS_XwW4PWhDH82jNFSW7fWR1H1S_RD_W7yJJTt8pNN4XW22MD9Z29zDCfW2_hYLC8xYYPCW6KC-5h3thtszW1r-dtp8TqNf-W8TCQVK5G07qnV78J_23vlxyLF8m-ksGSg88W4kxTWW966kXwW8StNqG8-XqMzW80yc284HxdCzW92x4pX6c5n91W9k6n6_6pnlm8VLyL2V36TLppf5wYXvC04)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3TDYJM8c2QPQN921vhm58FKN0/5/f18dQhb0S65P7B0DV2W12N-Nh1klDDbW7HCxpb1gfYpkW1ZCr-l5BTtQSW7lR-9w8ts49LW81yPkX5MGPRQW4-KGTR7mqt0GW8z0xjk9fDnp-W4fs3w64xCQNgN8tx8npYjxsBW892rGY4m4LlhW1_jn0T7d2yPXW3PJW3h2yx6DPN8D5S8x3fKfyN2-V9YTFzKfcW1mdrZr4hbxSrVCBW1Y392P6cN6dMFJ4ZY2lrN626t3PHHpb-W95VNN7639QbyN4YzSybYvjndW1FsgPC84MSWmW8_Mvnv2Lz7TKN716pljnFNG4W1nht9t1brwR8W2sKv0L1VTJ08W2v5S62525_p5W72rhm04kwdyGW3x5P5n6NGsmHW6zF9Bs6V55zVW4lMF-z381_3JW11bKW12DHwzJW50ZZ8X6nYkQZW7P_RLW259KfwW7wkG-R5pVyhhW4dwk-W8llJKXW4VgGc17WH5vwN2DxN33y7qwhW6vb6Xp9d1zrCW1SNzq17h5r1RW54B4Vm6Nj_KZW8LB6-h2lhD2gW432-MJ63dHQgW8cPBy83LJdtBN98gW1XBfLlBW1LtBB28wKSKpW1T1LDF1Q3qZmW9cdPcp2flRMD102)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5fL_M81zh-QzN33YlFrL8M7p0/5/f18dQhb0S3j47B0DV2W12hDQZ2FH_bkN5gdxGmJ0wmcW1_S4Ls5lsG2LW5rhjDQ3Y5g7-W6Hzl-Q88JdjNW4_p7bT5Ndf2-W5ydBtl4gHfmwW7NzDGm6K6p31W2jb3n58zCMTQW8MPdQz4cbJMDW5mrtD_2F82ddW3TPbJT1nQmn8W92yYvT19L9MqW2hmsjT1dJxtPVWmMkH5FDsP_W3V8vnS35NCjGW624Hpk7dRpfzW8h2Tt47GG_wHW6bTmvb14Ptq8W7L7LNQ3G87LvN85hKc_qzLHMW5ST2Bz6_7_ghN3SqLrT2HxRzW5S5Fb24yn1XSW78x4yp1wFqYQW2lc6243BvwSjW8G9rjD1psjC_W6YK6kL2VBYJTW9bXDJw36j79kW59KqlS24VMR2VFmNcC6gcJ3xVh8ztZ31rQsQW3M7GL-7KGJ5DW5Q336X5c0pGjW3Z2fbf3n95N4W82lxnW8-D9q_W90hQy95DSyP_W8mLcNn8_KKTDW1f7P961LPv5RW7vRpq163YFC7N59hCmLVYBLfW2C3L5W7vgJC4W2wWN8h4wCHpcW4vwG3g43nC5kW2jy8SN77_WxcW8M_7Bb1W_-DKVdyYVy83ccP6f4-lKYR04)  
[Louisville, KY – Nov 5, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W5mqjKx1D4gHSN1LMVgl7N1mL0/5/f18dQhb0S2C87B0mbNW12Nrj94_4nr-W4N33fj1MTKd2W2PY0jp2xPsHJW2jwv9W1pXHXMW7m10PB9jlmLqW8F_G032qmgvnW8G94rZ4qqtTCVjLxy95mb_jwW41_47P92m2j8W3bqZmN7by2YZW4gkbMN6W7Q56W3M72yg6r39HYW40lxn47plfp6W2KxkRl26zvbfN5FdbrDXrCP4W4-Kxdj4-r6mVW1DYKPT1ypcyMW4HR_Tp8zpPBqW1tHZLw20j5gNW8gqlsJ8qHKhDW4yWVYb7rx_HjW3CjHC-5wjVpLW12GyRZ7rVLTPW3j_8zJ6hVXBrW2XX_1s7kb5M4V5nBf38P77xlW91R51t72sVxBW1TBb5l3v-35vN8mlgPnYdTW-W8vcT-k4nrMkdW3md-x74_W5vLW1vcTDJ3Ypsx5W3WYlvh3bMHHQN1_D0JKSQlRzW4qfDPn8L-B7sW3bjFHf4j3my9VTtQwF72fP6YW3_XghW6SkgwNW21_83k2Bz5-xW46RP7m3P0GRXW2-j2DS6sJSlpW3QD36h4bpVphN5VLcSx23kF2W2bMbf74yT4V0W2kg12c9bJBP6W7Tsvp65KwP9MW85MDqd65nfc9W178n4V6DvCm-W4Sh2fr7fCjZJ111)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W86Jg322BtRrWW7lCF-G8qzKxY0/5/f18dQhb0S2C873nK89MWVfgcFPxQbV92kZH5W91RVW8FvV5t4VJssQW59VVGV3xH6wwW1WyPw98Lb5xPW70xZhm5f9DmxW2rRjRS44hKJdW16gt3P3cDWJKW6WRpLp8JvbxXW9c5wSd574m8QW3c913c87C2_dW6vwlDC36J8S3N21Gy90FVM4bN3TmSbNz5ZQfW63P7K51LdF2WW2S7t6_2svx4vN2wrGTMKtNJYW3dXvS96bxCVbW3JQMWd8m-F7qVJkfNG3QbSg1W6bf_YT3TkKzzW7pM_gt4ZQgyHW5Cbcgq2lpG42W5DQVV28rLjTmW3BBMjn2nzQ8LW3Dwq8l336QkYW4J_S5l8F4rCxW76D24-1TZzkHW46nR2w5-2M08VjPRXw3gXmNPVgsm4l5p2996W4nwlnx7--dwdW6qrvlD5pnVZcVvmzK-1HylcSN8lZsPrmS8R7W5rz3FR6HtsZkW8zBmJd6WczC3VWbs-l81wkhsW7rtJ1H7_8wtJW32lYjK7FVFFnW1Tn4sd7yr20fW6jbgkx2SDqyxN3nMhb11Yd6RW4LgQwJ1TlmMLW8ypWbh81l4MgN4Z8S2qKHdZSW4DzM-68_lqdrW93g8HL7s7tjQW7_nQdQ2wT4Ylf5rd-qZ11)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N5n1wyGSz4XpW7K8V9Q2sxW1v0/5/f18dQhb0S3j47B0DV2W12hLrl4S3NprN5gdxGhHwDSdW665TGY1mPQHvW19KfBn7Tb5LBW400S8Z6Zhk4hVBJRK129l-C0MJdbwgDNNv7W2chTcT3h10zcVgj15L90sWcdW7Cl5S588Lck7W5YJFZ258h8W4W4nFRK46DJlt6W37XrM03VcgVjN68336RVXqFhW1KhJC-5gVKtwW1fhXC66Hr75zW2RdfLn5SsmDPW1FmKx-6KQN7SW30zNkd5k8-Q8W4Jq65j6PzljgW2GK2YJ7b-20PV6dhZ91Nx85LW26x3Wg5kBn93W8ShYHj1gM50cW7cCdzw3ytp-qW8W3QxQ19ZbmgW1gNsKP7XtgC1N2nCynXWHH1hW6QSJT67x0dGrW3-X4mw3KKWv0W6dPFMZ8wpkmxW8tsbBq3nTRLSW5JkqPv6WgMR_N13Ny175w-_xW8Hzkbh6k0tPfW40wp2m30bqvqW5NjhQs1N5QrHW5jxLMl86C9cZW1qB8pX5db9WMMzG2gFNQJY4W8dK9f56V1nrcW7Hds067DnycqW9685Yz6mQlb3W2C5DJ185KBzpW3RnFRm1fLcl3V68C8y4QpYtb103)  
[Connecticut – Nov 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4XYQK71RwxRWVnJNvx8lNbNs0/5/f18dQhb0S2C86_rVWdW12NyXR1fpCXFN4_p6_lDQbRcW40pGST3WNjzBW1y2fCN2rHwzQW5LlZfS6SyytmVL_lnt7Zt9wPW6gvBxg8wxL_sW7n672m822r7XW8bYQYg4vpFWkW5S79xZ2YR26QW28VVhz3WZgKWW5n0bBH4VGsQnN5j8TYdwLsmbVG2smC7jXx0CW2X-JQz5jZtJDW61Gr-06Nv7-wW5hCG7v1yqNt1N2dYzwg_dBLwW6GKsFf22M6cNW7L0T8m60nSy2W2qtCpw2Pt6nHW4rHY4j488h9LW8m2_pV3JmS7BMF37RqD2QSmW1KGYJM2mJrk7W7bf2Gy2DkCQ9W5XG_1H2Cm_nxW1NGpyX7wf0vNW73XwnL6NP0TMW6d65dV3Rt_TnW3g3bHP8psFvlW41sLmS6n_HSfW7jpVXP2xCqXKW2JlpWW3r4vmhW9bhs303yRTcyW54f8lV6jySwhW3Ytd4c8CK70FW7dmHGc81t3kPVpKCqs8GqGc_W5M6KWf8vr_VmW3s8xYT7p9f7cW6GZWmh82QkL5W2d4yg-2vmCQZW115hhj4t8gQhW3p_kSW1gv_jZW3cwdQ_3vQS15W6TJkWV94vSrQN1ltNKlhpPWZf8YC8C003)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*N5fTBF7qxpK0W1C7HMx8Lz0Vd0/5/f18dQhb0S3j47B0DV2W12hMSb4-Z-R1N5gdxGhHwDS-W4cmb815w7DgZW54yckk3fwClYW6HYrBK9bS8_8W2nNSPR8Lmby5W2FZWlV2w3RqZW8S89sB3K_cnFW175XMc80zfy2W2j358Y2YQg8rW1F5Xny78QPwvW8hF89c3MVK_zW63_9VZ7KJx7PW1VPR4d1R2hvhW3n22yP2_lkJXW348B9H3ZPghKW7pl6nl1STQrMW8SHHlp4F6_TgW6176453Fvky3V1KmgS1lNWh0W6vyy9M54qNXrVdcgmd4qtg5fW4h0gR51yTK0cW8kvr1z7b3zYYW55kksn2xkKysVf3zGx3ffyvsW2yxFXQ2LcbDWV9hWyC4q1_PSW6QSH0K1C6GWSW2s28-y8phfplW3Y43_G4gHYtBW4cHvNP8GhsHZW7PRwFp7QXwCFN7ZNWcPdm2-vW6Tk-j28K0NXZW4jhNBJ319HgTW5MPCV84DBBNQW3BM77W3k7SH_W6nS1sC15g-c7W15QN1p1x_K1sW1jymR098zj91W78fgGw9m3FChVmsFc-3nvnYlVB5DjQ6TkjjZW8t-KcT7c95ZtM6S-GssCXz8103)  
[Nashville, TN – Nov 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*V2YPM82b5tCPVfNfFn1NjRWJ0/5/f18dQhb0S2C87B0mbNW12NrgZ2_jRcbM8cjtnWqDTDW42JB5g3d1SQYW3R2tXb1YcLfWW2Vn2wh930Cc4W4kfJXk19pG9HW4w088q8yn02VW3SglH2896LTBW6XQXcB8Sd4nKW8jTfH_98q9GJW4cldyX3lNyzQW1mGYHl8nvy-3W3YflyQ79ghYVW7hwPMY8QjsmpVHW0yl4b2nrKW6P2D6M3zp7FLW5kCQhm5vcjdJW3p_spJ1KGh0WN1RQGm6DRr5gW31D6Yq6m8tz9W7VT-bz2JMKJVN3N_pc_RQz0GVcCg1J5trZG5Mqx8xDJbmkqW6LhX847tHMKfW7j_K3Y5BFqL2W4CxP1P7F0h-YN7fzGs5hh1rWVX8ml97BCqx9W4WvTTm1XyBkYW5tRg1Y2ZsH5WW6JkdGC7xk0zTW6c5w4D5lFYg5W2wy_xl5crfDpW56SbWQ96lwJqW93r9-G54LCC9W8FxKqF81LNgkW4l9D4G8N10lLW8Mv2hB6VlV3rW5gHlry3VnVYcW1JTJp78W4H3XW7YQ3NW8fNlfcW8rz-tT7Y9rCMW26XzKX6VFr5VW5Jgh_Y70g_5RW4xV67P8KYN64W9m5rZP5B57D4W8yslNf8FP5nzW2-6LKF18XSDNf4yRC9P03)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4gfHDf8lGvt6W8GprGC6_vy4S0/5/f18dQhb0S65P6_HXFDW12N_wV2_V4ynVMxB683wLk0wW6Ps_wZ2NKPMwW4XBKTR6kxN3zW7rqf648Nq1V0W4CmrHB8kdBxmW2nNVK04nm8yxW1pr6Rj2v8MdBW2D75wj1K91P4W15HhVv8dVpcBW2RX9nP4yWfR2W5dpmTG1Z8xbXW6Rszkc2k5lJcW33795G8qM9wQVs-xgT1F3qqVW31Gf2y6dY1lYW2PtHvg1XfnfyVBBPLF8nd1RSW8kfXfT52QP5HW2Y5mcx19GLFMW3Qt5Q94h7by1W4PFd3d5DhJ7FW6n0bxw76S6FQVVPFpx5mBM33W5m0Fnn2T7zR6W52ScQM2M14n3W1xd-XX4b2Sv-W71JpQn1xLH5SVkYKrp5nMjn8N4RD2r477Z6XW2fTcJ21-lrfSVH0HqZ1Zhbl5W2bYxjs68yxtZW17bNCK85WCwYW5Fx1zC15K-DSW7WldrC71gx-lW60Mtr_79ZPVZW4lg5nz81bx96W3KL5V87W5V5DW7Wns0q27JQd7N92W-M-Dtvf3W2DZtXY3hyp6_W8j8xq54y2w6gW7TFdQx4kL6QYW3sW4J24-MR_KW537FQw3V4z07W1FpwRj4BzFPlW4bPMGC32KxsPW9gnPG_2k2bYGW6_BW8p90JyQ2W3m95v135Hn20f1_523z11)  
[San Francisco, CA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W7sbHrC3-BsNyW2W9Q6R75qryT0/5/f18dQhb0S2C873nK89VWVfhr4_Z60RV8f1sz5W91RVW3H3TYc75qnZVW2zRnQW7CY19XW24qx1585M-G7W7tlMRC2ZYYTNW7zWvFw31flz3W30krT39lglp-W8y0dh-172gRCW2g437T8v7yFBW4D2f4Q4w8NsNW1HB6GH7mxNvHW15vL1w4V6sprW8gm6sY18ljf6W34g1lj1MNdvyW3jl3QP1pcgZCW33VsGP1Ndg9wVYzW8j5_FZCxW4cxCxs7tPqpqW1JVl7P4Zn-LlW5CGX0d1w42BXW3qN9BD8bBSfjN1T58rTgRrz_W9cwFg08-PWjnV6HsXb7RvkrpW39yq0l6rLXHRN4_8pscqZ6W3W7DDxK31ld-GlW57sfk35lgvTBW4Wxrxj6dwRpsN2Bg-Thvc-4NW7WGDSC6m6mt7W6wXXZj8xHqXpW18vgP540X0yJN3zNJZv54GFTW94QTPT6qsGCYW4QkWc51GFDnbW3xHFFP6dlQLHN7zm7kr68PZ4W2fvwjk2XgRXVW47F3Br8Y_7q5W7cnlHv7gwxm9W3YWBW45rr2fWW1N8t8b3KLzT4W5D5fgd989WBZW6WVHCH2FPjqQW3rYJ8t4H7PQwW9f87h13hwfK1W3RZP288QF2bHf38Q_SL02)  
[New Orleans, LA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W46_P5Y4bnWXKW67MnDM50G_R10/5/f18dQhb0S2C87B0mbNN12NrgZF2sRqN4NySYCvb3G6W5HzpRs62Sfp1W6FcD11512cRtW8m3rRS8Lyf2HW3-MqYB5WKFbCW82L1sq4tzfNcW5r9vvB5RSNFLW6YldKY4qD2bmW8S2cfx4GcYhnW5b-JF7108MNcW1C3N0B7Sx7KMW2g9jGm7Nc0P3W7hwPPP71LkmnMvltLwxw5pbW4f0RHq90v_mvW5lMs901RqXkvN5xfRYx_qDnJW2Gj9Cr2nbMvnW2RPHXZ3b0wLhW5lSZ0L39yvmlW6bt0rs3pgpZ5VtN-Ph66y0lvW33hkc72KP4qzVPrY3T1VgyJVW2FRqfL8mSjBrW956b8j5k89K8W7M6plx5Cvnw6W8ybRHk48WPh6W6GFqBn131-RHW4rj0123-ScmrW55zdf08Hh7D1W8_mYb23vVMj-W7PC2HR6yYqRqW4X5Z7R8G3TcfW3vHRb23JpY4XW6Y_5XW4LlqkMVf2S3j8M8ZnpW9fRpQQ5XhZDbW49TqLC2kFyG5W1vhTMB1qqZ9HN5cPFZ4T-BDLN7bRNQ9ggZt2W4trgSP3gQhNjW6TpBqH9j44SJW3_xNlv4pHstLW8DfdDf7vnBgBW9l6nCM6mxFF8N9dj1xY1BBKcf4tVw9q03)  
[Phoenix, AZ – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W8pRMMg9k9jMZW5FsfyK8lvG6S0/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nN1DWFCprNHwGW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsF17vRG8jW7vB0-d8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_W7JMb1N1M3Nm7W2QT1vc1tRzt1W47mfRC4mmLpMW7rpQxd2TdZprN58Bf3Trj9YNW2MjPgp7sC2JtW5f1XDm45pLTnW90ZhW87p8XDLW1S3d_z1BY8fnW2F7jTd92fL4HW2XNmyy8QRpgYW54m71V4bYSWkW5HFsHj9gHX3HW73Qsnm1d5pgbW4NB8Q86DzwRSW1YQ3zH5THL04W5hfQL48pDNt7W6RqQXh7CkvsxV4557W4k2JptW8HV_LT9hT6VSW6HWtRH3QzSg8VQN_Tj4v0pp1f5wYXvC04)  
[United Kingdom – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W4rQcqG99_X9NW37XBK66x_23m0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqMRYQfddVkbTW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzW8yJhp364zPS8W3SlnkM8dbSDRW5wLMMD3gqmVMVQ60GG1dp7YKW5jVDMy1cW9ZVW25w5XB8fTJBWW6Qdr_R4W5b5cW5PhpqN1pK5y-W5sSpWJ3rJXc3MGpWK2cRK_8W8QRPtL2xX-tmW1JwLHn6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBXd81Fj05rW7gYsyG4cPtjVN8MzY-ypW0nzW4gclNH6QX4WkW1ZFn-Q4CSXJNW32wFFH1_hxFRS9gG2hWwhw102)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W3975rs8dpvNHW2nyKQn6Lgg5W0/5/f18dQhb0S2C86_rVWdW12NyXR1fpCXFN4_p6_lGhhv-W5GfWQL6gHscSN374sSxHTF8VW7mNTV88q8YrNW5ZTrdK7xQVWXN48Cx6j95YHVW27T_dx6Qt62WW93PRWS2n3bqzW8X9yCG6g0kZCW8sr0XP1xJtfLW9jZqRX930_46MFBcHWZQ28pW1r9kRK8BZrcwW55Ffsn5c1313VMp7P21NcWRXW3Jd1NT2R4JG8W7chD7S5BCrSMW56kKvd7FLhfbW63kX5r2Tfqc7W2xZvGg5csS1SN78gnh0mf6k5N1W0fl1XK9BCW6RmhGw6z9Hx0N3FPRDy6GbhwW3GwyGb7Y8tL3N1xYLYyqM2swW6QB1Ww6fCGKTW93Kd7v2mb0w1W1VGjXk2xZzhfW3Qx6JM3qkmc3W309rRC2PLLCGW1Y-xtz1N2bhZW8y1mb253njytW2MVyfP16yvtqW3jZrsD829-x2VQRz0D5tjRs7W8X5RJR6Hvkz5N75YztVgPFl4W1b4XXh6Nd_HbW7zVq8w75SGQXW90qq3N2stfkzW8pVTGT2JVGnRW1Nb6D627n2sfW4pMlQn4DqY-JW41pKt82hyW7yW3C71Lk6_KBYNW1wFXdH99KtCcW2sKWqk5wYXvC0)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W778_Cg6GQcsqW7MBy5M6znc2M0/5/f18dQhb0S3j47B0H3zN12NSpyF2wF7W4NySYC1BdqMGW7MKqwL6jNB0FW5Mrr_K18l0-zW88hcnK6VwsVyW2RnTmM4-GlbjW2dgr9l6fTcC1VrShbL8YRstXW40xj-H4qwb7KW83ykkw7gFL5BW2TfxSk678hHNN2J8Sc-g3ZzmW7pjQG63mlVBTW2xt7zt3M5jwgN618RgwXPGd_W3VlPpR6HFPvyW7vQnKH6bfTmgW3CsHSr79_VSgW52nFDj1N1_2FW39dN8r2KXJwCN3QVJk-mNdTKW1VmvCf2jKj4JN6DBd-cwmH0xW3q4HJV1PFk8LMCbtRx6jRNxW4HJV7K4-9wJNW7kQTtN27vJTlW10kqrR7swMvmW6l2lLf4-DtV1V4mTyl333sZBVT0zXD95yr11W5S2z7y7Q53XwW4d8S4k6HjtxZW1Znk3D5hkvKKW3wg0gV2XpJ3rW5V4Rrx52TyxDVfhr2p6z7h7zW1tSr1D5tBkLfW2k-l1D3z6XYnW24hGsQ2Lj8fGW7r4CV83ZMkzbW8S_Qdx5FJP6hW4bYlp8161GfKW4ynbbH3nMgPQW6ZTyQp6_2XmtVWVVYh1MckM1W6XWj_d1KKq-qW9f1ys91gq9zPW1C-wWn1n29B_f5wYXvC04)  
[San Diego, CA - Dec 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W63VNfV1-GYXRW79lBwZ6q6PDh0/5/f18dQhb0S2C873p10HW12PfWt4_BbcpW5WKPyl5vlylyW5lgFfV5TWV8BW84MmX3382CyhW9fCv8z4r60g7W3T_J7H1gRPSDW2XBkF43rnSDMW8gnTfN8YRz5MW3jrxps4zpnT5W9b7bXl22s3VQW1NV2gv2VJBhnW1D8b902-sFL4W11w1_-5wxNbDW5KRFkl7FsB1TW1DCJD-4bfkfjW4_5Shy7MS55KW3hKjQF232lkbW3D5sd84TP0gnW4J-DT95HRhPsN6HcqT4cmbf3W6qSCmB3r83CNW2dw6-X1Gh52WW2S0NfT8DzCVbW4rPv1H29qGdXW1znVvc1cmHM-W3fd4jj4RcpBfW4yLQ0Q5LWbLCW95lV928q9WZMN7x6NHXt9Y-1W46d7hF7N2X7SW6Z7WNW2y5SW5W5R9vv_6b4q78W3fZC9x7gV3G2W8gDf301ZLhyRW785NYY4LRkxDVdjf0W7pMZ3BW6KFfnK7TYV7FW2K_zDp6jwY7XW2SQxZR2YTnHwW3qCdks8fCMNQW48m1rf1hZXkbW3nGxVF6xCfXcW60bC_t4K_4lRV6cjsQ5mJy-MW8mrPVQ8XjxzwW4QQ5mm1h0BjqW7V_7X55JCZr4W8LxvZ34rGkKvW1bJmz84sMVTxf8thD5r02)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*W4hdPxy1WRCJhW12f5767qKmFs0/*W2KMRBY2YjBRYW3BCvL75BXfPb0/5/f18dQhb0S65P7B0DV2W12N-Nh1kpZqdW7HCxpb1gg0-lW27th5-5BTtQSW2JSNMP9dGpNQW4w6vNW4dBG3lVk2yxD6Vv260W5bk5C84Hl7y1W5yjK7_4Yv1rTW16qpMJ7m7Ml7W40Rts35wZTfnW7wmdMv3dpG8wW4DJGCL3H3XJ_W8WKxv72PGqLMMCdbh1dcYzHVfl4TL7--nSrVhQHq08znxgXW3fdqCd5YkFzrW5klG8N3Zp3SCW6LZ16Q6mcJQWW1YTtkd3_gdCMW3Z5nQx3wKb0JW3Flk-15mPL3GW5dld0N23D6hfW3d-Nd-67CVsWVXxgHd4RTP6kW8QMFzb650ChbN1cyC4sF5LkqVQ2JjZ1BzpzzVnyY2X1k-btXW7Lf1ZB4t1Z_7VSSpfG1HwMpVW30pNCy8jDt3TW922K5Q8jBQ7dW7YYwz_34qn-CW81c1_48NqVq0W7N7BpY808JmZW4H88DR6nZnkfW2VMvxW4pXqHFW2PdWH12HhZjWW5zh_yk5NQZ51V695CF35c-F6W38LLJ65L0Cn4W2jyGB12DCbCtW1LF8z54HtNCxW9cq5zL8N1QT7W5Yd34678HlX8VhygSR9ggvWM103)

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**02/28/2020**

**The Motive; Buffett’s Letter; Southland Trailer; Adrian Wall**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| One of the main responsibilities of a leader is to confront difficult, awkward issues quickly and with clarity, charity, and resolve. | |
|  | Patrick Lencioni author of The Motive |

**Latest ScaleUp News --**Microsoft Launches Scaleup Initiative in India; Shift Away from Culture of Personality; Amazon Opens First Full-Sized Grocery Store in Seattle – this news and more at [*ScaleUps.com*](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4x0zBd1vvLzXW11kfKk7BRB9J0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVQJSG87fsFJCN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW6n92d62-nXYkW5J0xnq6VYxjCW5WQqn1666hYdW3PnTZT6b0W3dW6NF-Db5lz-btW68Pnh92-V3J3W42gYFh2xQk_hW4kwMP55Ww_mGW2m5cDl3ggDy4W4J5L97424XQGW6GSb0t6NSSrtW4G83NN1bJ0nRN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD48hxH5W3SJdzp5xv68tVn41Gf8Zby9yW8NpShC5qst1WN8xCySd4ZDMLD2LMBkG5XNf5qC4bn03), your one-stop weekly update.

**Pat Lencioni’s New Book, The Motive --**[[](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N3kSynRdKrGZW7Vtyqh4GGkCz0/5/f18dQhb0S9r99hP7VbW8Jtnqb50RnyCVpSXRB3DLklQW1FSlRS2P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD4550CFKlW6bp1cc96dGj5W4DXyRS2VRGnJW8QNsf38R_8npW5CGWVB2z8TdKVdnxps4sMYvJW90G7th8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYW2mP8XL10g5g8V3vF3B1mhW2DW3Vpw5G96zRPSW6bT6L38RRjRDN5CkCbgHZ5KNW5D8zFF5m3ZGGW96dt4S4r1QvYW80Bvvy7cvxRcW84PSSz8mGgznW313MGD5MCsc0W3-VLwW5z6t68VH99kY3V0QkDM_5r7LY4DszW5FvTF012p37YW37SWCF8qFFSdW3xC9pq8nHbK9W3Pqx7x3K3X23N3Jq44YMkmY5W5QV-HX3Kv8l6W3zyQSp3xdZBHW8kFGmH8JPTXHW1BgLjv6tbqQDMPs031gkKmyW5qjj6w3K5v6FW2t0XPv3rNdXgV84rVz6PxM5MW70Pvrh96PhmpW5ndjSs7xWtwxW8tddBf2gLc-jW3kdcVY2sQJzXW4Q-5SV4HzlYdf64Gjzy11)](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N3kSynRdKrGZW7Vtyqh4GGkCz0/5/f18dQhb0S9r99hP7VbW8Jtnqb50RnyCVpSXRB3DLklQW1FSlRS2P7_nXVcnTGj993Pw3W69W8by7cFLQQW6PZngf7cVJfVW1nxD4550CFKlW6bp1cc96dGj5W4DXyRS2VRGnJW8QNsf38R_8npW5CGWVB2z8TdKVdnxps4sMYvJW90G7th8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYW2mP8XL10g5g8V3vF3B1mhW2DW3Vpw5G96zRPSW6bT6L38RRjRDN5CkCbgHZ5KNW5D8zFF5m3ZGGW96dt4S4r1QvYW80Bvvy7cvxRcW84PSSz8mGgznW313MGD5MCsc0W3-VLwW5z6t68VH99kY3V0QkDM_5r7LY4DszW5FvTF012p37YW37SWCF8qFFSdW3xC9pq8nHbK9W3Pqx7x3K3X23N3Jq44YMkmY5W5QV-HX3Kv8l6W3zyQSp3xdZBHW8kFGmH8JPTXHW1BgLjv6tbqQDMPs031gkKmyW5qjj6w3K5v6FW2t0XPv3rNdXgV84rVz6PxM5MW70Pvrh96PhmpW5ndjSs7xWtwxW8tddBf2gLc-jW3kdcVY2sQJzXW4Q-5SV4HzlYdf64Gjzy11)Released this week, the author of [*5 Dysfunctions of a Team\**](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1Rsw1K8s28SpW7XCnkn2P629s0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQJSG87fsFJCN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vV2wW5N20G88HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l6RHdWqW1nvN1H3Mm73QVd7bQG2V3qKbW2hFscd3gN5ZsW1qhbqX2BH0n1VdDstG64kv4TW1c8NJr4LfYG4W36G3TX3JYLbgW6QG0wr69ZP6FW3ht40915Rq_GW1clHVB4CDxzbW6mMW9M1nM7LQW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51b8Mg8-cH2VW4LJrTh1PN0kTW4dPMPF4nFVh7W3MpqzX6fd27pW5NNm_H4Pv86fV5XWf37Vpg9w102) has written his 12th management classic titled [*The Motive\**](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W64VWtw6HDJyGW12SqvM5WHTVV0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQJSG87fsFJCN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vzYBW5MlPD48Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l6RHdWqW1nvN1H3Mm73QVd7bQG2V3qKbW2hFscd3gN5ZsW1qhbqX2BH0n1VdDstG64kv4TW1c8NJr4LfYG4W36G3TX3JYLbgW6QG0wr69ZP6FW3ht40915Rq_GW1clHVB4CDxzbW6mMW9M1nM7LQW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51b8Mg8-cH2VW4LJrTh1PN0kTW4dPMPF4nFVh7W3MpqzX6fd27pW5NNm_H4Pv86fV5XJbQ4SrY01102). More below, but first…

**Adrian Wall Pricing Story and More…**Emmy award winning journalist [Kate Delaney](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N1vMjKXbTFx3W5nCZ1z8vkxzj0/5/f18dQhb0S3j46tRdSFN11PzF1C43PGVLFD3P2wtnDjW2JKG107QBqLsW6FsY7h2Myht5W2S6xb97wbTfHVT_V5h5K1vx8N7GTTWpBF3CrW3nLnBT5Zn12pW8JnmgX4QpbqHW6S26By3mDn0FW1W77FD50W7_0W1CVNMT72C8cZW6b7b8p4BkS9vW64gnGY5F7hG5W123yB64_pqsFW5qPw331DzMQnW5f8wzQ7N2PgcW8gKgWB1JJfH5W8sjC4x8hL0rQW6dn41j7LxZ2CW2DgCSt26pTG7N8v6McqgHjzQW9glrKq67NZ9KN8vXBp5kqHzwN69s44WW8Z6zW5rlpGD2fcGfXVXZ3tQ8R4PbDW4QhbYv5BMS9SW8l1z_36vV4GwVHYWW87zSpqFW1l26qp2BqQFFW747XYV459GWWW6MdkGC356l2fF12lRyPhxmnW3RhD7j6wLVG3W7ZMl4-7b8PLmW7xp8gB4zR8sHW8Rxz1d2KzqqSW5W24Nc2BFZC-W7sXs1Z3kxzJcW3zgDh63Dh7kmW8XlL028JtTzCW6Zl_kl6RYvBqW95nkcs6qphfyMRJM2_302PfVhdR3p8Tq_Rn103) interviewed me this week on her highly rated talk show. Just 12-minutes, you can skip to 9:22 to hear YPOer Adrian Wall’s pricing story – worth the minute to hear.

**Topgrading Success Story?  Looking for Case Study --**In an email from Brad Smart, the godfather of Topgrading (the only interviewing process we recommend) “Do you know of successful companies using Topgrading that I could contact to see if the CEO might be interested in becoming a Topgrading Case Study (at TopgradingCaseStudies.com). Please email me if interested and I’ll connect you with Brad – [verne@scalingup.com](mailto:verne@scalingup.com) – thx.

**Southland Trailer’s 1500 Improvements (Scaling Up Case Study) --**[[](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7R3l0B5Y16wGW2_f71542h31d0/5/f18dQhb0Sq5w8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhbc5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjw8W25xKW4949h-8grBJCW1VwTw98h09Q6VrNP441FJCXHW7K9vR34bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2cnNNB8HckFnW70v_5j5LrK1dW7Mz3yd14j3v-W7JCxGl81bhDKW7N0ntw6hF8n1W69NG1w6Pr3nqW1Tcntw1njMtBN6H5V95MNBCZVMMQxX80gSRfW97rB1b8yxTpkV-sd956R9plgN7dVGSlNVM-bW4xDw_-4twfJdW5B5q4T5qd8zZW1mbTwQ4VD0BLW10j7T88pTmmQW3lc2Sc3MqKxNMZ7bc798ss5N5HD2j7bPPskW8sR9tT3LcGtgW5Gjlzd94vz9fVdSNwx7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS5C5d8y6qW1QPcRw2gY4X8W8Qqd3l2B689SW5cpJVm8Ljkn3W56nfKz1Z2LCnW32wFFH1NsfDKS9sH7Ggd0X102)](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7R3l0B5Y16wGW2_f71542h31d0/5/f18dQhb0Sq5w8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhbc5Cgxh0VnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjw8W25xKW4949h-8grBJCW1VwTw98h09Q6VrNP441FJCXHW7K9vR34bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2cnNNB8HckFnW70v_5j5LrK1dW7Mz3yd14j3v-W7JCxGl81bhDKW7N0ntw6hF8n1W69NG1w6Pr3nqW1Tcntw1njMtBN6H5V95MNBCZVMMQxX80gSRfW97rB1b8yxTpkV-sd956R9plgN7dVGSlNVM-bW4xDw_-4twfJdW5B5q4T5qd8zZW1mbTwQ4VD0BLW10j7T88pTmmQW3lc2Sc3MqKxNMZ7bc798ss5N5HD2j7bPPskW8sR9tT3LcGtgW5Gjlzd94vz9fVdSNwx7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS5C5d8y6qW1QPcRw2gY4X8W8Qqd3l2B689SW5cpJVm8Ljkn3W56nfKz1Z2LCnW32wFFH1NsfDKS9sH7Ggd0X102)Scaling from $15 million to $37 million with just 100 employees, Alberta, Canada-based Southland Trailer has used a combination of Scaling Up and Lean to drive their cash conversion cycle down from 135 to 45 days; map out their processes (see photo); create huddle boards for all employees; and pursue a quarterly theme of “Continuous Improvement” with a goal of 1500 process improvements by 31 March, 2020. [Please take 2 minutes to read the details of this fast-growing trailer manufacturer](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5ypQ776kcsMjW39dK2H7w2FQz0/5/f18dQhb0S1Xq6_rYKxN12d-1zSwVG0W352GL43wyXDmN6qGpXwXj3JGW2GqzZ04_36rYW9bwY7k91ZfvVW2RwGf-55plNyVwrx8Q5p2W1YW5VG8Gy24hDD3W8fL0297YFMPWW4kk0NW861fNsW1WWSp-7HP7KBW8hL_FR3nrYF6W4pLfDm8hrd_PW8Qsqrh3TLDR7N7kpwZ4dhTZ2W2sCKK-2yyQRRW5BCKQb3JFjlfW8H0q1-8fXzT-N5k76P9sD4P_VDc1vT8Z_PWqN8XWX3WK4XhPN7BSRNp9TFN-W6CBlKg4JPlYmN5wnBjd8PJhfW2lVn0X7nBDX8W369fY245ZbGNVH_ZPz70JprGW78vXl88JXnl1W64Bkzb2YnSbRW80LXTN4M8zGdW5G0WQf71QGbTW5snQtz7-cl5BW8bFB195-ZystW6j_kgy8-rrrLV-Fkz_2skMTqW7mcvQ-6Y4Qn8N7LbTcGMxD4jW64XBVJ8FvJt-W3mbjj34ZBkVBW3SKqmV7d8YyjW80lzbZ38XBRWW9jnzH32BFS-wW4v3rwM7yz26lW18N2z47dykx3W5JLW0L5RCJ4fW8Vh84n4ky0FzN6t4w5_3xNszf5vX-Yd03).

**Warren Buffett’s Annual Letter --**[Published last Saturday](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W6sb_ZP5Qj8jqW211JX87nty900/5/f18dQhb0Sq5F8Y9WDlW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5Tq1Qt2G2VLDpF18CSvhfW8B-3ms3JsXSlVRHTmb5vLFbbW1rDv0p8tzLySN60MgQvQB7HVVXwPZH5q9zs_W60Tcw95wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-3KW591c8X7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4RYYVxW3s1XjF51GcPFMz74JcYSX-5W7m_B1R5c8d-SW3788tG6NzgHkW4Xf8Hg6PVp38W2pg_Ml8r1xh7W5kk6T21dp9PXW26dzCk2nQWYkW36ZKQ-7x_LRPW5wp8Hz7xDSGcW65c9sN3MhQjDVcS-m78RjgFfW3fD4YS7g5dp8W3MYfpV65jK1wW2jhG4_6njQJDW49kJ936fXB_KN11rnNb4VjhvW6PYmz354GcH6N7K-c-gQmfpgW1Ngx1f51b8MgW8-cH2V4LJrThW1PN0kT4dPMPFW4nFVh73MpqzXW6fd27p5NNm_HN4Pv86f5XV9df14mDdS02), Buffett’s (age 89) letters normally contain advice and wisdom beyond straight investment insights. This year’s is an exception – lots of investment insights, particularly around the underappreciated (morale, not real) value of retained earnings and why equities are expected to continue to provide good returns vs. bonds – but there are NOT the usual management insights I’ve come to expect. In short, Patrick Lencioni’s quote above nicely summarizes the ongoing Berkshire Hathaway leadership strategy. Nevertheless, I enjoyed reading it word-for-word, enjoying his writing style and euphemisms like “gentlemen prefer bonds.” Grab your favorite beverage this weekend and learn from the Oracle of Omaha.

**Motley Fool’s Take on Buffett’s Letter, Six Takeaways --**Of all the summaries of Warren’s letter, I thought the Motley Fool (investment advisors) did the best job, highlighting six “surprises” (overstating it for effect). [Please take 2 minutes to get their take on Buffett’s letter](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7x5tnJ14zpmbW7-7XF73Ry6mZ0/5/f18dQhb0S3j42RwkMJW12NP_81g4XH0W52Stmm1y7c_HW1Swb9M6t9wV7W1x1vl81g-S3qW7Sc-nL7ZlCl0W7tjhPl3Xv3S1W7zwFRy9fdbX7VRG80r2szgtwW2nN01V21kYgQW2kxcNq1J02_tW8pQsf720WQc1W5KwCLT6v3bkHN52RSpP8tjtnW3r8FpT1GJZWnW1DMSDt1w7wDvN5rZqP_9Kd-CW7bkPdd640LTtW4-nDYj2-mXsjW62WC6x2-hbgWW2lCfKj1JshL0W6njvST8ppC0yW2BmXyN6NmBrwW7CfPQT3spKg-N8b9srFzLSkrW27K1rz623gRJN6XjbqMgK_lSW3wNDp51PLkZKW3BhBPC1BjTnFW6njqb78PwcKzW5KhV9f8FRnwmW99zLdH7hJxtCW7-xF3T4QzqTZW81qMFb8dtYffW6FH-zC1xMZBrW2cY2r98pXGH_W54v64y3h9jMDW223Dxz7pq_90W5cT4R25b0RcMW3XP9dY6XyfZgW4Yl0S67Hcz8MW54VZVl1_wpL8W3_VQK51QF-wcW7wJ7GK201Sr8W7jyWBm6PY_bLW5nhCM66XT1VcW919-vv9m5pSWW98WRjf5fVf7ZW5GZcz65NXYy6W3Jn-kR8G_k7Zf2L9xgp02) – worth scanning.

**Fun Fact to Share at Weekend Soirees --**To quote Buffett “In 2019, Berkshire sent $3.6 billion to the U.S. Treasury to pay its current income tax. The U.S. government collected $243 billion from corporate income tax payments during the same period. From these statistics, you can take pride that your company delivered **1.5% of the federal income taxes paid by all of corporate America**.”

**Is Leadership a Reward or Responsibility? --**How do you view your role as a leader? A reward for all your hard work or a responsibility? Depending on your view, it makes a huge difference in your effectiveness as a leader. Pat Lencioni’s latest book titled [*The Motive: Why So Many Leaders Abdicate Their Most Important Responsibilities*\*](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W82G5tr89BblvW31zsWJ6L2B-W0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQJSG87fsFJCN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vzYBW5MlPD48Fdh1CN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l6RHdWqW1nvN1H3Mm73QVd7bQG2V3qKbW2hFscd3gN5ZsW1qhbqX2BH0n1VdDstG64kv4TW1c8NJr4LfYG4W36G3TX3JYLbgW6QG0wr69ZP6FW3ht40915Rq_GW1clHVB4CDxzbW6mMW9M1nM7LQW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51b8Mg8-cH2VW4LJrTh1PN0kTW4dPMPF4nFVh7W3MpqzX6fd27pW5NNm_H5ZDFd9V5XXS08mjYkZ102) explores these two leadership motives. Written in his signature fable style, it’s a quick read. Still short of time? Skip to page 125 where Pat details the five omissions of reward-centered leaders and warns that “the danger of leading for the wrong reason is high, not only for individuals, but for society as a whole.” And his hope is that people will stop using the term “servant leadership” altogether, because everyone will understand that it is the only valid kind!!

**Future talent wants an experience - and their own AI assistants**[[](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*V9XPGp1xRSqSW5KMvh74rznWM0/5/f18dQhb0Sq5H8XJ9TCN81SjwlHyjJqVQJSG87fsFJCW3hHhcp5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gkB2_Z5KFW31yv1f1VJSg2W560dDK56kwg-W56BbPz8V60k_N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7LVdVYGK5Y1FhVvYW8h6Mrs5T9jHCW7K5c9M5ZpycSW57-ZBT83C5JPW37Rhtb7NrMZsW3ndfYD5DFWr2W5mKjF63m25HmW53X_Zp52YlfxW3_8mpl9fgwMTW4fPmHV58P2xfW85DJBf8h_z8YVnYVv52fkvfpW2fLWyS2PyK2rW7pGhtN5l94_nW2qRrRs58KxnnW4bYn-41H5LD2N6zMzsHsBxBPV4Brwd7wTsBNV4qkMM4cqR1KW6y8yW87wbWv0N9cQcxk6qVQ7W3MYtL84GshG-N45Ly2MkwRPgW8mCX4C1HnwhlN2RyhkD8XMWMN4QDgwJWWk5JW5R0NGt4pK61HW5_5hdS2CK39vW93bmRZ2B9pCVW5F4RhT1wgyzMvVL6QTb9hf88g8s102)](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*V9XPGp1xRSqSW5KMvh74rznWM0/5/f18dQhb0Sq5H8XJ9TCN81SjwlHyjJqVQJSG87fsFJCW3hHhcp5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gkB2_Z5KFW31yv1f1VJSg2W560dDK56kwg-W56BbPz8V60k_N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7LVdVYGK5Y1FhVvYW8h6Mrs5T9jHCW7K5c9M5ZpycSW57-ZBT83C5JPW37Rhtb7NrMZsW3ndfYD5DFWr2W5mKjF63m25HmW53X_Zp52YlfxW3_8mpl9fgwMTW4fPmHV58P2xfW85DJBf8h_z8YVnYVv52fkvfpW2fLWyS2PyK2rW7pGhtN5l94_nW2qRrRs58KxnnW4bYn-41H5LD2N6zMzsHsBxBPV4Brwd7wTsBNV4qkMM4cqR1KW6y8yW87wbWv0N9cQcxk6qVQ7W3MYtL84GshG-N45Ly2MkwRPgW8mCX4C1HnwhlN2RyhkD8XMWMN4QDgwJWWk5JW5R0NGt4pK61HW5_5hdS2CK39vW93bmRZ2B9pCVW5F4RhT1wgyzMvVL6QTb9hf88g8s102)What makes your company a great place to work? Jeanne Meister interviewed over 2,000 HR leaders to come up with the most ideal response to this question. Her work demonstrates how to embrace AI, the gig economy, and on-demand learning to create a workplace that your employees rave about - and that makes them that much more productive.    
  
Jeanne's learning suite on Growth Institute’s Scaling Up Club covers the 3 main practices for creating this workplace - and includes an action plan to boot. In this clip, she gives you the top reason for why you should be paying attention to your company's workplace experience. [Watch it here](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N5w2B4sBtKGkW8_W-L11MVF840/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVQJSG87fsFJCN3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgr8N1CWM0dtvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36Rrp1LW2zpZPK41RPkcW8QzdxN4V1nd6W5PdpT95PrC-1W63RPsX8nnB9BW2H4yvJ5WZcTKW2zm_t-6P0XHYVR3C5j7YYLHFN4XRNc03g_wcN3LZ8P52c8XMW6NgTt87Z70blW8r89px9hsyfdW4KP5BH1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Ws4Fv-ZCW8WsJSp1rkKPjW5KJvDg7yntfxW4Bq_m26Fs1jfN4ZBx9pdSQk9M1_P-VzxSWm111)!

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5RjG59499XjBW8KpLZb1zrnPJ0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVQJSG87fsFJCN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDDxW41ZvJ32JppttW5CF-LF4L4_H5W5pkhDf2WJywNW5vMcsf2HT6-tW2-JRZM2nYJv8W6bFjrL4_l8CgW5TTyZB36Yn2bW3gMW0D42bcRxW3VNwTX38FLM4W2DdzZ44_nFqvW3vrstQ3YcPTwW2JsFvd7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc6jlQYDW2s5pYB2Cp5zbW1F18n48msw4wW8Kzd8423Wc5BW4809S04Pxhj5W3DlwBb7vCcZQf2SX1M404).

**Scaling Up Assessment**Many startup, but few scale up. What’s holding you back? In partnership with the former CEO of the leading survey firm in the world, [Scaling Up has a new assessment](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1mtZYP1lFCTFW67stzB5Ydh5F0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW1p1knF3LjCqKMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhXCN3N1Xkm85LcmW26fbfy5yYMhjW3gPXPb606YxKW3gFFQj61mzLkW1m3bc75qHsBjN5FhW_VW262lW4t8xvs8p0ZX5W36W8HY37VpzHVfmx8S7cvwygW2vmYqY4pY_wpVc2ff98rLhkfW4SVZP28GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNt18-L8rXW5D-J9l27vSmPW8f86Fm4nghX_W8L-3WM6b5SdwW2bhRgR1WPqF4VpV_-N5XNt3F111) that takes you 20-minutes to complete and then delivers **an extensive scientific-based 30+ page report** which includes comparisons with peer firms and customized advice driven by your unique point in scaling up. [The $149 assessment](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4d1dt45_2rj_W54-qcR5MTLVm0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW1p1knF3LjCqKMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhXCN3N1Xkm85LcmW26fbfy5yYMhjW3gPXPb606YxKW3gFFQj61mzLkW1m3bc75qHsBjN5FhW_VW262lW4t8xvs8p0ZX5W36W8HY37VpzHVfmx8S7cvwygW2vmYqY4pY_wpVc2ff98rLhkfW4SVZP28GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNt18-L8rXW5D-J9l27vSmPW8f86Fm4nghX_W8L-3WM6b5SdwW2bhRgR1WPqKRVpV_Zh556P5v111) includes a debrief by one of our certified partners and is the same assessment we’ve been testing and using in our CEO Boot Camps the last 30 months.

**ORDER a BOX of 20 SCALING UP BOOKS --**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4PbpdP1hQg7-W7wkm1C2g2Z_n0/5/f18dQhb0Sq5J8Y9YsWW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5QM1Qt2G2VLDpF18BTcz4VTGDvy1rDn0TW8m6TF71nPLDMVf-x9D5qjXTCW60M4Zn8p-mXZVQBY-Q4VD_mpW30FqVP9gGg2rW2tSnlL4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF6sZf_YW7JCxGl81bhDKW7N0nwh6htR9wW69NG1w6Pr5qtW4NwcCJ96dt4SW4r1QvY3XCj5QW7cvxVf8q5qBxVVQf4X5vDhXCN3N1Xkm85LcmW26fbfy5yYMhjW3gPXPb606YxKW3gFFQj61mzLkW1m3bc75qHsBjN5FhW_VW262lW4t8xvs8p0ZX5W36W8HY37VpzHVfmx8S7cvwygW2vmYqY4pY_wpVc2ff98rLhkfW4SVZP28GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blN5G0__sGxg49W4r5l5j7QDjM_W3QJ0Yz8v1T3VW4VjN38840cWXW6YwFJn6696ztW8LbLTj7D7HxjW1Dy_KC67CQT0f48YJTM04).

**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7Kqy258WT9rTVpbr3K8ZKjsD0/5/f18dQhb0S4172dYTssMVpz84F3KYzW1gCVXy6sjZ0DW574g8N73DJD8W5kPjjb8tWp_bW2JGGHb3V0tdhW8hbPRc8hLZVSN8wzq6LkxJmtN76j5B9DBy0hW4hjBfy71h0wYW6L6v6Z5RF51CN5_kmG2CNvS6W78MR1s4h27dPW2NTcrK5BsDLLVFrYbt4fnMzJW6kZn-H3TqJs-W65k2N_4_VlcqW6QR54W515QKyW7TwKR46g6rb4W7MppNb57gR01W35yz8q42CN6sW1-7vMZ4WmMPwN52kF_HpR_6JW6HwVGM6Ndd1WW32MWw-8-dqYYW2Q3mX57D3ffbW3_5gcZ9jSZ83W6cCW3v2RSw2NW2qfjYz3VQbvtW69vBL01ynJFRW5zvksg2Nlvc_W63TzH83ddf-BW4358XG3VTxQMVNJkk955YqPdW7htDdS1X778yVjzx4l1zwMVxW3Fxkx6316Ys-W1sLk2f3J_L7kW6FCGx_93bzpRW3nzmNV7dqfZgW2X5mDF7kCzLnW25-7N_6PwGX-W4MmTPw7BJlSSW7Vg1gs9584ZBW8Ss7h795D-zfW6RGK-D5z743RW24Lfqj2l4Md1f3Fnh0403)

**Write Your Own Book --**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition, Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W33X2rm4cLw_jW1D3Ws627T90h0/5/f18dQhb0SbTH8XJ9l8N81SjwlHyjJqVQJSG87fsFJCW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW3rc9sW5-L-QtW20XCrP4nQ2P-W2qxqmt2X5HV6W7zNLXK32WVcTW4bbvRC1l2t_8W2Yvl9N5ZLK_fW82zXhN55zQ07W8G14_S2tWGm5W4Kbr7Y6zwPBlV15BsV82bVLfW3-zw2Q4dzmp_W9lggB52mp2PSW5DhyW917VwnxN11rnNb4VjhvW6PYmz354GcH6W7K-c-g2pc_vsW5hfR428jB3lbW7LlC3D1LSkqlVM7FRV8wjH3fW87LHM-1tQ35GN7M3Pcw9XfwsM7s2GR1ZW1hf8Y3Tkb03).

**EDUCATION:**

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W20zM4r4yYCVBW3cgds71d2vXl0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15VJwGJk1TGjcmMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRHJ85V6pJW5lQR-71W92tYV734lT1rxKm5W5Smd351FnyYmW5pHQmn5_nckYW4QSYnM328M4QVBCknj2lFJDkW6cWbGY6wxR2rW84nrLP7NxDgcW6khtpq5dt7-WVBJgY06-Tvt_W7Tr9l75lYLz0W5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgN6w95x3mlftHW16q2Sl6s75XBW5nwdG36TVcR_W8hy_nl7gT_GHVrVprC56gBW-W5-NsWK46-8mz0)

[**India Tour**](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1jSB1F4vCs_kW6z8DM-4p2WXp0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVQJSG87fsFJCN3hHhdQVMsQMVp3s9r6zk0y_W1SdznZ4fsRhcW5mZ50N7r9gpHW31J8pp2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj1_4VFB03P5rC5Q6W81M1-p2przrYN6W3RDgHd1fdMz74JcYSX-5W7m_B1R5c8d-SW3788tG6NzgHkW4Xf8Hg6PVp38W2pg_Ml8r1xh7W5kk6T21dp9PXW26dzCk2nQWYkW36ZKQ-7x_LRPW5wp8Hz7xDSGcW65c9sN3MhQjDVcS-m78RjgFfW3fD4YS7g5dp8W3MYfpV65jK1wW2jhG4_6njQJDW49kJ936fVZ9gW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhC3FW714h8Z1nxXdgN7QyWm3gx_RDW79217Y7z3NRLW89sQtp5CwHnHW6dKhSZ4sPSdgMrLh9QrHLGPf8zc1w302)  
  
Mumbai, IND - Apr 28, 2020  
Bengaluru, IND - Apr 29, 2020

[**Scaling Up Business Growth Workshops**](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VZg04B5s4YLgW62wBJ44Z7vV60/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQJSG87fsFJCW3hHhb52P7_nXVcnTGj98RG8SW7lPvZQ4vd-D3W25G10S61CrcQW96Ls8X3KBKJrW7dF4v91nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky5sW1YjxGz75RdPtW94q7cq6VKJl2W1hC_8g5lppHtW8FmvS43wYq-GW7jlv7k5ph0MBW2MT-kN7MT74MW7qGK6V7NvYRZW8m5cY36xx7lQN1Vq_Vl7vvbxW1LxNQH2d0_74W1yghjD1yVHF0W5TDGg-94G4xVN1vHJbCz-V31TFLzr11vDfjW46FP5b3qY36qN4P7LtdrPpMvVrJh2D5vHs6kW6b-mP66cfByrN5CZms784rVzW6PxM5M70PvrhW96Phmp5ndjSsW7xWtwx8tddBfW2gLc-j3kdcVYW2sQJzX4Q-5SVW4HzlXT1-55FF111)

[Sydney, AUS - Mar 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W6XZF2N6HsHYzW7RmslQ6BvdMC0/5/f18dQhb0S3j46_Jfb8N12NGLKlMFL5Ml_ZLxmQtRRW917Pt330hxf9W5FD7-n23Sn40W1DkRbM1jgLFGW7n1tqJ7QCxxlW4X-8xv1ZPpkRW1BTsrm18NPcFW2rwMSY1p-PthW7K9NrQ74B--TW2V01v79lm6YGW7sCXxD3g368wW1qkhk77l1GBYW69-KqN6gl2qwW3wtW0f31487sW3F3CHl1yw-lDW1fnC4R1njnFSW1ptx4n66ny_0W5ryTbd4PW_gPW6BsLCs6McKLKW8xP3kj5jT548W1n6JXN5vR4RRW3LrSM19g8D_3W5_CtsT7cqKYSW79vCns4jRPtvW1XctxV2GS42KW3t0cPd1RHqDlW6YMdnW2Mj79BW4fVgrF6QNK6lW3f8M7_5T5grpW7f9Qfy4mBHrdW7KmstF1brFQgN5tFBc7jQ-WWMTsMPXQgJbSW1VjPqh7w4fmrW8GldYL4YHtrqW7LRM-v62jQrcW1K9hv67fTqdMW1hgQXH1fqdWcW27PsVf9c45gqW596CTY7X09whW8-ckRr8HZfNyW6Lv1lq875R9VW3TM0793YSDRkN67lY_Pfq74hW3wSwxv6F45V8W3PwVFR6NvfdwW97cftV6bq6--W9jYr897cQr74W83M1nQ70zW98W3WfwXF2LpySff1zMhTx11)  
[Auckland, New Zealand - Mar 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VpPKgz61CGXMW87Nk5P84j2fy0/5/f18dQhb0S1Wd6_rzZVN12hD6rkSdwsW1fprxs4P7fjFW6YPq5K3TGbP4W1V18512tyw_xW8DnB2K6-dJnkW3kWHDw7F20pfW9fdvkZ246VCJW7H_QvM2nW93nW4BH4bF4Z-9ctW4f5TkL6-N_SXW7rxLQ41nMhPYW6mpcKq43VF_FW2PjcpC41brrbW8Wfsld507M4vN4PGWV9RNS5MW886_JW2GRlshW4KXPs_7qLdgJVlltCK5RmydQW2Z7kgP6GPWDvN6ltLMMn7_MDW4QTt4j4M52dsW12bjLB7q_s_sVxYKJz5SP_lJW4zl7HD3FZNfCW3nkGt57X7--0W4WDQX34_6S8dW4jvW0930ZSQnW3QShbh5_QLCmW1ZKRKC227P1xVFFpXm4fxVF8W8nCct02vbPH0W385FT163my1RW3MR4-y4dF6TqW8v_SDY1XVmM1W7ssM7F39zlNQW1zrN9w6gRkXXW8228351mRKlCW6CjnW22qZfnwW7VSqJ51srs3FW6CFk752tc1yFW8hyVZv8fRtL4W9f0R9Y8mY33VVsq7RQ6-Cq6CW8fCRqh92r9LRW6rBJpJ1k00ybf73zscz11)  
[San Diego, CA - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4VmYBW536Px4Mc40P_Cpf_r0/5/f18dQhb0S3j42dYTssMWnCwZC43PGVLFD5z4_sFsYW65spgd7073mZW40pNYK5WML9cW3_ZdWR92FjjDW31W6G74lr9CwVfTRJG136-bRW24hDD373vNvwW8fHVZJ241RY9W5JMjvr2xVw3BW1ZV5nH7t3yfnW8nTrBM5nqYWgW7K7Pxn33mY4hW7QdLtT3KJRltW3S_RRd8F2BKBN92mmq_v75bJW55skqh1VsZLbW1vgZ-z2BdK9qW1vPNZb4_brl0W3c8KwS806mfYN7ySHnvy7GL_W7H57RM5hQKRCW94VjyX6Q_vGgN3LVWSlwlsH-W71jLmv8_vGzbVmqz8r5JcYVXN6nyBJQnRRCNW75y3Pp1gjFcTW72f1jv606BytW6vTfKb8pkT-nVRChvy1BSFWvW2Bp8547GhrQnVRKW578pLfs9W4bjwr_5mSWrKW5tdgbL2SnVlYW8MlLC91Lr2dbW38qpRc20d8jbN6PQgPx_Mw-vW8mh8zF7BBkN_W7Ny3Vj2YLzZsW8cJ-C947QL0TW3R28NH9h3NbWN9j_QxCRVD27W4z5zRC4qJqKXW5Q59TB2WwxHdVsKWLn91nD52f1HY4mB02)  
[Raleigh, NC - Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1pNN0v8YV4kqVz_xF69hqT_80/5/f18dQhb0S3j26_rVWxN12N0rmC43PGVLFK9F2y8YqZW3TjStQ4ZK3VlW2xZZZ_5YcSytW1LjjWd6CLTMyW1QxG2C1vwDbYW5070_P1q1BbPW6TpHqy19HwVmW695-8_23Xv12W8LXk9S8N8L3nN6m7QGgGQgjlW5mSBH26c2FQYN5CYYpv61LvDW5xv9VV8dzvS4W7t9YCv7v5Hb2W4NlYTb41Vc6TW4mdJ3v6y-q2DN2JgRgPC9QP4W5r246g2K4ZhCW55fYq65XtYXhW2Q2kmk38B_MCW3_BLWt4_C0fqW6bFLyt6J431NW4mRWM54Zz8skW68lcxR61-JZtW8r8DrS3_LNtbW2XW0DH7_6bldN7wj_cKyFQW_W9lp8GD5dFl9zW6s149F1YjlG9N7bV9Z-FDxFsW1jxfTz4_lG3rW7RMx-F6jTvCNW5Q4MT56sKhWbW6nzL0Q1wZdrvVc7xgS4hdJhcW4P83Nl4qhflbW5q9W3-7P3yzzW4N8nDd36T2wBW7YVRVJ3m6tL1W1GyM4k6Xvh5DW49TNHF86BJNQW8DGTtx5TK5rWW3JFZLq94SqcqW8cTN8Z8S0nQNW9fMGTM4Dz1N6N8XksZMNvWMTW8J51DG1snsfWVc39Y71N4wTJf5LPbwK04)  
[United Kingdom – Mar 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8xcs-v2_tYFCW2Dtbyv91H1k00/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWmCW7ZBHcc73SpsvW5cC-sq1pv1HYW5wLYzP6bzYQhW5vcZNd69Wrg6W7m4_sl3JYRnzN3MSBh3f00v_W3t372_4s1yPyW36w61H35MYPpW2q5_4_8RbKG-W2_l-0k15_bCTV3g0yj24ZmrrW8fhzbn6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB98XwDhW7vy3Pz5NhqFnW46Bgy_2b7mbQW92xN8g7NCT2ZN148FnRZpcmqV9ZLgH2fhM3B111)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N1QZFcq6mXDxVtd2Y78jN-fq0/5/f18dQhb0S65P6_rDSLW12Nnw04_B8QMW6NzdVn2wlBbzW5pMqJT8pPbxnW1ftlB85Zd6xNW4zfbD03PmSnMW5nkTBW4d9F-3N1tCSpccxg8jW4W4jgr1_c-jyV7YrTL3-rDP-W4qdcmP7V-cn7W8Zfssf7X17P1W5YMKF_5KjDqyN2yBzWGF_jl1N5HXFbd5YWJFVFqZfY8CsqMqMRPr97g6vjBW3qy2Tf7D83s_W5KYHWm1kT0-jW4RJLvq60RmXrW2ScS-J7w5cTNW6th0Xs5r5CPHW5rMjv03rkjbRW5D154x38q_pTW4qLH4Z2BHY_zW1F-ksg1z-gGJVBRHJ97p8Yh2W3xSPzY8dQZT_VlzCbY6tcVvKMl7fpFPKNtpN75k3JmBY_X1N6l058nLdsDLW708xWy1ZkHhvW6lMScT7q_G3lW41d2-b177p3pW6D9rBq9bHSdJW7Q4cfY3_XPp4W2n9P255WP-KYW5WssV36SHZf3W8nmLb44pXT50W42ZRQk4q75XJW6pV0y_6lqVjQW5qHwpb351F3sW5pHf4n8JXQzsW8cxfHK6ljnlBW5K_k0F94hj82W8XjDDh1yS8PfW4xCn8N8yt0mcW9c3jbp5S3ZBcW3JSRJ36p9Q39f6VmwVZ11)  
[Melbourne, Australia – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W98Xh7775Ghm9W5SHXM96dfRpW0/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5Sx1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n5_N0_wW5K_zXK3lj2tvW3blhRk6gCbtyW33Vzpb3N1JTQW43MF2W8vxyz6W8xTxrh5CGHbgW3WgYc9429M72W3GY3T_3V-pWMVMcV3m113HSKW2--rB-3q8Ny4W689RFx5gkxDXW5v6Zs98b5DMWW110-qY8GQcJsW8KPvXp3tBPgKVk8xjr7L-J73N4QysQN6Y9ktLTrJcT6gzTW47_DpW4txX_HW1vpNDK61lQ4CW238JTF1XSRx0N7rP_tzb2d3rW4tCtTZ4nJXCrW2Lcwgy8YT047W4L1Mmr4JXQH_V14M_42DdQyK103)  
[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1vy5Ch8rsbLxW5pkf_X5pddxJ0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5Sd1Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W4jdD092L0z9hN7sLj8QvdZ1MW5M6qYN4BgtYSW6yxcWW2RznSRN59l0RPtdWTzW2SwFQw2qk6RwV7nyXZ6fhL9tW7rS_P-4j966gW30QJmV6xZCBWW2cFrqZ2sGX9CW9fcb3c3qnVn8W2NtT__2p8_TTW7-cq4V3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBNtC6pqr9gW5mSYQ13fBM_SW4TcSWm5dMMDzW3d3Nd-7mQyNdW85_yjR47N_LyN8h_Zh7cYJKQW7dJ18n5BgrQtf3Z5qSF04)  
[Charlotte, NC - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2mj5801s_htvW5sQKlX6tNYTN0/5/f18dQhb0S3j26_rVWxN12N0rmC3-75W1wfZNK54ksnhW3Ftqqf3Blql7W62SxMP4jWj18W2SySwr40P6GDW8k9kDd8hLZVyW50j1vT4MYCS5W6gtw-l61TV-LN4jhFCBgLCkBW85RqJD9g6KP-W2hYZ_D2wKSR_W2JGMrS82St_dN5HWTxDkV0w7W5xv7498zkqmMW7t9YCv7v5HbbW4NlYTb42vxq6W4w4_Y_4dzD_8W5lzHB31pyP0WW2qLVzw2ZmBjNVtbtNF3q9czPW7NC2tK35NJ5lVdmDDP1v63N8N6dLk0RrbcmSW5nwDdK7NY4wHW4BS1m86F6_d7W4Gjf0N6Lfwr_W1ymK-c9hX_fxW7vxR4r5V2h5dW1MH26J8w1QNdVMtGKw8d83rbW6pHXrR6Dbz5WVHSn3s2-rSpTW3v1Gny124qqhW6bBl0-6Tvl5BN14TtGCbL_brW5VRmb-1Hn5KqN3wRCTfGrvvjN2xHJCnNVk-bW1dnYfF8nDfZRW6v6Zmg3YpxjZW2xLnlq1Mk9XrW1KgDpD8ptGPCW10zX3j13rJ0jW4zQpYz2z9nqhN43vyN_ytt_5W2SY9HV6zdjLDN2VJ8r9CyvcdW4pdlY947CkM6W7NKsPq1Vpr_Q111)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1Z7F4r1GrrzHW8NFvcC3g8Gtt0/5/f18dQhb0S65P6_HXFDW12NPdS1wXVgTN1wfNDzGh39-W3pmry023kRJhW2vM43k61fNhkW5HfLz787L8T3W3rlh1d5cVqJSW5-2sWs6dMg__W19mZk545TCxxW2F75td1-X0rdW2gQdSc4rd3sgW9dxSYy9d0j9yW4tv8kV2_7QqMW92MThx3kDvCGW6XzXTB2xNDJhW1t7HhW5XbpLcW3FgvWl5GdPgxW4KjWg58nxFBzW5DVZgv3w-GTbVJx5Qm8jmkq5W6xkRn57y196nW5jchCj4RPFqTW7fwfQY8NCBJtW5wN1cV5xm2G_W6-1fR025Cp3SW4Mpd1G5YzGFQN60jBcrCRgryW2dH8VF4_sqpsN6SqFk_xm2syW5gKDTr5CWRhgW62tHHs5ZvCppW7TX1wV3Hwm1zW2p6Dv_4mLY68VlRb_Z5dmm3LW150Zwy1P9f7jW6TX1pv29cZW9VrsnXg4PCWT1W5d_GSp12T_NlW4q79b25scQQ4W660qvK4ZmSbHW9cPnkf7NrM7xVLnMTl6S873kW7bdyTw627nCrW48qhk_3K69vfW5_4MSK3sXhlLW143LJg2KlPXBVZ-JQr3qb36BW8XmWt95RJzCRW6d4c542jfWK_W8GtzX97q56ByW7B1KFM6mxCv0W3j7Pnr3Pv201f6tf6Bq04)  
[Amsterdam, NL – Mar 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1KjGLW4yLz0hW8HrFNb7mJgys0/5/f18dQhb0S2C86_rzZVW12NS231D6TDwW3SvFMd4P7d_qW17vt4D6rNLSbW7wC4vY8Xq1xXW4nFNgh6-Hk5GW7QVQwg4cq_Y_W6DGxGK4R-qtmN1GnKWCLTLRPVyS7Zs8twZ7DVVRXWQ3vPLHyW7y4Lw31QpcrYW79nJby929JPdW47hg7Q3pXK73N6rRtyHlhzs6W795M8s1nrQcvW73K2KJ3Z67n5W5ZN3qm7cdrhWW7dCYBZ3sFt3HW789gpJ2PkzDjW6dshj63G-6rcN2y029nclKWGW7qVt2y6s-WdCW16M7R-7WcN46W10d6ZX6tWk5YW1CSqQY4dtNbxW4dYq8Q1Nphx9W1Db_Q07vZRT1W6sBWR0352zxTW8lks2B3SbWTjW2kKdcb1bkxwjW5NmmPs7w-vnKW5Cdjfz5zgtqzW6d0TyJ8b_RvrW3MnNsH5HrlC6W43X1jp2B3zhLW2LnT2C5HTn53W12pplb5jt9sqW6HhttX5tRqnBVV0dQL8kDQG-W3jTM_q3Bk613W1-bP846kTq9gW4BxCGs31GZCVW4cWRCh8MFNWmW7Cp4gm4pGNLNW4zS-lP4Gyf_fW81f3Fm7jVKLMN1R7YHfhqpl_d11NJ603)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2RFR1021gpDPW3ZxSgY3S9jZ00/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqVQJSG87fsFJCW3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4hbHsdW2Q2dn51GnyPRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pkGnRW3m2fpy53X_ZpW52Ylfx3_8mplW9fgwMT4fPmHVW58P2xf85DJBfN8h_z8YnYVv5W2fkvfp2fLWySW2PyK2r7pGhtNW5l94_n2qRrRsW58Kxnn4bYn-4W1H5LD26zMzsHMsBxBP4BrwdN7wTsBN4qkMMW4cqR1K6y8yW8W7wbWv09cQcxkV6qVQ73MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDN7MVntXP9GRKW8rY3PW9g_Z_YW8pR_nZ2TGrzCW24h6gp5NDD25W9bR5LG3VQFjGMx52rRtJCL4V3_BV17lz38y111)  
[Minneapolis, MN – Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VrwxyS8cXhtXW3pQ5R-1PdqDG0/5/f18dQhb0S65P6_rD8pN12NPdTF2H3FW8gHkXv2w5l63W5ywmvT24jcSjVHFgwd1x88p3W6N_12J6N-GwCW8Nw9f-83nf5pW47V14S2K00-BW5W5DGr6gR5pZW2pfDWw2S5555W17pRFs2c9RTvW6KMHsB88js0vW8LTqyr3VHVZ8W5x5Fxz75j5S3W2KvvGb2H7KY4W3BYSbn5K0TxxF8kX2g41NgjW1Gl8342qmP4CW2CD5SW1kc8XmW2tvrhx4WXt7TW3_Z2PH7-gfjHW3mNj385ncJKvW5VTFx69jNsTFW6S4dlX7RjZd9Tvg3-3btkldW6k6Kwl58DcvHV12GmM7hmtCtW4Twvmp40PQqQW9hybph7T1qbZW8bwzZx42s46_W88gJsn4vRQk_N53YlvqzdSPdW6p3n9-1rXzqrW34zRzF7wmFBXW90JjMQ3hd4jMW358pyC4Rmj9wW88DnXq8lkgPhW2zkjS62pzjssW2LRB608-MFnSW3cz7Rs3hd1f8W6XzBwz6GC1xYW8rpMBZ5Cyf8XW2hHmmS2KyqTQW8MNdbh2tjWBjN4f6TrXhbGjjW76qD4s7dc7l1W7H15lZ5nFlL_W8yDCGw8kFTvQW7vcjzr78Jb5QW6KFhSs1V_XYbVhH38X5VHnxs0)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1qF78530v16_W5msQWF4bm0xv0/5/f18dQhb0S1Wb1Qv4L7W12hzl91vYyhQN60FmyrsjVztN84lll5Nyry9W2MfbbP1QkhlFW6Vq5BC6YD7bLW5xW5T35j_nkfW2C-0Qz36Fhf3W5gdW1g1K9YtyVwX67z5HHP4DW8kRJt_6pFdKFW9l5yp16wJmJwW7-_gzN4XLwGjW1-ssgq4JLtp3N4tbnDS-VcCTW24fXCt2BY9ThW1k1KrL1N0FHvW33k22N15NKwmW8dcjt55_LqPLW5P3TFz1cmXmnW7cwdQc2XfsXgW8jdpvm2PRzKgVGjfFn350x-0W4Xb__P4X8NRVW2YNVzF4SkK-2W4YmXvR6_DYK9W6bT-b43k90CxW1xVW4M6gzyVRVZvX8f8S-_dYN36hX9w3zWj6W3mG93d2R5lRnN9j4n7_TbD6mVM1gs68qK-_xVb6LkT8RVDX5N435m43xXz2DW38ydMK8_Hz1PW3VGDLJ3ZxGNJW7bSV4Y1QdDKcMwTxf6qwY5_N75bBHfzlxz5VKlGKM15CNxdW3Y93bD7QZl8KW18WZdv73BCK-W6KYTHk3x02C0W3qlmtm7kjDmCMf-MM0hmGkYVRbrVW6lMdJfW187PSc4jQcrNW8yyf6t85fCq7W2W2NPh9lj5r1W89tM4k31vhzzW3W4MYJ9hb4HDf8Bk65m02)  
[West Chester, PA – Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1bDY096X1GKCW8GV15G8zYRGY0/5/f18dQhb0S64C6_Jfb8MWwmKS8BWrGW4RQlhc4X0CrkN1gGm5mD8pzbW4-54rd2MPj4NW6ZSPYY7Jzf4XW7lTlXM1D2dBfMttVSbYJMxPW4YhLdx7DHtc-W2Knv1q6p0WzLW4wQ2lr4BChQnW4lJv3v8thNNPW7K7GDl7LR8XLW7fNb6l96dDBwW14yjJ41-7LGHW56LXWp75bbdsW1llyTy5r1ZkjW1v0VqC36qYWvW7kdqrb1VNB05W5Tn44w1JnT8lN1jDcqx9q9YpW57h2z-75P694MkVSyhv7QNPW3xZs3W1_ZxM2N5nJhVXGFYVxN2NVP00jVYHkW6LphXy5CyCCnW2mz8V62yZ3BKW6gFYC98bmzF_N19CTPGlbC0tW46ZmQg5mwnnFW3rq6hL5vrD3lW30cP7S26KwCLVLxp9p3vq5vVVhWNbS7GGDzsW8N3dRK7Fb-bkMj9Sd2dNtLNW6994yj17DGfSW4n6rzQ4t4-mQW36Tp-Y8XWvbnVw5cyX5GF_PxW5VkwWG4lkx5XW980Kwp4tj2V_W8fBMb77w8KRPW2C1nD31VD6FRVM8QVN1lfXGxW20nXCw3vG7mYW8SkQYN8_jXf5W63r9pN5HYlCBW6JQLkS5vs3y_W97dpqP71wCNlW1wkhzP90T69Xf6tf6Bq04)  
[Amsterdam, NL – Apr 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*Mv3W3YXYwvjW4b_WmK2vQCFh0/5/f18dQhb0S3j46_rD8pN12NPdTG1FMrW5jmrF_2y8LdJW89JFhF46DH-JVF5RZj1gx1WZW21fNXf8LjyQxW8NtzFv83NbNfW23qpt92NXtZ6W1B020F4hKLvXW7MpH_445q2FFW8Qh7q116qnkXW77vrn718prB8W4t4yf95G8Y3lW7P-Qxn7QrTj8W5tj_405llSHdW2tfrK01jR8zZVVkdpF1hT50dW1kM80f4WqYv3W96k96T5GJpQ2V4YYZK1RyDpzW52LVKR4QGXfhW6ZNvmx3ZWnm3N3ZvMQW8kdQ4W3Cs6SQ8JWWKGN2r9jpbyFKpgW1GS0CV2cxryVN4L2PPxkpDzrW4lzMGh8H9VDvW7ryyDn5VfdHkW2kjrXC1FF3hYN7--9-DzT82cW5n932Q2NFxCfW2P1GJm7d5TTQW5965kz3jXtwZW5DG2Ws1vljfdW6mRm6j38wPXrW8YFS2x7JPkm3N6Y6YJx_5QdGW1ZdTVs38YmX6W40mck313p645W3Jd5bb41VWghW43Vtdr8MQKmgW4xvMRC6FrXXLW1ng_3Z3QP-9NN4KrS4Rb6wXcW1vjgpJ6P4tJBW6qgVR94FxtwXW8SRNFy9l20ncW81YHD79lKz9LW5ySD278rBF2tW2yLcgy4w8NPqf3vHvT403)  
[Louisville, KY - Apr 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4_wbX71bKzDHW5kh1D09f0YBJ0/5/f18dQhb0S2C87B0HMWW12NqZc503VfxVQyq6D2nnMnFN3TTmNQDcTpSW6BqTb66T0X-6W12KVnV7sPD26N7J54YFTvn8rW2g81n34NZJ-gW7DTKbQ4qsc-qW5hnt4S32DP5NW2j9QSf3CklNXW4C4rhl5JGZ14W68FpMJ61lq4FW5XMGC01vXYFjW1vrD7q4YSN0qW1N-wG-7bwdNbM87D51Gg8L-VndZQc1CZ54VW1zQdQL2mhqYjW4sYMYN1vRlQyW23tffb1mmDVYW7PFvqC6cBlCfW93D7js1fw45qN7__M3m18WhpW6gRpj_7_0pQlW3JjBYN2lSP2QW2Bsd035h6kK0Vr6KJZ6Twmp6W2BQYnp6c7-rVW2fydQL4c1p9gW73JdLV78Rr2SW2zLb406NLCZ1W7chVMk3l-Gy0W6ky96P20n47kW2zRbc954XGNWW7bHMRZ64VQHDW3-Z86D8-dlxtW41xGHr1vqjxWW3gyMGW1_n2CfW87n4Sj5-XxMzW7Y4vp36KrLJsN8hz2p7WkK4gW38RS745KfshHW2jxhyq38XBwsW13s8G33N1wV1W2TD0xy5L1NB6W11c-7F1LKz8KW4G3Kp16ZHxL5W3nM0-J7rwWHKVPFqsx9lHjb9f6zm3lC03)  
[Amsterdam, NL – Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VF4yPb4-rkTGW54ygH63Dqn_60/5/f18dQhb0S2z-6XvTpPN11Snwr98YnlW1fpkXG4T7BP-W2Hf9vC2k69jgW3XT2LC2My6KQW1_Z_Ky7M1bXjW7fgggw47VbcZN74KhtKmwdTlW43Zhm_5n8gXWV6KH874c0VrfVyp_sH91GCbJW4G1bg_5F3KvTW5YSBcB7tMYqDVzh4313Zx-wsW4MMmrr45XWxrW12nmCf3-PcYCW95XpP-99y0THVkHt2R2_l6jpVj2ntC4ksg_rW2cbghd5V13dSVXTDxM2RDbjVMzw8WTWHF40W470wmk6mgf3XVdg0-830KLhLV1Jxqb1lpJQ-W31c35t3wyxGdV1PwnZ6YfbXCW1RtmLp4JMlR9W3XgZK-2SRlM8W5rbs3c5xvjq1W8R_gnr87nBt6W3fy80f3CrD8RW7YQV-G5ylC29W3WbJ_76Fq7P2W81t38H3QmHnKW1s3qVh1yPncyW53KVRk2wgd7nW3fdsn63Ch9G7VlPrg97pCvs8V-BhyB5FxkG4W3pSbm72RL7vLW8Mqk_x4mq_DJW192_HP4VDRFZW2Lghjz7khYxjW5t01ls1kv2mxW4VLfG3522TqGW9lLb4686g66rW8RS3LN7jl5LkW5yWXGm66K6FGW7M4sCj1bb8_kW93lGv41FpDvN102)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5xrfcX4NY5yZTd9hV7vbM6J0/5/f18dQhb0S1Wd7Bf-yPN12P3LnpryDLVygmS94GkzpvW3T85vt5HBdYVW5JcHW239_MxSW2rqmrk6Vy6JNN3TVT6NQNSD5N73RlbSC24-9N56cH2v9zCQfVj8bhF1NNV5_W7M0G3t8txcVmN15zhpnNrg69W4n2y6X30CrvfW4tjYVs7VlcnyW618hCx7RNjl5W5lpn898TdQtLW35zM3619xG86N1QBHQzMvP1_VLFZ9P1tv6tSW1ky50p20BnZXV9mtWc1b0gPLW720Sp96xtSdKW600Wc97TbY-DW4cGX2s5c0QzHW6GSzkd6vC60tW6CBtjn4SczgLW1KTDj06QQttFW6CwK2L18bC_6W82WWps1Ltm-kW28T3PR7kPf_0W7lcRMs8tnrD9Vhldzx8VB4gTW7NzYBN1Jz2h4W19VZHn1DYhkBW94B4ds8G7SprW24ThB31BMKjXW208L4X3g_KCPVs-Gpb7p5H1nW32gPMC76DPZ_W6BfXqv8_6DPqW86R-9b78G3LDW6gjwJt7dxKl1W3V5xcc1_JRFCW5pMCmN7wDVsbW1Yfd3r5tr8zLW6FvGcC6H__M8W89Dytd3bw45pW2bkrLY4wD4XrW6sFdNF6Hv_mWW2ZX1j38JqByfVzCb5p89-K7XW6_YBBq7c-p0DW2Xm3Vg4zC9f_W7GJwx_9gVFGyW5RRDwN9dQfjGW4Gyp6m3hvDLxW4XGDqM9hb3PZdNnWqS02)  
[Danbury, CT – Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W40FPcv7dQMwRW9f-WgT1k27S50/5/f18dQhb0S2C82jVZsRVM_2VZ2vPQmLW2vbYcK2w5gQMW64lstT9kKCNRW3YsHYl1cBXdNW3Y_qzj8MSzFxN8ytr7Wy3rVNW457cpB1rrLX1W5n8gT85KpFzvW6PQxKy48jmbZW2Xr9S17rN20KW2vWRrR8p25kdW3LhNNh7jp-McW6zmCqd4Xc4tpW78GyrR1dbTMFW4LCN4j20FWFXN3ZmvHVS5dYlW5bc4g7126dx8N3yy9z143yTzW43pnMf2ZH40WW8sSXLn8n6bp_W7sHzTq2TQvjCW7zHrzr806mfYW77k2d-29vBM0W7zbWJ41dvLYwW8PRYs18pTg4qW7wfKPn4R7VVkMmPrzW-WXc-W1XpdgJ57p6t7W93-lBr4Qdh1XVQLz-q1cVPdDN43PRwmc9Ks2W6lM6MT7qnsKrN42mfFnsBLFkW7_CxYF6H-WM2W33XCLs6PqZYHW5LfRwH5qmpz-W1zwn0f69VwfGN6X7bHBMPdvXMT2MbNw6tvYW7Z_s-H2McdSCW3PfRGr1kHFJjW7PfTfp3ybgP0W714_Qc5mzS8-W9kM-_B8tJmFNW85BVTX1g16WDW8Pw7P_8_jv0CW4F1YL42jWJRhW7LkFl-4RYzp0f7HFnDQ02)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5wDbRV4hvGg9W6S7wm93mFV7n0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQJSG87fsFJCW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDDxW41ZvJ32JppttW5CF-LF4L4_H5W5pkhDf2WJywNW5vMcsf2HT6-tW2-JRZM2nYJv8W6bFjrL4_l8CgW5TTyZB36Yn2bW3gMW0D42bcRxW3VNwTX38FLM4W2DdzZ44_nFqvW3vrstQ3YcPTwW2JsFvd7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc6jlQYDW2s5pYB2Cp5zbW1F18n48msw4wW8Kzd8423Wc5BW4809S04Pxhj5W3DlwBb5XvDv8f3mxHPH04)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5sfq1P8pndGgW3Byc1Q3H12Cg0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZlvLvJgVtg5JQ59hJgcN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KV37x3RFKVl9Bmy4dt-6cW1MP28R6wDj3bW2J6-8R6wjkDQW2JDgG_2K6nqgW1vf2bt1ZsX0qW1R2m6f8Yk2-WW7nZXXd6fPkmTN6kLlyPvKDYQW53VzHM4-LshwN8QV_0Pq440LN7xlJN5lHt8jW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6g79bY7DmDjNN7FYQ8qrvbGmW6PWzYr4wXqC5W2VdPL883ktWnW5V9WFR3f5_rbW3Dz2Bp5yXs_P0)  
[San Francisco, CA – Apr 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W21ZMY43bwQKvW1RVrT08HRds40/5/f18dQhb0S65P6tQ-5wN12PbKvG1FPQW1fQxgK61KDWgW8KP0-W75p_kGW5ll00q4_-XfKW2cmZ6m6N-GwCW933KWC6RFyfDW8yr6Tt823nkhV8Ny-y7YKZfSW13w6zd6PyQvfW7rB9rK6ZSDHsV-1mL1149XlZW8K4j6w69clFWW7d5clq24HNWXW5cRpfr5KBqhBVd4PvZ8d7V6HVHhYxm8qSBwnW1v0Hbc36qYWvW7kbMxH99z0ClW2nbLzd5qm5lZN79VkJDQGSC2N4pR9HvW980bW7CtZhs63bGPNW7qXVkw3j0QQrW6vQhSL8LzBMpW9j2SVf30H98GW8z34nX321fBrW7nhGqm5Y2jPnW9bQcpB8VlmD7W7XYNnn1798TMW6Z5d875LWg4tW7hj_l914mpwsW3wd3934PhGyDW58zbPm3clHyNW391gZd8LNw3_N335szxGbM5nW2pKM6D1C5-05W6w8xHS1dhd0MW5gNfFf6L4PDtW90BvbB6ZlrQdW4h2RSf7QZh3FW6-70yj213HvyW8HXSX121Cd54W2-fhS16TDy_NW4Bg0c04p1hy6W7cZsg83N06lHN6qvdfDyKjCVW6_0WSk6_55rKW6-lP1P3lL4v9W978LjL3TRD_VN8bv1GKhcHw7f81nkGb03)  
[Grand Rapids, MI – Apr 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1-XbFj7Q98rgW4pSh_B4T3gTV0/5/f18dQhb0S3j46_Jfb8W12NGMj2qhHSFN2Mm5LHmS7LlW903M7f389KfXW5FD9nd7_dk3lVQH4Fm2FTBDdW6y2HGk8Bl_qJW2NN7Jw5GtFM0W3lPtzC7hdptsW5vyXdR2N-D3_W61h6w18km0y5W24XPNL9k6tw7W1ppT7x39_Q9sW522sT72Rqy9LW60HbfR5WWQ2YW76R9bR7clJXnMlrZTFnMwJYW26HmMk5cbHRVW5rsMRk5hd9XRVXf5-f24xHWdW237Wx31yZqFJW4Ty-Xq8R0M4xW6fz9WJ5vTmhKW3b2jRD7KMVM8W2FSVHP555gRbW4b-34c7ggxgMN8b-PT2M5RwPW1m1hd68gTZx4N5pKcHVJGDgQVfMjzy5R1148VyR-F71dhcVQW8rjMY83sSy3ZW82sG6S6DzT9QW2qKcfQ39yjSZW3JsqmS4XcTspN6tjSm_79DVmW2trnX97LRK6MW6St_lf1J9MCmN8HzlfhPqzWbW1fGz8Q26CVTMW4Q7zQp7b8JjgW21d92b2BtWGHW8KrgZS6Q9JJfW2gXGyS3XswchW3XCc898q2PWNW4p5Rvg66qV6qN6FGSBCV8XjMW850N0C4fR7-kW5pMKks9f8y86W99czfJ9b7p57W8gQMKy8_WblpW2G_R2C83RP99111)  
[Vernon, BC, Canada – Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2PcYhK33dyQ0N4hFmmwGDJqK0/5/f18dQhb0S1Wd6v3C7zVWVgw54MVtYCVCzXpG4WVZLvW5KNw3z7YdYYWW2R4mxT3pcCywW8ZH9lp6gjtsNW1lSQMF2_dBGwVVM4Vz5WjXvrW4d-9cq7ngG23W64rVSH4W0FV5W18gN_t5g3kQmW5YRCft4BR2C-W1-YR2N6gt4p_W1L13DR8GHSH-W5Mp-CF5XW_H4VK_NN61vCJ3pW2pjV-Y1nKDK_V64mXB7qN4wKW7vfxc87Pd4Q8VgrvYB1JKMnYW1cFzn51l1RWXW1hzc3L2n-vMXW8pcqb96FzpBLW7tWs4T3dq3PDW4zFybz2ktsn3W8jH0N25Pvj4vW2TpLmc3l70DtW66MgHq77lM86N5WNRR6WjNNNW3Lg3fy5SpXc9W5mryM28s2KN4N13kY8f9N5-rW1fSBfv1q2XfmW1hWMmL3fsSH2W8BlD2G86swhHW6qy2cw3HMzlCW6B590t29xmVlW3Pr-fk6FQ3KCN6yTvKrWNy5XW3VXjxd6mrlysW6gd7BJ3qQbLMW8q1d-B8D_z6nW1RyMvF6qb_xkN69QNRZdPfmVVWN_711jXl9dW6PdpHs3gwSftW9h5hDt5pmFxhW8t4WTZ55sQP7W8XnQQk35tY2BW8sRL-g4XPbXGW33_DJf6GhHPhf5BW0v-04)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N4sjV-cfZrH-W5dtKzP5l-qld0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4-vzW5J0bPK7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhXC3N1XkmV85Lcm26fbfyW5yYMhj3gPXPbW606YxK3gFFQjW61mzLk1m3bc7W5qHsBj5FhW_VVW262l4t8xvsW8p0ZX536W8HYN37VpzHfmx8SW7cvwyg2vmYqYN4pY_wpc2ff9W8rLhkf4SVZP2N8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW7QDjM_3QJ0YzW8v1T3V4VjN38W840cWX6YwFJnW6696zt8LbLTjW7D7Hxj1Dy_KCW3kH7QL5yXs_P0)  
[Las Vegas, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2GV5KJ1V-QygW723VzX99K_JT0/5/f18dQhb0S2C86_Jfb8N12NGLKlMD7NN2F7dJn415snW91jk7k389_KLW33BCq07hyrvfW1fTzLt4g2bvWW8CgVYt6H0Y6dW27dHqT1_xtdwW2qjcNB8ZG7vFW1w50ZB5TBGZsW5fJkm_8Nr91-W2DQYmy6_zNwrVvktQd1yy6D4W1_NkYR8CR3KpW1DdPP12c_0g-V37Qr62LjG85W6fX7xn4NDz8fW5h07-D1RvrrxW492ZbX2J9CBSW8nsTjW2km_pTVjY9Df38WQccW8430HC2zS23ZW6lbG7l6vqwfRW6S4c_Z8zBg3KN19bYV5lCVHSW2f54-D3_BwLHN5ggpXwl549KN48ssP9wdgBhW9lcWNw2S5MTVVrgHC-8nNlkBW5BSCHP7S41l0W4n7gpz6K6sSYW1tGXLM6cWDtyW5C-DLj46x5rdW9c5kDm1NGH3CW3y_Rc417-6SwW65npRY20d799W84Cbvk19tNZdW1yLz-Y6GBxwfW5NyJ9w8-C8czW8KpFB-6N0PTYN8GSHQWWMt_xW2BKvh21H3xSzW8qX5fV95YDdYVRlg-98mhTj2W94Vy1k5DJJ__W8NhChx6YS1mRW3vH1rz9l1QH3W8CXJCM8kFMJXW8LWp7R6Q_S_7W8SCGBY4mZh3c102)  
[Minneapolis, MN – Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3lqRqW5PKhR0N2yVcWxDVpVG0/5/f18dQhb0S65P6_rYKxW12NSp32vPyltW82ZJTs1gycdhW6BKNFX941w_BW3jpLrc5y2J-mW5Jf9BJ61rv3QW2sCcz21tm5VbW8cdSQc5H41xlW4vxFZ12SFx0_VxtxP78hRfHJW4M6ZlQ2dSyjJW9k3MZB20dW-7W1t4Nfh6qXQ7-W5Y6yqX4_sQrmW3N0j462lwV7TVnNtj_2rs1ZqTdVVw5SPgb_VrbrPj4MMYncW1NfCH41fyK7TW21K3wY2n5sjfW2SYnQ98kWvbhM2ywjCs1zSyW6BQG6T4xdwTLW8qYlHP4LsSQbW96jB1337K7-6W1KkyYC4V5JKCVjylxR5sLX0dW3xTc2v41rM0_W47NjQ422f3TwVfMQ731DqhHQN52Rs57C0cFRN6m_BmlDj_fmVzv8px27T1d_W87LlXn5stbNqF8wXjW5-KXRW8ZK3bB5R6KLkW3_J3m98Fv-dPW2n8wyB5P0X09W2pZS3S38-F6YW7zkQcG92GPMfW6MVz9L8kwq7rW7l7wHf6fwyRFW5qrbcb7NB81BW7nnPW04lWPd0W6sVml98plCnkW5CY-lZ4FYTYvW5Q-4Bv7J15mDW5Sz4hH4FzHR5W4F2Ng_4j3Ym1W5v6xB05r_7lKdNKKPS02)  
[Atlanta, GA – Apr 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5X5xnL6CTd-vW3bcLSc6JgR9D0/5/f18dQhb0S65P6_rVWdW12NqXr2vPyltW6Lmp2b769Ht6W2S6Jcb6KsZCNW7SjLCK802nNmW1pWq395w_4qTW8gdsSW6RQpvMW5_S7fs2Dwt3QW19HwR_8DqTfFW8QgMwK1sW-9XW8mNPgp88Qkt0W5TY8Y96h7WxRW1kNC-t2s7BvsW2Tsj6W4MCYnkVsLmVq8yln6jW6PJz-16yQtwpW3MP_3y7yzYqdN5ksCKW9-TfrW17dSw419B7b2W5G7hRT7S5LgqVN5dXf7N82TBW8x9TlY4w3f1DN1Tq69HcS4YkW4_MWPq2lGjv7W49hTP07Dfb5FW3_bDbV2_vcLwW7RdKGV1RynvQW1KS1Q84QhB_4N71qW9XSKd4NW1jR7VZ3ZV9YfVbJ0jS7R-p2lW8nM8PX6Kt5j2V2pHvN3hLgS-W8HRKJz7VBfq7W7VmXkB7q-W3qW7wKFh55WsJdkW5-gwrr3K5bkTW27BVdY70CJLDW4_yW7c5PRc6fW33BFSt62vPlCW36N1xj74y5hPW8_Sx642GX4Y0W1X0_gC1SxkX-W4rDMhJ90fgyvW3sHnLY850z3lW4xZgb31KT499W31XChv4RCldHV6fxr314jxCW103)  
[Birmingham, AL – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5y1PZj4sGW2cW1QrfJX7d3fYf0/5/f18dQhb0S64C7w3BMxN11SK4Zn4KgyW4ppjR63H3my6W2SyBBv4DZb1nW7M_mh43r-T-BW1lGG3j3S-8M0W6WmZLh52ZKbRW37HB1S4NrjHVW76lLZM4QxpG1W32x63x4qDlVkW24sK305Qk6JhW5QRY176-ZWVFW3fXTxb96ls47VdyDCK2h1Rh4W2HHcXx1PkrVbW4Jz4MW1ffbVZN96k41bxfsMzW4RsXgW51k3K0W1s_GrX6SthnnW4_6QBD5YbwcfV7qbWK5qVX0BW53nSF93dfKTlN3R07fSZ0QBsW70Nc071-5BN9VnZx_n1lLf8_W1bkZPw4qTVN4VVKlPy3k58Q6N1vMk0--xC8fW1NRKt79hxBDWW3pC-p82rHrzhW52rNXf3CLjq7W5X_m-738VrQVW6XDJSN3vStgTW2_ZYky3ZxfL-W1MrPQZ1nK0WJW6RmC0d2JcY_LW30F9Ck48ZPp8W7RDqcQ8zjxXjW6dD6lZ69fg9tW3_PrwD44WvqxW7mSt0P5RJFZMW8W51Mz5834X_W3wlXmp8X9_GJW9h5qXx94St1qW8cvJtt8fPHN9W213WKC7ZKyK_W8pB-292MS7NnW9dZjcJ762l4yN7n0Z3dhMWz_f3Mtvr603)  
[Los Angeles, CA – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3GZNnC2fX_NDW8HmCBG5CpQ-F0/5/f18dQhb0S3j46v3C7zW12h1nj2llBSgN2Mm5LHmRYvxW903LL71B53n8W2ShTpl3-MyHMW54Jwz75tBvgNW3J0YWb8zTm2pW2NML2_803_TNVn0-zg2CTxGHW605zBZ4fLwZMW5ffGvh8MPhbZW3rFwNb93KsdlW2j_F8H46zBZGW6Fs1gB4dn2kZW3nSzXd1D8fHMW4RF_-W2prjyKV45Zq17kFrg2MVsGx58sngTW1s_TR77c0hj3W2J9XYS1g4vhKW5Y7zC44pnKkHW5vZGy_3yKMzwW5B7P_R4RJ_mzVf3Y8v7WSzFRW6GVK-S8t4XmsN1mtfwzL4bpvVDpWDr47y3VMW95Vc1Q1_kc24W61QD6t4hFbSCVLHLN870WG_5W1PPKfj4bKxD2W8ML3yV8KnB99W7VSsdp8ZJgHYW7bGfwS6jfFhsW6nFkGB3crgxBW48hRTY3z58frW4qr4QV9g71tWW2Qfl6f5QwpBpW8r567f20phnlW3-T8R62PSg70W4bF3b63YcXCJW66Yq084FdHK6W5NcvcG42VSFpW6m9X1G5DgvrBW9888MQ7VpKjLW9jnSy63wGDwkVwT80q9bFkzpW4z2-4446YtppW8sW4P32T0VqJW6pSrvL1smNzrW6-ZbZ1433QwNN7pH9vrZGHc0W3v3Ywm1M69K8103)  
[Perth, Australia – May 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4-vrD95WM64_W62SPxT43Hdrd0/5/f18dQhb0S3j46_rVWdN12NqW_C3-75W1wfNFM4_sFqzW5nT_4d7Rv3z6W60_FSH6R0CFmW1YgghC1Xx6fbW416D-R7xzHN4W8mC8NW4_mdZ7W1JmJhY2-JcQnW91j0JF8Wp1SGW85fFgZ77hqkqW1Z0Y6_5jzqm7W4tnHYF99S5y3W5vz3rS19JyWQN12KMXfwJKvNW2HBYmX41bh3GW6GzWXv4BKppdW1rWsf533xzgnN4HZhRtVXFxgW6bC0PG8qsKzzW7NDdSj5-sqXbW91lmrz52phbyW5pr9zM4NvGj-W26nJ_w1JGm1HV38-hb5TCgNDW1PN7gx2SkCSbW2YX1KT9lSzLwW42vlvC41r4Z2W7wDcYb1G1j3sW2xrq1w3k3wWWW2C-xQm68N5CBW6r_2hj1Z5H-QW5hckw08zL23sW3sChZb62KwycW2QM7Xn1ssZgXW2vZs_-6MlZL_W4VF5wn1BBLfFW39jBF340h4cwW1BjXF53kpGrfW5J-8xP2nzb5NW67_LxV72pSZKW714YZN5Z7CHMW7FbzB39c1GxpW9gVMgy1k-FLRW94d9Hp8Snr45W2k20qv5P1n0xVXlb7v8c_Zpxf30dk5h02)  
[United Kingdom – May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W6-9TMT5WCKQHW1pzzrN2q3l6Y0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWmCW7ZBHcc73SpsvW5cC-sq1pv1HYW5wLYzP6bzYQhW5vcZNd69Wrg6W7m4_sl3JYRnzN3MSBh3f00v_W3t372_4s1yPyW36w61H35MYPpW2q5_4_8RbKG-W2_l-0k15_bCTV3g0yj24ZmrrW8fhzbn6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB98XwDhW7vy3Pz5NhqFnW46Bgy_2b7mbQW92xN8g7NCT2ZN148FnR-nv60M9ZLd0LGnqS111)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7J6jNk1BW9w5W5889yb7q-Wvb0/5/f18dQhb0S2C82nS5gCW12Nq-h5Z7n9fW3g6YrJ2nnMnFN3TmLnbkC5WKW1Ct9zJ1g1mSVW9dSDLy2JGDpbW73LBdm4vSTF6W6TF0D98bQX2BW3d5V1L6VV039W1v-Rhm6Xp0HwN73MZ6czD7btW7VJ3s21prCWQN2M3h34ZGq_dW8TZM0m4_kGqVW49z1DQ5VL7gjVs_5wg8RbLS8V31vl67b7twVW4MDVBn4dGT_TW8Kd57r79PtRKW6qkgyZ54dDqtW6Glp9750l6d_W8k8p697QgNgrW4dXyhZ7bKJp4W2c80B6483F3YW3pqkyQ7Z8LrdMc-yz9hT487N1FL7QQ3v4g2W1NPnyD16b-r0W3KQY4W7r6B0GVL244w4ckLP7W2RnG_d56Lh91W4hnswT77xscXW89CMRC51s-XkW54_lLn73P9XmW219ryv2FmnHZW838fb_6kDC3LW7yTnYV2NlXs6N6XCcPQX0ThVW3V_zSB6pwj9vW6zrk3L6QJ8h9W3lhBdl4rJGkwW68Cdq56hLGy9W30kP_X2c_HqcW5c9D_X7CqKc-W5dLtbQ1WnCpsW4G3Kfk4CB8rqW4BT9w96WmCKSW8BD22G30Yh9SW2T7RJD2jVGhnW2SZ24G11Cjdcf5yXs_P04)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4mCMR5662RFfW4bWLWt18pt0C0/5/f18dQhb0S2C87B0mbNN12NntdFPxRnW79VDHX2Z62pmW6MVRc26t9HLYW2xWCYr308JrdW4DQCTC7zgYKcN5mC8zFTvsmLN2tgMT6Tjyd8W7CFx_t4qF7bBVl5Swj64Z9YGW18568r1RnFXSW70zZqB5GFRmwW5qrbR_10Z3hPW68pq_C5r7m3FW5t6dtZ2qlCB2N55zvPzlr-BMVG4Vtm1kY9fJN5XRCXWp_7MvW6-pVc134ST2fW8f-cHG2YgKbJVXhWfp1hl9n_W1cnHd41-8lzVW7WBJwf5lwQP_W5jHBGz8625lZW4QhjGy6PfM2QN52VnlxDyRmhW8S4Pph3yQZjxW4x9Z8Y7K4gV5W3xFRc79gCmV8W4S8B5N8G83XdW2d7syZ1Nt6_xW4bglCw4Sp_ZdW1LDQfv3L33vSW7G3x3F8yMyC9W6HrKmR2pmKVbW6vh53c6GZv_xW2RNjDB7BMFxnW8CFXfG8qr9ZyW7Dgvd67LGSvgW8styhd94L76KW6mn1lw49LmhyW7DXW_L24k5BrW1twbfL6bY9SGW2BG4YR4pm6gzW2SZT7w5sW_dPW7hbl-B9llj4rW2l0Gz58S-NT7W8MXzGR178tTzW4FzdRl2bJ-xvW6ygh-k7p2LR1f2_pRqJ02)  
[Dallas, TX – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1Y-P2K8HgSzbW4WJysB7x2DZP0/5/f18dQhb0SfHt9dZyGFW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5VW1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9pg-W8rzD9d8CRZZvW5vLFlQ66GK5yN3hP1_6Xy2fdW5Fz2WF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lW-pS6d0JK6W3ryrX36H5CNDMMNBCZMMQxXW80gSRf97rB1bN8yxTpk-sd95W6R9plg7dVGSlVNVM-b4xDw_-W4twfJd5B5q4TW5qd8zZ1mbTwQW4VD0BL10j7T8W8pTmmQ3lc2ScN3MqKxNZ7bc7V98ss55HD2j7VbPPsk8sR9tTW3LcGtg5GjlzdN94vz9fdSNwxW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS8SwVd8y6q1QPcRwW2gY4X88Qqd3lW2B689S5cpJVmW8Ljkn356nfKzW1Z2LCn32wFFHw1NsfDKmh4f2mfG0S02)  
[Ann Arbor, MI – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VBqb8N8xwmclW2pgHrq29T1l20/5/f18dQhb0S65P6_Jfb8W12NGLK1QHtgLW73JWsk79MlfGW3NPWH_4QxzW3W7XK5c88CqBKpW7X_rWJ1Fx7xlW5M6m8J3pZbYFVZ0H_Q1Vxk2CV91mrG3f_LttW1PMHMT5L4g8cW77NpC72R5pgrN5DH0MVrnG-7W4fqqw05ZnyFqW1kNh562qg1GHW1vrD7q4YMdskVjSCm28psYD6W6MJBqj6yQymYW2pN5y97yzZ8zW6v5smY4YL5kPT3WYJ19B7bJW53hS2Y6j6523VJ8mzP1Yp00GVXQ2D1295wVZW4QlNc54N-SjYW7bqGmG1bKK_JN839RqVsK_MdN9bMXcVLY-s8V_gyx91WvsMVW67RwWF4TTLC_W719gGT6JNv-9W1bWwyV4x_rvCW6HpBsX7yf_3XN21KkJ2X8TCbVnsGyk5LPf8GW4YGl6m8Km46FW4zmBJl6k75gZW6lp8j44XvBJGW7wdHJW6j-L01W4cD4XH4slrFqW55-JWy82D7z9W6jZWP730p6N_W8JnZLL3TYH-0W31PFBK5DmkQGW87tJb22S8GGBW5KN7KH4dTb-JW969gn_9b3NjkW4G8m0m4DRJX2W7wZLS41nc8CxW4GvS-07fMTJb103)  
[Nashua, NH – May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4f-WgV6XSWjgW7tdqZS79NwDc0/5/f18dQhb0S65P6tRhGFW12PfTJ2x1qxdN8h8XnbFgGQjW5prj4n3YZj20W1gvfS825FkJnW18KNv23t53yJW4X9-p_429ZdXW4gxnDw63_lvsW8-wz4t7JB_7_W46FDx69181GDW2h3L276zklbsW7rNv2y632RSgW2-YSJw2Rhp5CW94gC7L1gR3ZgN1JTCvWsHtkHW2F58YN5SvG4GW6lJ2-059ssZGW1fJ4hg5d07QDW4VrlMV4gjM7fW2FbkGV73Y1t7W7S637B54cxrCW7NJ2wl8tWvZBW13dbv76l61pdW23TjQV88MF42W8KBMss3Mx-nKW2DkQFK77lSPSW8hTYWR2TsJsNW4mynml6WNrGnVr9zzf7fzyH4W7qCqVG1PQs42W1KhvwT9kRFGqW32rhyD40xlHBW4PSxRT86J6wgW3CbPxv8SThFPW6DsyPc26Xr9mVQzbLs77h9kkW2w12jw7Pd2pNW3g3ym48HQZDdW5FHqqQ81PSgpN5MPB5kGPz3CW4x_lQm69MdNXW5d3ZFh1jPtPNW3ZS6Q838nBZ0W5CDnV94vHzTgW8JxF7w5dQvVMW8Gr2Z54qKS5yW6F1nqf8_gmzqW37pp-W33_x3MW541J7D58cssM0)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3yq6RQ3xCyKMW1z4DZt25w7XN0/5/f18dQhb0S2C86_rDdyN12NJhq25FGJVK0WtF5TKH72W595bHm6nHKXyW4XS5438Wlgw0W1DKhnG6STl8wW6Sp7Nk554MsfW7pjvVh1WXKx7W19Tf4R1kSKsnW2S3kdJ8lv8gYW6z7bqH8PtPQyVzFg-b22fd3JW2SSflB5yf-mCW6v5K6J2pd9_GW3hVB9Q3p6hNPV7XsWY1C1p4gVVfPm25sy0PYW4yQq3q5H8dkvW1xGDJz7Kl1t8VYFt5R5hnlf-W3dgLHD2ZLkt8W1mt22R1T_rpcN5hcrqwCK3d4W3_tZQq8ZKFgRN8Wvq9tC5_wSV8khL-4DSP5BW3ZCMh87CCS7-W68QkCM4vrW8lVbtlp67zTsjFW5qtRgH8frZsGVqHl0k5DQM4HW555_fK4pn7jbN5HP-8mMlFrfW1MbDW26P5cbSW9jbJHh3-Cn27W3P87fW2vmZkWW3p-5Wm2RMSvHW6sSHnz41pDz2VrLNH14SkXXCW6GYm_F3sPLzWW8f8B6J1_fymVW1CxrdD92MW62W1Km6HX8kF3q5W3FXHWm6lW9Q5W8hxvx83wx3p6W3Z_rY15zSvqSW4qKSrD6gkdg3W9kThcL52xFhyW6ZT-dH9d5JGPW9k1sPC8Ng3MCW8S8cSQ7b7Hslf6qYpb011)  
[Sydney, Australia – May 18-20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4jd2HH30tHZDW85KK0t5LNSFv0/5/f18dQhb0S3j47B0mbNN12NntdFPmhmVLP5nt2Y8_rwN1_Mr0JPCjNpW2vsmLG5446v5W1rJ7pD85dPmlW7tjgf77wcd78W3Pg1D09k8l6KVjs8w96VTZdmVl62nR2w1BtJW5g2-YG3HbvdQW9l_b7D79k7crW34pwPp52FBJ5N1lQ7v2NJ_LpW62bwR02xkJ7fW4vRjwz78LB6lW471CHx8G_BqNN7hLZyqTWD1MVwQfpL89LxxtV_5J4p2L0TBXW418Q-S6rkhlZW6l5nkL78msG0W8_MS5F7dP1tGW7J76t04KllRhVMWf-R8y8Y2cW3GkXr84PGP4KW5fCW0s1h8myXW40j96N5QX46lW51DBJv49ZPljN1N4-CbPhtK1W6WNy9g7WgqDLW2zSZ604rp5kSW7sm6J46DXd17W3tTCXH1qQkPZW3LZLWf2W1SGdW5n5BnQ2RGM26W6wNYlv38_PfpW6Vs26w2-68JGW3L54Qk7VyrKgW3RFXLf59vhPnW96vQZ6913v8MW54pKDb4jgQzWW1Gmtvk9639P-N4DPxgmTDC0nW57llbL6r0yHGW5GPC717C9283W4ZJbt69jJ_yQW8_4ylm85NXv4W7xhp9w2p6HfdW1MhFkP97p9G7f2nDLSV02)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VK8HQm4_0KZsW7CK30f4VYj8T0/5/f18dQhb0S65P6_rVWdW12NqXr2vPykhW47BsK94SgYDmW2RX1M46Kt1PYW6kwCqN6D0NDMW2SNmDx1HTKmbW7ckCkB4gxnCXW2HxZ1Z5f0Y7CW2pk8Jy6lqLm_W78wkzL28FJc8N7cHy5xc_8r7W5WV5z54qX10cN1lZtkzJ0Z65W343plw1kY8t3N647Br6vRcQ2W7cPxVN5z-3L9W1YCkZY464qxBVvHHmW7VDYqkN4tgG3pfkLLWW7rcXYy6c_V45VCcPN47N6n-cW3TDbHz4clcw5MJgF3P9L_5jW4T7H-k723sDyW6NdKL43QnkKNW1_Cw7k1t7M64W3X6mhv5DHy0VW49c2v14G6RfbW1Ndwnj6275bRVksRpM81WR85W526nR16Fj7bDW2__CNx6ljdmkW4HK9cC6lpFmVW2TrWK58C5RVJW1_cv0X7sc3xdW2S9XTr5WZkTSW6XzKxg7C3653W6Dt7fP4lpTlmW53_Hj_4CPtDWW6RCly72G7ks5W6dxmN_4YXl1cW3lDLcx1k0KSxW7KggKH7XP_27W7W0S3L9b_MY8W4DyDfg4zCDw3W97vPgC3mMFLcN1kl985mhSkLVTdVh74rRPXY103)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8kpNC88BfBGNW7w2zfF5FCnPj0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWmCW7ZBHcc73SpsvW5cC-sq1pv1HYW5wLYzP6bzYQhW5vcZNd69Wrg6W7m4_sl3JYRnzN3MSBh3f00v_W3t372_4s1yPyW36w61H35MYPpW2q5_4_8RbKG-W2_l-0k15_bCTV3g0yj24ZmrrW8fhzbn6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB98XwDhW7vy3Pz5NhqFnW46Bgy_2b7mbQW92xN8g7NCT2ZN148FnRZVSLKV9ZLhg42tfbX111)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N3kwRsmcWRdCW7536cC4Tn9Dh0/5/f18dQhb0S3j47w3gbpW12h8CT1fC94WVMBnKh2pn9BKW5pL0L_4SKYJ9W2FB_0x7ffhq4W5JL1Hv3HdkQ1W29PVxT6YKz3tW8ypRRz80MrgfMPvXNG6nLq9N8YJBhQnb_K5W8Jp8Qc8tyYgYW3R5dC-9c6rTxW6fpbJz6k6jSdW3G4QHT7y_B33W3DKFsq3NXsJdV2SwLV68v-2VW6vmKmn5W0r1pW61hgWt57H9GbN12glpsHjcsQW3gMdtd5dW-KlW28F5QY5xR2PXVm_TyF1ll2MsVN0jqp3S-V2qW5GGK114nsJH3VlQsH-1TlGqsW8FgtmJ3kyRy2N5K3gqycMWJQN8KlT0PFyFjjW2ch9n01pl2MKW6sfYT04ypL4vW3RN9qB5T3PLFW59DXWh43D5LMW1np0Bf4J_WNzVRCLH51hcxlgW88Gmf32xYx66W6TYzP21YfSxhW5-hG0-35NT7MW6Hys-043S97RW8ysz-w3dl1XNW6mmmw66qxfzhW5Ty8Yt6TDY7_W6gL84r4Qg7Z_W39b6YZ49M_6wW87yz1B969mQKW6pD_xX63sjZ9W20p-l-75wxN1W23Zmvm683xdBW4pd6kr8BtXB8W5fKTk14W96sDW7npbyf8CqdwmW6bRXc54FJl51W5qsC0r3D6WPyf3h9-p611)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2XvNGh7NL8dlVbD18p10GrFc0/5/f18dQhb0S3j46v3gBLW12PbL32qybg_W1gkQMg3d8B9LW6T7n7m3b50XBW5tfWWj5_W_k-W7jqrsQ85DC2LW4ndqql2DJ3MZW2DW6JQ3qc57fW826f8R5-MspbW4fJKzz1yjD1bW8JbbxB4z71wDW85dS0M9k6gHHW31-gxP3YMVntW3WWnCG5b890SW5t3cGd62J4fZVYT6rY19VV58W1YlwlC2GTZ5lW4p4rSL1bhDyqW5rzd3W2QVd03W5lzQT157vR8WW5JlhZq2HdN0mM287BS31jxlW5jT5441mFfgbW6fXRdp7KKlVGW52Mj8_6vQhMSW8LzBMp9hYbjmW2qDc8G8SPkT9W5nj69L7ncwHBW5-0ZW-9bTybTW6y3nLh7WZhp5W9l8bFv1w2gN8W6RsHsc5lq9svV8pDL26jNScRW2CpQqx40TCGwW37yTsb44Wz3jW6JvRyL3XY7PpV-k9_r6WXLl7W817L6g98YThQW59Cv2P56-JPQW27_Y_N4tQSTnW4XCYc45tWsVRW7FdLTJ8-gTVGW7-Rx_W3qK4XpW43jZzK6DhXl1W4jJmPv8Xm-9ZW97CS-J3y2kf9W7_VnCk9b7gGpW7TsLzV6NstW-VMztkJ6ZT7L4W99d8DP98fq_jW9cL-Bh8_X1hhW3fzz4C1Rj_y_111)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4g4Zvn2MrPfGW3l-KX_5vM9lK0/5/f18dQhb0S2C86_rVWdW12NqXr34myqJW2vbYcK2wBRkVW5JcF027073mZN6DPPZSD8-vXW1-00KN3pKg-QW1JTCq868Qn21W422d1-8cbX-KW60C8vN3NV6nBW4vYjcS4nqmyHW54fW1k4jX-h-W4xz3C_5HsKM-W6BpNbR5D4KWHW1q6PNH19cjn0W94ynP-1lpsMcN5h_CHwfljqyW2SJmWR5YQRGSW3xc70-1-Q27GW5Hg4l88Y2-z6VQQpsm47ZXBFN68YjMPXDjZSVPn72D6bysJHVYChGb805Ws_W1M-9Vr4Zvmn5W3fVLv01MXyWwW4GZPy-6KV6tPW2QdDkQ50h_z1W7Wvn3M4hYyWWVjJxBR59R2RhW402ymX5-mzWZW61wm_k4YrdCxW8h6mQr3KwkqlW6HK_2C4dqX6CW1xyQ-g5JSq7qW45NmhT4V6RS4W1tBlBQ42mN70W2sMsrC5WPSyBW3dH4467P9_PkW6ssYnp4Ng35WW49PqHT3mlcMhW10v99j6CH4bVN3SKMrtnfdFQF3cvcHnPPx1VtV5hG1J6j51W8_vcJ24yFsbFW88ZZXn7drS8wW5fMBl73vjc5rW5WSbp_92vwb0W1M_SHS2XPnPbf5jwnLK11)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*VgpSz15C8T0-W58DbM03f9wkk0/5/f18dQhb0S3j47Bf-yPW12P2Hy2_Vc0YW1fCHww3z8czhW99GLRq3LnPCwW7HXXn63j0qLZW61g63V81TMvrW8qP1Ks4qpCPmW8RSx4r8G_pDwW3ZbgL621snTjW4Y_XHF4l1h4wVyKFzF5PmCrkW8DDC_h8tcxt3W5nVp4S2KytbyW66FcgD8rTpD8W8-22VL5ll7-yN50R0PMNhNQ8W6lN5Py41M42pVxJbs44-Pb5vN25lT1YDWyYlW7lmY4M1fBQswV8rRp77G1rcRW3gZFnj7j9V1-W2vghwJ2nSXyMW5WbLhW11fvKPW3GSHw37fLzFgW4CRrxd45djLqW8wd8Sp23T_GvW6N591C9hFr9gN2vY67vg_Rc9W298z7-6g1ykxN54XTCL7jmVbW86SFG253ps4JW8RNwmK81m7wjW4t-Hqt7--n0wN8qrlQ9pFWQvW91pFPj6Zy3qJW6P6Pm04C5wqGW5DJcvG6lqXR0W4LMwNQ7wdFYSW3dVv-z8rc4XdW6F-fdv79ds8wW8t1ZpK6W8Tw4W2N9Dyt8z2cd6W6N41bW8JVYS2W7lkry78ylqNWW3BhP595SDT51W4Gjj6n8mlgnRW98csz19k4fcGW9d7bbv8tdpZdW6Bsxrl1vV8vMf2BV4Pn11)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W344Txg38P5hvW57-M__2h9_V20/5/f18dQhb0S65P6_Jfb8VN06Gv1QHvJpW1x7xGM5S_f0lN6-rld-bphvVVxxSqq8kz7qKVFXNkv5N2yCpW6R718t6l1GtRW7sKcNm5MdxdZW5q6f3t7DFNNNW5_M4N-8vt7vwW6HFFpr8fRr9JW8kN8jh8rxKZfW2MQVyc4fqq6gW2_lDqJ2J_X12Vrs2LQ2qv13dW2b-Dzk4D5vdRW1GWtPy6rg94lN5CdWppNp2kdV4_Fmx5d_8pxW75j5Ht5T_PPbW67KVmH4JrRPfN3yGWjc6Q4NTV4dj614Khh7JW6xx9DQ6lCb3fW7t_VYV8JnWR9VwcTmd2J3P2mV6PD3m31ZSvjW1rtlwg3H7JnjW3pDtFb99BBb-VSbGZ94JMlQmW3NnHq42GZkbsW680WDg5Qcf1JN25-HwrF-P2wW6KCs627kTzMjW84vCZ56bsgsKW93Rc155GKhHyW7JPcfw82FsX-W4B5vtJ1nWk0PW3Csv8429M7CCN8lsmvShl69VW13LNZw5-xBlnW2GwmlJ3TzRrcW5Gyvn67ygLr_VSH8Yv8pP92LW6c_V1V6XTknXW2czVxZ6fNqf8VRvV0s1sN9_JW7Kzp4D4rFnrVW8LmRKN4rGSsrW8_1T2P8jMplSW822g2c3wd7lRW1FTCF08xcMm6f3GHWGV02)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4Czknc9c05ZdW80hsHY22zr2x0/5/f18dQhb0S2C82nS5gCW12NFbY2y9j1sW1flYKB5T22xnW7KL2Hm1dqk_MW6kWGV52yZ_3qW8R6FkB1pydkJVfC4Rp8FgMxmW8zCZ1k4nXDy7W8_7b-s6xw8q4W52n9wC8_jrKBVhGJ782jpDDpW9jVLW166ZtbwN1m2mR5NDhMWW95-C4P76ztbNW3ZhcxS8vNlMzV6f9gZ2cyr7gVyTqX38R5t0JW2jjtqB12HmjcW98X0pv47KDzxW40kG8w2qBX2DW8pMTR03BVySBVVJ3Qm5zg--vW1Bkbyz3BMKJTW3_M6Mh6stV2JVY00_081gs9cN6hVNv5BBPv9VG64xK2lNWL6V3yKPY6TwmjnW90yNs67gjhCMW4crFYv2WmpTmN2yG4shGfwP7W6d7Ddf3GK0rYW8qdv7m3L_ZtrW9grJ6c80-pwGW3RPm3H2TcwdbN1dZbSSbNBfxW3CsB157RRn4ZW6tbTwW2sk-5cW77mYlv669cDQW3g_pYF7P-57PW8dPgzd9ghkhYW54VMRf1TCw6xW6kXv7B90MlmGW2Pb0RB38Y0TPW13s8Hb3N1wWYW7fFYdd5PKGn9W4wHk563qdKf9W829c2B9kh8vwW2jXj8-7BnYWKW2MqG6c43911vf7tHKYd03)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4zWyXl5tZNY0W1Htbps10NKFz0/5/f18dQhb0S3j46tRdSFN11PzF1C43PGVLFD5z4_skBhW5prj203lVdsFW7NJKHR5x3xD1W8m31c78HllmCVT_V5h5K1vx8N7GTTWpBF3CrW3nLnBT5Zn12pW8Jt_j-73L3F8W6S26By3mDn1RW1W7btm5hfGZvN5GFCrk397qLW3M_-C37R30zBMG5nXJYSmhNN5DtFwfkc1ZMW1_qn2z1JnPFhW1Fyjbq6dJpZKW5B2Qz_2KBCR_W5RtCwb6s34lLW3QWJCb81k1GrN1gkX86Zhg-bW4g9k802nBNjGW3THKch5VmTXDW3ZlLjZ3B30fMW7TbZC-1nDH60VkqwC34x1tRbW320YDM51L_1kVbl50x5jYFXMW5qdTBG6c7cGgW33hr0H1KqytWW1DR4CX7xhHD2Vx2hz51MnMBQW3bkL1B4K5jdwW2X_pKC5rg7TwW4jjLV88DY5VhW5T6_Hq5KvVHZW7SXByW631Ts1W1_xhh57pr6L4W71_1G97Nqt5xN2YjhfxDc4cNW7t5F7G2P2VCjW4GQbFm6_l01hW75ZcGN2WPL_5W1LttZv8Xm42rW2HV4Bt8jXbFwN9fbqGDlxkdp102)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3WwZQP6D-v5HW2RqwTY6CBnT90/5/f18dQhb0S2C82k5LNLW12PbKt1vYCGCW2FbLhx1Ngz5BW1L5FH74VY96WW2HCWYy56BqcLW1KqNDJ3tjNS9W7r_NmQ4bFswhVNf50X6dV40TN2F6wqvT59tBW4Ywhhd81ygyNVzyWW42l13GtVTLKn41F7MxKVR05xh4h426hVp8CF-62FLRYN6Fk85Zc87dXW1v8W7W42yM6lW3jCQpq5MVWptW61YBGL4NnvZMW4rjLBm17Z5GHVjgR535z7j9bW1c6LDY1_yDjNW1M-DHH1ll2MsVN0s5p7LX_rBW1VKGWF8fbdBkVlQhDW5DKkDlW4l6KHf2flGkvN2dCZ6wcMWJQN6n5ZR6FyFjjW9d0GTn1pl2MKW6sfYT01C_TFVVrPyVR1DzggKW2dPBLR6RKwfGN5K5D_kTTDVSW1q9Bl97sFyGlW5kJyGX8-03VfW4hd5nC1P7_MHW6wG_gR1YM0LlW6M34m48q9jLcW2y9Nz14ldmL0W7yT2548C4JxLW2gr2rm3-bYkVW9fFqjz8YHfL9W577WLc2QPV8cW41MDmH62RplmVvY2LF5r-ZZBW7gh-Cn4T8YG5W23ZlZX699GG9W4fHFwt8M2-_XW4HyhSH6mYsT9W2jgMn18VmlQfW76lmJf6qgmt7W6hJtSQ3nB5_pVzFWJ_6hnp3v0)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W97H5t76cQ4B8W2drZS817db3G0/5/f18dQhb0SfHz9dZxZKW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c44x57xTHyQW1_rTMZ7tCdtbVl4BKl1YwCTfN5b4XN8s31-JN7vQ8wWxbxz-W6ftHwc4ckkqDW6sS4Gb4bljBWW1Wcg3N1S2W2DW1RKNhV52KDs6W7zwG3Y1Tf493W1Ph6671N6tScW8Sn2Sm4lWrwcW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtdV42c_83nh5lGW3vq9Md4zplXwW2J68nm8r_-01W8X92HZ5QXlb2W6l8Sbd5WZPd8W73yKD270RWM3f12KZB911)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2D3kw-8R8g7jW5Z9vtS3h7RcF0/5/f18dQhb0S2C86v3C7zW12h1mq1QHvJpVm02yS5S_gqbN2hzcD7nPqN7W33BCq07hyrz_W1fTzLp4g2bvWW8CgWhr6GVnNbW1Ssmg68_MhLWW1th6ry9hc0r8W1mx9Gr4fLx05W8SrfM16WwB9VW4jBZMm5dLLgwW7wrL0k3VMh6bW1VGqKL8TMK1qW4l5nB-3Sn2mKW8n81SW7p98hsW2Y5Jj-1kfqF-W82D1ZK2B9xkgW4RYYvM658c8yVXhWfp1hcGSVVswKq474-5ysW93zRyH3Yrn48W36LjGP8sSp7WW3FKXqg1JbqZ7W9dZhzk73xdpvW8Cf96j4wQmnHW60CSr63wZqvsVxQ96C4Kdl4sN88nkvHl8m3LW54tjKd8nSXyBW3fBsLy2N7tqCW29bQ6b6X-D4HW8SHTt16gMyZCW6zy7PM6Vk4YbW1KcNqz58ZzdyW19rcPC4SL-RQW6RFMzB3-szzQW8H8Y__9hzN7dW1vrcHd3fk8M2W91Qw_320mWm-W6q1w5J4Pc5c4W4GnrDV7c_JMjW5Qd9y45Fr2-1W6px7sV5ffl2xW2RPWkf7cBwgSW8RG5dX9f06_NW17NKtq7z2tDwW7rD6hG7Rd4B_W2kLR635Rky9QN5sqy6JcFYcQW18B-nP42cP4s103)  
[New Orleans, LA – Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7RNxZn8DR-2tN3tGVBtLCNNQ0/5/f18dQhb0S2C87B0mbNN12NntdF2sS0W1gmwtT4WGvhsW7Z_0TW6s3RwJW5ll4VF331MY2W4jQ2np8Gf3l6W3Pmmxt63Kw6lW7YHMJM4GB90JN1DGxW_r8slgVyLS446PcZbTW8Mx-l187D0zxW3Z4zvt7hZnMNW7p86BX3kd7lgW5G5NxJ8TMK1qW4v7WYj2H5MdCW8nsZqp5qB8jFW2YYXmj1J1ysBW2byr0d6wVYblVkSsc63mVFQgN41xYnBtXXbxW6tCzYx2rlT63W1TfkWv4gwxQFW6jz6437lQSnzW7kW2p8179ls1W7mWQ2m3p74XNW2xrGQP4-lzX6W6Lt_Mt23zVwbW5PD8011Yx0VLN23NPWq6fzKbW5mb1K456ZCq5N5cfG-QtXTzWW7RYQd_1gSyScW6-cmy84jDQyQW1Vy_fB7vZP_YW8Fl-bD4PL1gNW8rSNKF92PGd1W4lbsPP88S7fCW6pfQ5Y68Kql3W5XqtYS67ddBlW38nkFk94GP-KW8JDWyN8pkP3dW60GBKm45rJrsW3b4fy-7JzBZqW3N1_Z24p-qdZW2Tc9kG5s95zZVq5vMh9gGpVtW9c8Zq_7sfV7kW4z5PbF4FyZ-BW9f9NZz8x_12HW6VB1qg31Mx0bf6mKN2M11)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W7QW1tT7JGg2nW4D2jc97qlVBk0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWmCW7ZBHcc73SpsvW5cC-sq1pv1HYW5wLYzP6bzYQhW5vcZNd69Wrg6W7m4_sl3JYRnzN3MSBh3f00v_W3t372_4s1yPyW36w61H35MYPpW2q5_4_8RbKG-W2_l-0k15_bCTV3g0yj24ZmrrW8fhzbn6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB98XwDhW7vy3Pz5NhqFnW46Bgy_2b7mbQW92xN8g7NCT2ZN148FnR-V6vjV9ZLfP2DNgK_111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W60kzr58sRFV3N3bzMYgPgZ2V0/5/f18dQhb0S2C82WsMkbW12hc2y6MypfkVDHHC52YnfYqN2724hRkMkVsW5jPT737RRjy5W5dY02j1lD65xN56GJcPN3hNCW8602Lt3mcGc0VzzFKZ5QDYbtVVhdwG81HsL1W7B_Pnf842BGjW93dhr25Y583sW392QgW45P_YDN6_W9df7hyYmW7czXyG163mk4W6btyX36ypRt6W7R78GS2Z-SmjW1klkLG5gm8gpW4fw3796nb4VqN5jCVWR7XVvXW2PkLYn49rm80W7RjBHr3k2xC7W5vdrkv6gXF0qW6Fz9tp8bXg-cV8zJCx6GnkzZW6hV5kv5ggv77W2nY6R13RbVljVK9dB89kkYNfVZHN202h5NgdW5ShN7r2BWdyDW7yFsPH41dwmwW6bmbxb5hJnTjW7wlnc97v1c4LW6Th97H3mpVhdW7GzQSQ6W66zkW20nDry2x_hTRW6vRFg26qrGx2W4fRPTb2C8RjZW78nTXs66dsK4W6s2L633Z0BPDW78s2jg99stmfVTFx906Mxl1bW1D7-sS9k19VNW13HpT91DRBx8VxKV2m5pHpy1W1jP4Qd5L1RlnW6-lBLB43m-y9W6-mD0l9hMZfFW4G2-xF7rwvgYVPFqyg22r9BydsSRgH03)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W92W6517V7nqcN5gYJxwBY0SQ0/5/f18dQhb0S2C873FkvWW12PmsD3yv205N4_dFyqjYVCPW7_PHnD5HBdYVW5JcHW2381bT9W2s8x174rlw-LW5GNhfT4qpCPmW8Sl05D8XfvHVW2p8-2Z71-53rW8xtK577BNVlTW3tXYb34-csl5W1wcVpw8YlK7jW6-htWb6vZb49W3XSwqK7xvNhMW3CMbDk8WX159N8bT4fnl90kJW283Ylp1gFT0RW1mQMl57p3rj0W7hsvB022_Kd6W2gntLC2w0Mh3W8_DsGV5PbSZCN6hzqB5sZC2BW1cMK0P5z9LPrW2BDvbM2MQV5wN1kXMQfHDMZFW2gmyTZ5pLwjPW49rMtF53TdRQW3n2Dqf60f9fNW5cdtQg4HP0XkW5zsTBM4v2-FnW1xt-lN3n_sYzW1J70Sr8VpbjPW4gV9tb7XfkR9W10Sf9h5gYNCyW8kmpNw3nTfJ_W92HHzZ18nVQtW7SL97c7n-NhXW8gvfGl1NF2s9W6HNG755MJc1ZW45DzGc34tTyRW6mM-HV2VJ1L3Vd3rlx250skNW7_61yf91sY-QW57XC4L7M1nX7W2NP0Y27Py6gSN8wN4djblKQ0W4x37pP3dkr66W8Qwbl33b1bFlW2cmXL087v2z3W4yB2rr8HL89cW4bTMdV7scXG4W64gLQZ9h9rXkf58z1RJ02)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2-Zft17g_31vW7KJhk395lyJw0/5/f18dQhb0S65P6_Jfb8N12NGLKkQsqZW1cVRj179MlchW3NXyY54QNW4cW7Ws2CK8jGbmmW7l9nGB1Fx7xlW5M6m8J3pZ99RVZ0tM_1Vxk4_V9BkPt3pZ0FBW1Q1Jgz85kNVfW77NpC73qS84hVSnm1L70dx0NW3jWDwF6m8cn2W1B8MzL5NV0G_W7kv-m-3Kss9fW5-PkXz28HcthW8qWQLP8r37TvW5-F1nv5K3V-YW33wfLg57bWMpVDJ5p72p6hHnW3WLmMf3856cfVJ_wrt64G99PW3Lmz4n8bLkl9N40C9ZJmdcGBW2F_JJM2l_pRFW4rXJgz5z7RT-W7-qvHr1v716-W5GRtV_1T1l9DW7RkM_C48wPyPW1PfgZF6Yw5XYVkK7BQ3PnkHzW16C0xY5JFZtGW8_ssGx5ff6G4W2rl3hs441TgpW1BrFMC98YMtXW7gK23l3V792QW1B8sPk8vsc3bV-cVDN1zJVLKW70vx1-2DBs0ZW1Q69n16QjlYLW5b6RJ_3VKPvJW3kLMzS1r7btrW1qpGnR8TRvd4W95J_TT4lNlnZW8Bhyr19b8-8FW4-9-zZ17-5cNW6_Mg9X43m_Y6W1Gh2w41ldRqWW6_xF4n4b0-pF103)  
[Nashville, TN – Oct 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8BNqMT1Q2PwlW5DBCWb2Mc9Sp0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl58jzZLW7XVW4s7NNbKWW20_Z7m6JknFhW2fZzKM1Y_63_W31rP001V-PH3W2fDrtT7lvZ53W1MkxTk1wsTgqV7d2M61L4xyjW6FKg-T2XsCWxW7sx5sD64QZb6W8rvCHd22xSv2W8Xl1cb5cyhmqW92C45h2gmw3vW3H_Pty2DzCtRW1yC0Nq3nPlxCW2sDBnw83081fW5TbZkt4cw-qMN2GGzr1Ccxr2W5KHZ1F5S-DbFW6d2jTh3Pv7DDW7sdBfp3PjpNFW7M7PVj1V85W6W4QtbmT4q8lyYW6hnc8x8kBD5JW6z137F32GzfzW197jvx7TKlhwW6Pc2NR7Pwr4jMVzQv-Vn7DDW1FfrM632ShfbW31qMQ11S8n6GW714h8Z1nxXdgN7QyWm3gx_RDW79217Y7z3NRLW89sQtp5CwHnHW6dKhSZ4sPSdgMrLh9QrHCwwf64B6_m02)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W5mlc7Y3vqcZyW4Zty1v87BZHc0/5/f18dQhb0S3j42fbcMnMWnSlHlMFy_N1wbd30n66R0W8n2v-22jQr9tN2ShTplP-qsCVQH1QN62p3lgW7n1n6b2_dD3ZW3d4w-d6p7PhzW38nt5w7mslt-W1w50ZB1d0bYFW78fX6L45tkS4W4HmQ-Y4BT6zFW16PW4d6j1ZDFW4zZSv73NJjdYW86lb431XMBqxW2QSdNH2mbb1RW80H48P83rV50W3nG-BK5RBQh2W4dH2xk1yl8GHW6vS8-02rdfTKVjVFPT6dfz6BN1Bxgt5fSdG5W3BqjJq2ZqvbJN3GsPDQfR1DKW6WbwcM8kp_R0W6_XqMs4qMcLvN4zkCCNG-yxRW825c3f8c3Dk6W2xhmGK4Qb1bNVlYWnk3VjmN4W48wPyP1PfgCHN59PW60kK7BQN6ThHz9vtnrmW2b5fjc81P_5qN16SGxgndPRMW84xCm54wVGxMW4v7mFr3rV9pVW7MglQx6qy359W7DQn5c1Y-MnhVQ6nwL4F80yRW3m2s1_48khlZW8CY7qs6W8B6cW2GVh0r1RS6FgW8VBd-14xwn6KW1jtD1m634wMSW4Zf_7s9jDFQNW8jT1n_5yX1kVW8VgNBr8pFwhKW8SmvGp3Q46kNW7HvGCQ1gVC2kf3y_XY011)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N5Hk15G_K3wwW5-Lv1r82q7Rl0/5/f18dQhb0S65P6_rVWdW12NqXr2vPyltW6Lmp2b769vSxW6082bn3lfqhCW3XGmQm410HkKW5pvqcV2M_y93W476dqZ3qpJMnW2_XzH51hNH16W5hnt5P4hL8ndW4qDG0s5q0qvhW99ctl-44pGJ7W5Vfld43c9Sp2W19TBZw5JTr0xW7x0C8d4KFrJ4Vs39bH8n-mZqW5DxFc66DMFnjW3MNnBZ7fP8GsW1QCrfF4YL4-RTVc9B711G2lW6xvt182TxLhmW4-vz2q5hmtP_W3W-7rF87wTmYW5vhl8q78r1-8W2mS-nW12MqGHW5yTglH4MgbZtW2F4PwJ57Kw5nW50bF9T5SBZxkN4WQVlQvYLD5V3n5L23jVnW1W4ND4n-6-1-n_VTrdQ06G1y78W1vh0m46Pj5kQVYP2Cv3VMfvZW3Zrhn633XGy0W6Pr4Y134D17ZW5FnfnR4VD1Z8W7t9ytl5xf74KW8zmXzP3zX7pyW8br0Cm2dycC2N6n_6h-pCKb5W67C05Q4Q-M9PW5KLVsS8hF18_W3zd80W3J2fhBW8Xd1_R8JmcKSW6Zkk3P6RXGF8W95V3Vj3tHJMPW3Nxjvf2nS8jbVyDXby73W79g103)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1rLX0067jjynW29sdR683hhh70/5/f18dQhb0S3j46tRhGFW12PfXc2ljWDsW2C-cyT2ZY7mhW5GjrY_1dq0PlW8Hfn551CmzbJW7fWHRG8TcHZ4VTsKVc3pcZDnW6ZpcsL463gD5W45qVlr8fJf-VVLw9ym41h5B6W8b3kCm8kphDCW97gw3b65tmnqW4HS9ZP5mxWX2N3N_xyXDVzbKN41q2rXzf3lDF5dC0Vms-l2W2PgC4H8CJp9_W8DGb8M7YwY37W78m6PR5x5wp8W2FDcKP7tzSWHW1lq29f7vGmWcW11BYzz5CgPwWW5Lg2SV97CWQRW5X4cTv3fQ0W4W1N9P3V6v66V-VkCZYj5BMVRhW2dwmYg5rcsFwW4XS_hJ3DRNP3W5lMfSc5PQblmW3HN-2c64TLhpW2rk73X2szjKdW6TGQXj1yVjX1W29v-c72k-T-pW1-015761yx85W5gMkdZ2XgnN2W2Ftzzn3k6nndW2KT0HR2N9dfrW6cnBtz7ZW3RXW9845sx4dHVzCW4d6QgZ47wR6JW69GhG-75SzbqW3VPFmt4bTl5lW6J4W7K2djWcwW7v5kgT5J_Bg7W15rs7P3rsGg_W2XSrX45Mg5hgW2cGx_14GzCKvN3JNqzQ8chkhW1L4nMz7tztQP103)  
[Louisville, KY – Nov 5, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*N60Mfh63m1Y2W4Z8FyZ4vl1qz0/5/f18dQhb0S2C81QwGJTN12NGLKlPKY7N1w87HTn66R0W6GnMzT3GrBX1W285G1z5cY4HPW2xsB__7RY8txW6hRHrz859P3XW8wsFb980KV3BW2XYVBX4DDrJQW5GlKv21Scc26W4qD2yk8RjwrJW8M_VBk6zBqhLW7Lq97V7SQh-jW4z_KHQ1Z6LmFW7TPxTH5cfwHpW2WBH2C2lqsnHV98TlW3QtNN9W7WJ9jd2ctzb6W4D7yxj2XY4_JW5G-mmP5XFRWgW8vFxnr5gnlJhVLTv306mDVtGW7Ltl0D3wBWP5W3xyWgw5NNsH-W6RhsFN5fhzWZW4p5lNv4b_5sHW3dj_HW5dGDr0W775q-z5VPfSXW2M6yDt1Y_RGXW7Y4XZ-7gfvXHW4WrDHJ4Z6cwlN10_12CCsrCTW5ckCxS737WYLW5dVKrw7xKy5GN2BFXk833m-0W6_-l_G2HzPjlV7C5ZD6qvxMtW3bxDWJ6nyNBMW2p-H1k7SybmRW1M6hmf4nf8h8W6DGFgc4_-ttrW6dvN3y9l2Sj6W1qDHNM7N_3ZDW6xk26x5McYJ3W1jnGMq7KfjcRW8S2sGt4G0DZ9W9lLqN1499hK4W4Gy7Dl4FBjHdW9h7jd_8swjFpW8Y19M74LqPlyf78wBCn11)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W6PfvyW6WPDBfW6NMGp34TNSqM0/5/f18dQhb0S2C82WsqN3N12h8zzG1FMVW7dC87V1tb6-2W5CGp_N76xmLnN5ll00qN4f7-VYjWCT4kDxKrW1VRJDw382G0vW5PJPKn3XCPwJVb08dw2jQ7gKW8XHWc35PB8WpW6Vq4cx6WL5f9W6h7Q916prKf_W7TTq826m-t6nW1JC1_M75sgJCW1CC_pn3JzDzbW2ZjBBm1vy3kyW5WfHpQ2FJz1zW75j2Lv4v18q6W6063583KSm_7W5q2TW73BVWM1W3p1Z624_NS4yV-hKLg6k9GRKW4g0JCt7PXx3yW6QsPxt1sNLGPW19CCSY6LmGl3N4xZbM3q4TwsW30WQy43fQj8DVcz6KY468fMQW14g4Q44bV3WsW2ctHMY4gh4ZtW6_pR4l8jtgm2W5cLrFc5TB4fdW2Vy0cQ6lKxbDW3pl4XW1FbSm7VhpsB37Q4YszW4Smrcl5BnW5hW2SyPLR88-8JcW7Bsv-x4d8VKlW836bT78YFTtSW47FLS34WxBpWW6RqGkx8MTXkGW85X4CV91bZBlW7wyLLM1Z-gP8N5W4rv-WDHJjW15fQHY6nDh-jW1-xsLj9cbJr1W65_S-v2jvcPhW3tQl3y2bT8WgW3lLhsJ916sghW3SWFxY45fgXMV7mDCj4SDQ8x103)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8cNlHr7j7Jz9W8tH5Td2_r6kK0/5/f18dQhb0S3j46tRdSFN11PzF1C43PGVLFD5z4_skBhW5prj203lVdsFW7NJKHR5x3xD1W8m31c78HllmCVT_V5h5K1vx8N7GTTWpBF3CrW3nLnBT5Zn12pW8Jt_j-73L3F8W6S26By3mDn1RW1W7btm5hfGZvN5GFCrk397qLW3M_-C37R30zBMG5nXJYSmhNN5DtFwfkc1ZMW1_qn2z1JnPFhW1Fyjbq6dJpZKW5B2Qz_2KC0LMW7BPxq67WBtD3W6Bw42m8Jcsd2W5jKHRk58bmFDW283YkC5STynQW6CWhv-7DdTWwW1_GSFV1Pxw4wN3Z4Mz4HkzjqW4Sgbh56XBbpNW1w1bCG79rGf7V592wg7k1NX9W2K6FB034Bl6qN6cbrGTVbys9W5wsfvM3M8zyYMh0DNsTcjRvW1C93Kd2m2Tm3W1s_JTj7pb0qkW6QKRnV4kZxVHW2Z2Nyr2TfG4hW8Cwx1c7K3TDlV_NlVm3KJS3NW8cxK-w8BfdsVN68J7xVkC12XW8q5Mwx1q0KyMW2jXxSN88dGJMW8fwR1966ZjrfW5yht9F97dtsXW1kstRk47txSSW4CD0fk6hpSbN102)  
[United Kingdom – Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8_1YBH7dl1s6W82Kq6V43KN2v0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQJSG87fsFJCW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWmCW7ZBHcc73SpsvW5cC-sq1pv1HYW5wLYzP6bzYQhW5vcZNd69Wrg6W7m4_sl3JYRnzN3MSBh3f00v_W3t372_4s1yPyW36w61H35MYPpW2q5_4_8RbKG-W2_l-0k15_bCTV3g0yj24ZmrrW8fhzbn6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB98XwDhW7vy3Pz5NhqFnW46Bgy_2b7mbQW92xN8g7NCT2ZN148FnRZFxyzV9ZLfv5JMGT9111)  
[Connecticut – Nov 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4l6bP37g7H3yW2d2w645dTV7D0/5/f18dQhb0S2C873p1KjVWVdYt4_BbcJW5jF3NF3JqxyhW608ll-2n-q9cN2yBpYGG08T-W4D0RHd5ltvJwW1PqQWZ15njbYW8YMgKJ211fGsW2gg_Zl8RWPCMW6wj4Lm6XVHw1VBjRwJ24XJ2yW4H2m3v5DK_1JW36n5hs4hzmrdN5rf554BRF3-W5t6dtZ2qt8TJMV-RFtHV6ddW2qlZCk2FQkt_W4Tz78W8q_LT_W1b7RGz19M6GJW97vJqV1s_Gs3W28Xwwx7hH8c5W5qQ2HT1YM1ysW2Kl_wh3Zgx0HW8k4LFM6ndWFnW8cq7fV7gNWy5W10nTNX4Srzn9N5BHsY0DXjXWV3mknG9hY8KCN3F6yrSMfsV4W5kBP_r7h83V2W24GBH_2s-XY1VJQyS433h3xSW6zGbJg6jNXLNW56QvBD91bmCrN6lGc_3nycvFW4F2xQr8CfdQDW3ZW2KD5GPrP3W2WNWyV6L6lVtW8Mgptx8HTqdPW1-h68H6FJdF3W9fLkV78JJkYCW1YGCn358_f93N6c_CgS6J2tdVWN_74154608W6Mw9j_4kPfFRW996n3S88Tsq8W5SvB1J8tJkkSW3sbLWl8t3lTvW6ZmszP8t2JJjW7yvfgZ4c8Z2Yf5yXs_P04)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*F53TzMY1J5WW1Q_kVC3b4nZZ0/5/f18dQhb0S3j46tRdSFN11PzF1C3-75W1wfNFM4_skBcW5prj203lZpbYW7NJKHR5x3xD1W8m31c78HlgnKW2y28KW3NhdMHW4fM9XN79dyXgVSHSJl1tml85W4w8d448NNCd7N44grm1Tl_7sW8lCFvY8m0dNzW3NHnqK7B9QcDW7YYx9M20-YDGN4RSfp8cXm7pN5wpRFR49K1YN2S7gg2gZRtVW10bRLt7NnlXMW3198015YYNb_VrW23V4zPz16W88018N9fwqfvVFCWBy7G5QbmW4ZjSLv6Cs2JrW3_6dhX4fXCQ6N2SJnchs79DzW98M6Hs7fTWS3W3zl8w-81kv_zVpfny71wF6s9W5hW-jR6tFZccW7wfk6C3YsGDcW3qbtYf30j-5SW1SBjM16dggkyW8fnCPF2F-7yNW7R1WDz2FcTbZW34gKvj1yvkGTW4Y0tqd6JKqdzW35s3cr2HcNd1W376kls90PdwCW3DpmF51D_fPYN3njvQX_tX_fW8Bt2Vd4Nr-qsW6Pp7mc7GTNwDW7C3hm_6KD5k6W8ZjrWJ8yzLgmW8n92k96ZmQQLW2HDJHh5JYhlXW17P3VB7V8fdn103)  
[Nashville, TN – Nov 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2xZFhn6-ztLxW2Lj6_Y4hj2Q_0/5/f18dQhb0S2C87B0mbNW12Nntd2-kr2TW2xH71Y2xd5qnW902WRP8hNb40W5_-5_l1Mjg7RW7mbtCG4n9CqfW8gTys316KzMNW8J1drt6V5CzJW4vzHlH8gtVMgVLYc2t90jLPcW8Nrbp193kfsmW9m544P8Gd43lW37257d1JLpz4W4G5wcb1cSFpqN8gm6sZzy_kYW2ZRTVC6rh1kWVCJkh23wzn0pVGpg627l1LTcN5-RRKnL9PTvMqCQZKgYwcVN19G_QnT11g0N53L41PZGqBXW3q_ck86zPFqXW89Jql46Y2FyGW3bDJ0h5cX4JKN2pRwW-5bLzXW7ryD2R71LtT_W7tPX2c7jnbVHW5Ckpk44dxKhgW2xC8KM85ZpkGW7r5wJV1VNCC3W14lfjC1SlM7xW2l5HnR75CnlLW3MpCC345CGYmW2Rx6Nk5vxK52W92tR1h3vD09vW3wV8pJ8pm2g8W3sKRfZ4Pk9jnW8YSp-P39NpmsW6k8KqD6nt96yW8JcQc94cK25VW68Gzsy43m4b7W30kQ0c17mXFQW1srtyQ3RbFx7W7hr1GQ5DfhmyW6_5wWw70Qrs4W6Ry1nQ4F2-BnW4yCRJS7m9QSbW27VYpd5RTXKfW5JVfjQ1hQrnpf5yXs_P04)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W1zzs7_5yLCpHW5Sk4nC923RwK0/5/f18dQhb0S65P6_rD8pN12NPdTFPkCGW1frMWN5kCcMjN4rFgQDlQqrjW1khWF23dYMn9W25Y_WN6N-F8mW840Rb23mZsVlVNf4-J40SKR5VptPp14NwHgBW3dJLp87y5-75W4Yv1rT4p_KpDW4Xnt8m3NZY5sN4w4JtcPMQCDW8CxDPl1-k7mGW51lmKD2SyW96W4M558W1m8PTHVQfZ_62yVJvtW8nbnDR7MTcQrW199l551NThyjN78qtLWVCY3zW8bltbd8DHzVTW56Qj7C5zG3jpW8jWBgs3hV6ShW1Vh7bx1MqF1tW8qgrMy7sQ55VW5cMZRr6RJym_W8PyZZK73KcPCW8Cf96j10nX2WW60CZ2k1ClhX-W72KH337tPTrDW3FbQDD3LLy2VW8mLsbW26kFVTW7B6pkq8KNkv1W42XR0z5hL2MRW1xdBcy7v0n7DW6JS84_2RT97DV_73Js2nRzzPVhKXyw53Jgr0W7WYky96h2jw5W9dbphL2YVLyTW6xCsp740L15XW6j51ln2Bw0tXVc3p6243TqK_W7c_F_Z3BjpXLW3gdY308XdnKSW1_1jJc1GPhWCW2gQYbc64R5TqW599VWV8Nv91pW5JK3jj9k2L5hW7cQwlQ8D6BssW8pvTHh5QQkc7W4qPzBj8nkyP9f80z4kc02)  
[San Francisco, CA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8S8yX08jW8Z_W23xMlK7Ygyc_0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5RP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyW58jP8-2Pj992W1CXqHG2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss62VzVZW3XNsm28vyBsnW1075Kl35xDcGW8Lpfk88xX7PNW3C9WwW32Dm_PN5qPD1dPfNgqW3Zfvv-5C5chrW3ZKZYh5Fz_fGN3MyQ5ZCHKJgN4495-wQ8LqpW5K0Sd55wPF2RW3W_cXN8jDC1CVZmRxw2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798xTQ97HvMXN72pGmSVpdsKW25q5J56SW5kHW1VbXxg7R8dcDW2WTZMr73Q0vRV1-BD-25pMtm102)  
[New Orleans, LA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W50FM0d3Y-kcZW6q0HVK89T2tq0/5/f18dQhb0S2C86_rZq8W12NqXr2vPQmLW2vbYcK2wBXb2W64lstT4G8Hl6W3YsHYl1cSt0MW6KDZ7Q4cN3_PW5Hb3q28FVQSRVbKLd44qf177Vbd0cM2FJdyjW4hjLHV4LqrsQW9gWx5c8N5Pt8W7H1CqH2--DfvW1p8Kfz8nsfMNW4T2F_S5CfBYmN7Cq6xz69SwhN2fyF9qyTF7TW8_KWcX2jjtqBN11DK5GTQjm7W5bDb4474_4S7W5_cFMR41_pc4V8lNsV4t44kmW7d1w544b_BK9W2RN8cp1fb8kqV2qf3c6BqM13W1r2TVg3dhY0nW1HRt5V2Q3qgvW29WjkY8261-5W930JLY2wTdjWW5Fr93p5fclCdW5l1FdJ3LSsD0W4WvP016dQX1FW5gFCbJ5nNn3RW67Q75Z7SD8v4W44wC4t6c6ctsW6MhMvL4ZfgzKW7wjCPz3r8fY6W7ff37n4s1FVBW3fNg-y68GD91W3ZMXNS258Hz_W2V9y6h6jQd1SW3CcXGf7TMq3rW28dZ782N2ZZwW6cxMT44Q_320W8H8nbn1jx8jlW7K0Zxd7l5yjhW8tjyX981LFgTW4rFn4R4zFgJwW8TFgM54mMDgYW5P-kzg1msjsQW2l2V4P8k3hwv103)  
[Phoenix, AZ – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3vp0Np3w975FVK1GNT62XTsH0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DpJjj57QRWHW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsF17vRG8jW7vB0-d8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_W7J_KVH1YWsqYW4fgPNz58F0jtW1yNwSF93dDD3W8Z0whK1Q4ZjkW1wkqfj2Kpjy_Vn7CVD1-DMhTW7sDgkR6HpJ63W7vSr3x1Wgnw0Vjlmp0224Nd3VpBzWF7xzm2MW7srjYx1ZvRf3N8QVft5tJ6yrW5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSW1YQ3zH5THL04W5hfR428jB3lbW7LlC3D1LSkqlVM7FRV8wjH3fW87LHM-1tQ35GN7M3Pcw9XfwsM7s2GR1BWKqf6HgJT803)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W8bH85n56tWp6Vz7M9F8XRG1v0/5/f18dQhb0S2C82RMFfcVWnxHf31SMjdW1jBlz13wyW8TW20Zl9w1v_JnYW2KgFJC1QkhlqW5z_p6320XHG4W3J7Pvy28h6YvW2NPfKZ6RFr84W2V0MXn8QMVdyW62F1DP3nL431W2bCF1W8tBXRsW4dLTqG6gyHfGW7S3b4V4vhqdTW4BLjVn2rLNKfW1WQlCD7N2cG4W2ChjWC9bjkx-W4Q5pBG8TZ6Z9W4KjWg58nWHplW52kccx3w-FF0W54X8fg7bdCdQW8vVqv77lzBvMVFTDD63N2XLQW20Nkrl3pf5VGN7gHm3T6sl1cW3q2fvl8QN5ywN4-QMZPsLpgyW1M9B9h1TV160W6NgvCq9kYbtjW8TbCqr2YzP44VKyDSZ2VlT0pN5PB_Mp5M8PyW81XBCR1kjHPWW5R6--G4xbczPW3yhwwC6R2bSdN29Rb_0xv_KnW73T9DX8sRhc1W4Y1v1X2XNWQQW1XT0km1_60kJW1NB9ny2bfv7nW3jljQh5-lyjRVyn1vr4pLm8CW4dZwDF702yT2W7GhC8K7SC0LTW3XytY94VTx8CW8mrrs67_ZSshW6JM7CZ99dgclW8kvxCp63sYsPW9181LL8_jN8kW59zg349kzXm9W3X2Qbl2JrqQRdhRPW111)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W2fJwQh7vFHX-W2KgFNp39159N0/5/f18dQhb0S3j473p10HW12PfWt503JY7W1fT7P03dHf2vW7TDjBc4SJ35LW8HLzDJ41q_fhW7wswpJ7my73fW3rHq0V8JmHKjN43nX62VbVldW73Wyj96TPH-5W5_WFhv4jg8WhW6-M5wd9fB-6lW7qxQpz2bNgl0W1_cdt237-J3WW68P4Cm5PW8yvW1z27m61HgY1bW8G9WGs7lGKlyW2VsR9j5bpPmdW5XXCxf2vPtszW19zptt8x-pkFW4Cn8pG5mKpjfVnnvl67GLZ_FW3VYjr480wf32W7tMKv43LJybmN3-WBtXhhN2TVT1VSj4NYJCCN4n8K6fjh6Z6W18CpWs3BqBmkW3f68XH2bMNCcW3RJWrf19QW0PW4S8NFS1YGFw4W48B6kT46xfbHW2B3w7_4Sp_ZdW3bQzLs3wBZDCW77q9Wl7_8lxfN4M7QHNjqSLcW91dNPc6ltPBcW4YttbJ4bgyq9W84hQWj4MWbxXW6mSPZ45VkC3GW6wYDcF8HKL_DVz0-kz7zp01hW54VZ9q1NHZznW6hHMp71W0y2RW2k_8Vh6lkQTHW86grN516PHmfW2V6n3726pBwhW936r-v4Hsw1WW81gVF35S7lc7W8MTtCQ14nxHFW7zC4XJ5q_Y-rf7RScDL02)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W3_qKZX75-X3ZVFK8988CLhRh0/5/f18dQhb0S2C873p10HW12PfWt4_BbcpW2y2Zzk1pMmgbW7VCw872rpHxtW3jJH3D2z1hbFW8sW5bJ4r5SwWW2M_T176TPv5WW915RBY6_CCSZN5hXRRwgLhDhW28-l3K3-XbPhW4YLxc-4z7BcsW6qH7pp7yfzbbW6ghpR13ccJRvW6ZxhdQ1V-xjDW67GBKX5ldfqRW3pqK8F5W8CFbW4SJNvf56grZVW7nPtf_67KKkxW2nkczd2nwR44V90Cl019H5vKW8vNWTL19WkKXW50mWyv3VScg0Vt09Y57VBj1MW6tXXwp4ZzvnCW5PLBPF7c2rF0W8jsWMt3_DLFBW30jzr48HH-H6VjZXwl4KdC4LW3BsGXq7t5dzzW8npQTS3HD-LPW9cshn75vj391W1VgXs62tnlq8W1QlxZJ87RLgdW75Ypk66ySNBrW71sPxj8Cv73FVKFByX4pXckzN4tdY5w-_Kh-VVHxv02_7fMnW52MhQ78Yr4P-W1XKfYd7VT0vvW2Dq7FX29TsM0W3X_26T7NV28cW708Nc_2KGm6nW12X8lm2WnwTcW89-Gw58t8DzQW8tGHvh5yX12KW4CyY0V8zBNQyW8pGKXC81YHChW9bRm-Q568ZnwMSh3JtbGKgXVF7_7_8RJm1K103)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*W6_1fqY99r9V_W4YpBWh3dJ5W-0/*W4mQSy_71CvQKW1TJrxT4zWX7x0/5/f18dQhb0S65P6_rYKxW12NSp32vPykhW6NyVZb50bvp9W7KCrVH74LVv8W5dPrmD30J58XW8K9FHz4stbbyW88pLmw3lpM3DW153fnV4lfrbnVG9DNW7dvPrqW2yF9dB8hRfHJW4M6ZlQ26WythW2k2n3P7lHXvgW5s8r4C1ZhpjcW8lYs-B4_kKYKW95LBrJ1ML6xYW1cflnQ4yT3p2W6K0QJL1_CYYjW5dBC8825Sl4rVQx3XQ7F99VtN19FCRV8s25nW5sTKxs1ZSXspMlB9Nc_9-W_W56BSF314B0sCW7xW7S373y7ZfN3DbQDTCmt8DW8K7SG74XWvRCN2g5JBwnt6z0W596K-N2Qq8pJW7nG8473B2fCHW1PgLhT7xfTpKVkcwcC3txkC0W2RMlLG2g3dBNN8ZspKTgMKJhW71WXz385BS5bN2mXXn1yh58FW8tD1T234GGQ2Vc0Jrs6BMzNlVxkpKm1gXzdxW6KMrlG6SJstDW4fQjDt1Jl8C2W3KGpGZ6d37j6W1G0Dv355Q4l9W1zy8BK8YNCR-W3zkzmr8LykVSW8y7Q157TJRqyW3vf6G54H68X_W668BcC92WXZkW837Y3H8dBZ0NTJs571JSR92103)

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**03/06/2020**

**Two Icons Die; Simon’s Infinite Game; Amazing Talent; Messengers**

Dear ScaleUps,

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| From the day I joined GE to the day I was named CEO, 20 years later, my bosses cautioned me about my candor. I was labeled abrasive and consistently warned my candor would soon get in the way of my career... and I'm telling you that it was candor that helped make it work. | |
|  | former GE CEO Jack Welch |

**Latest ScaleUp News --**Iconic CEO Jack Welch Died Sunday Age 84; The Founder of Trader Joe’s Also Passed Away this Week Age 89; Waymo Raises $2.25 Billion for Autonomous Vehicles – this news and more at [ScaleUps.com](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8M0-XP9bfBVLW6mS7YF7G1yqM0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqVQK8w42BpBc0N3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW42vxjM2yhVyKW3XMMgY2HX3SnW3VKWlP45S5w2W5p81nY6zjq5ZW4JwpPr5lKy3tW4s2zdP2y9gB1W5sy7MT3gsB9dW6Hc7s_62dw6-W5RsFh55WpJ1BW3b-scP2GcW3WW5xzt_S5CZK8rW4S6xk0260G-sN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD47PYLWW8QmHDd1nGLZZVcNc926XWqv1N87W8R-H8xN6W3S2d793y19vMF3wMXFCVcDPf47xZzW03), your one-stop weekly update.

**High Dose IV Vitamin C Research for Coronavirus --**Given the effectiveness of high dose IV C for sepsis and flu, Zhongnan Hospital in Wuhan Province of China has initiated a clinical trial administering patients 24 grams of IV C each day for 7 days.  Stay tuned.  In the meantime, I’m getting my monthly 50-gram IV C with a 2-gram glutathione push later today after coming off three weeks of international travel.

**The Infinite Game, Simon Sinek’s Latest Book --**Simon has done it again, with a very insightful book titled [The Infinite Game\*](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N4-qx0PPvDwSW5tXdRf3lZLZk0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqVQK8w42BpBc0N3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vyrHW7wJ30T8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l8RZ7wCW36Ymmj2J1Y2bW7cJtgN1xnV6DW6Nt68z2j2HwxW2B8p1L8KWPl_W2TcVTT61LtLCVNCXkc16Mn9VW6Pg9DV2hTlvlW3scMWq4CY3bfW4F5nM66byRFSW3fZSgz2BgmrCW1JPZpr3tcfDGW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51b37n7Kc0qzN52B7XCXn7B1W6WpBzg8pyWY9W56n6lv5KCWTFW32wFFH1NsfDKSfz82XF9jy102). This [25-minute video](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6bz8vb6sL8j-W3---js18Dkhb0/5/f18dQhb0SbTY8XJ8QKN81SjwlHyjJqVQK8w42BpBc0W3hHh9c2P7_nXVcnTGj992gLmW4tV42X1nh0pZW4vgKM19926BGW7lPDJ36Gp4kwW6445ny7Y-wx2W3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1D15bKvbPW3SQgn23_CV3gN3V_TcnxZ29gW41TlcR3Tx3JbW5ThdHg3s1XjFN51GcQzz74JcVYSX-57m_B1RW5c8d-S378fhRW1chkzT3zLxT_W7YsJDr3gX1HSW3h5fH573q0JWW96VWk88pRtcGW9hLhny4FnS4PW3Slz8g6m-vFJW7mn8qS267zbPN1n8Q5LFwYrBW3svXB34V83sFW8QNyRb1wDFspW2h6pKg15kDw3W5DFZBJ49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVQmfpg1Ngx1fW51b37n7Kc0qzN52B7XCXn7B1W6WpBzg8pyWY9W56n6lv5KCWTFW32wFFH1NsfDKSc0P2mv1QQ102) provides a summary and is pure Simon in style. Starting at 7:44 he outlines the five attributes of a company playing the infinite game – a company competing more against itself (seeking to get better) than others. The five attributes:

* **Just Cause** – why do you exist – people are willing to sacrifice to see a cause through, fighting FOR something instead of AGAINST something
* **Courageous leadership** – willing to sacrifice the short term for the long term, especially if it meanings caring for people
* **Trusting team** – environment in which people feel safe to say they made a mistake, need help, I’m scared – no fear of retribution – otherwise everyone’s lying, hiding, faking
* **Worthy rival** – helps reveal to you your weaknesses – not to beat them, but learn from them (my words) – and build a strong foundation that outlasts
* **Flexible playbook** – he ran out of time to explain so you’ll have to read the book!

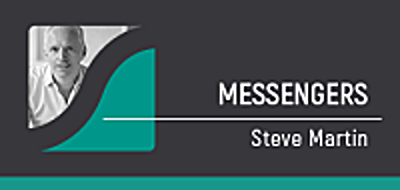
In the end, the goal is to simply stay in the game. And rather than talk about winning or losing, you’re either ahead or behind. Thank you to Scaling Up Certified coach Chuck Kocher for sharing.

**Graduate Student Team Determines Next Distribution Location --**Last week I reported on how COE Distributing (office furniture) has partnered with their local hockey team on an innovative [employee recognition program](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VkVb5-74Rx6NW8Qs5d641XbBF0/5/f18dQhb0SfHr4y990VW8c_7ks4T_wynW1qwc3j64J8L8VscJYk1SddPTW53DQ4N55p8swW30n1W68-y10rW8--rbv8Wm8_xW1SLmsJ7bL3T3VLmFrW4hrxPkW54WjVN7Mbw0hN30JBj5bm0FjW1qMTV45wMyzRVQBTGj8ndtLGW1yZ1fs8WxQwpW30HSWB2NTXptN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296N7bj1_4FLkznW5rC5Q680MMfGW5DFWr25mKjF6W3m2nZf53X_ZpW52Ylfx3_8mplW9fgwMT4gF2rkW1F6W9f3nGskpW2R_wBJ30rz83W4Np4945MLJtXN5MTv4y7DljfW5pfnkT7t4MkdW1D7B-W6fTFrkW7rqtd76x9wfNW1Fh0Wv9f8JLzVpH-xG6XyrJkW2tzSk86W12RpW7tcNrL1gy7pkW7r28v93MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDV7YwRd4QDgwJMWWc6twfy6RW3dwQFX2-zqz7W822hsB8JZ6RfW1tjDzy524MQQM9Xfws7s2GRV1gBrn3vwMVT103). They’ve also partnered with the Graduate School of Business at the University of Pittsburgh on several important initiatives: identifying the best location for their next distribution center; and creating an AI platform for predicting which new products will be successful. Each project has cost just $10k. [This 1-minute article](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2WGGZZ3X23jvW605xlx7Jv6nD0/5/f18dQhb0S65P6XvxSmW12h8z21j3fX9VPF0VL2wb9fsW8B6V5R6_6RJrW6hZ9WK3LsjjhW3LyWvp85Vjf4W1ppsXs6J38h0N4P8lbYQRFpqW3wHrdK51Wh1MW6h5N0R6XnDD1VB2PHB5Qn7CZW1JsPFK9gxyZ2W5B89WW58sWvGW80DmGH8lwB_XVmGm5s8ldYNcW1qfWNY5YdpYqF8L6w2vmr_qN1rc8sNxDMgJV9pPRv2-77CFN95mp6Hmwc2fVCFBql4v_Tg5W22ND2D71hZDGN1xLv447vGWqW825jvH6DTSddW5m9--n5sBjjJN6w6myBhSxWGW8xgWWk5nD6N2W3M-8QX8clJf9W88fb0b2v-F10W1Y58p12K7q3bW8Y6GyW8BfbwNW2B4rRB3zjQw-N1KqZ0HR-DzqVQcF8w9jD6zqW6Psw756STk13VXxgk84LWh2rVKTQdZ6VwHjHW3KDw_w8112w8W3qRyn48D0ddQW6nC4Pz6_Mv77W3_WjY92R5QMYW8sxFqQ637FxXW40t4Nt81MSYmW2HS0H-4MXgn4W3YBd9y6QJg99W5fTPm56n2qK7W8yH1Ph446rtyW7V7gCT8WznMrW3PLFsv5T66_-W6BNsRy44Q2tQ102) details these efforts.

**Houston the Chosen Site --**To continue, a team of graduate students working for 3 months, “…took into account multiple bits of information available: distribution space, cost of distribution space, customer concentration, cost of logistics and so on,” notes J.D. Ewing, CEO of COE Distributing. In the end the students chose a specific location in Houston and Ewing then engaged a commercial real estate firm to find the specific property, a quarter million sq. ft. facility they are leasing today.

**Predicting Product Success Using Predictive Analytics --**In addition, COE Distributing regularly introduces new products with varying degrees of success. The latest graduate student project has built a machine learning platform that is proving accurate in helping COE better predict which products are likely to make it. Notes Ewing, “the more that model is used, the better and more accurate it is.” At a total cost of $10k, any firm can afford this kind of entry into Artificial Intelligence (more accurately called machine learning) – and COE has now hired two of the graduate students from the project to drive data analytics throughout his firm.

**Partnering with Universities/Community --**Exclaims Ewing “what we found is that any university is looking for these types of partnerships.” Please pick up the phone and call your local university – often professors are eager to find real-world projects to engage their students during a semester. When I was teaching “Technical Entrepreneurship” at Wichita State University, we pursued similar projects for local firms. What local sports teams, universities, charities etc. might you partner with to connect more with your community and create win-win opportunities for them and your firm? Thank you J.D. Ewing and COE Distributing for showing us the way.

**The Messenger Matters --**How people perceive you, though not often fair, drives your ability to persuade. So, what are the key factors? This video excerpt from influence guru Steve Martin’s course Messengers (no, not the American actor), based on his book by the same title, illustrates the power of perception with a trial-of-the-century [](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7S2WHf18Ys_YW7hz5Zf6rZ3TH0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1DpWxy56RbwZW6Blzlq5zh-NRVnQ9Qq8_1KctW30HSWz56888GW4dPVLS52H-cXW2L4gjp32Sq_pW8X4jlh8XwTWFW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW5WLCWH70v_5jW5LrK1d7Mz3zCW7_VBcd5ZpycSW57-ZBT83C5JPW6rY-3s2KQ2YYW1GrMNZ2Y5-07W1ks0Kj38yZFrW1gvjQb5Ty5_xVbq5fx4TKc2lW8RZ7wC36YmmjW2J1Y2b7cJtgNW1xnV6D6Nt68zW2j2Hwx2B8p1LW8KWPl_2TcVTTN61LtLCNCXkcW16Mn9V6Pg9DVW2hTlvl3scMWqW4CY3bf4F5nM6W6byRFS3fZSgzW2BgmrC1JPZprW3tcfDG1bBvW3W3_5Xh96LLdKRW1NFfl48P4pWzW8R9kfx3NGSVWN67h77-4sNBZW2LdjVl3F-81jW3NWDKn6PHtgWW6sM14X9gzQmtW5wQBCC5BP7fbW4dkfDC4Pxhj5W3DlwBb4FfBS4f3BmZQP04)story - the case of Texaco vs Pennzoil and what made that jury of 12 people decide on a $10 billion ruling. It's a fascinating case study of image and presence. Please watch [Steve's insightful video here](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VTyYgt8GLKH3W2kZ15z7QPNv10/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVQK8w42BpBc0N3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgr8N6xlw99wts8ZW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTdmBVR3Gkr6mVGFNW1qvZ_h69NKwLW74dy212TnPgyN7x_WNM3QVnYW2HFqql8r4n3LVQzQ1R35ZfMfW3KKrQw7YFJ3BW5vJdG74DBlTPW4VpqMp3sNY4tW1cQ7W_3s0LG0N3LD4ZHFgN-SW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Vg5GtYlWN7pDTwJZvDtRW21-CyX6HV5VRW3qB5Vf3sHsB4W7RVDDT3wPByYW3wqsm477lS9f111).

As an Amazon Associate, I earn from qualifying purchases.

**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Mar 10 - 13; Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VhXKjQ2G7c6SW5W-pCQ595mLC0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVQK8w42BpBc0N3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDClW6VPKR55sPxh1W30y2SQ47JS22W2KVb0041FSWBW5f3-ct5klr4dW4x08QC32S2hhW69_jn54VsbxpW2C-qW141SwG0W5f1nK93blncfW3vwv0X3vjP7_W6dbhv05vyph1W2_58JG55w3H8W3bBFLh7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc3-hr--W8GcdQQ7TqkNQW8_QCwZ4G_wvTW8Tc8gq32vL72W8LfdK47D7HxjW1Dy_KC962yZxf2SX1M404).

**Scaling Up Assessment**Many startup, but few scale up. What’s holding you back? In partnership with the former CEO of the leading survey firm in the world, [Scaling Up has a new assessment](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W96SnLS8D0HL2W7wZTZ580jHY80/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW1qwc3j64J8L8MscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW8CKjGF4rP9NxMbGrylgCytRV8J3qB8pSqZrN4qyQdVYwNmbW67rm9h63tDfSW3jSz_q3f2Qd5W1kl7-k4Y95vmVWx5w-4TZPzpN62v6Zjb2wbSW27-k3g6PhxwVN37FLT9Wh__TW4VcP318GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNt17Lt5grW3bkpyh7SPddsW70CnSh6yxYcdW8MkCVq8Vdp5DN6KhMlhdSQk9V1_P_J5RWkGP111) that takes you 20-minutes to complete and then delivers **an extensive scientific-based 30+ page report** which includes comparisons with peer firms and customized advice driven by your unique point in scaling up. [The $149 assessment](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7tSH-D3ZxPmVW5TGjxr8q4PFV0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynW1qwc3j64J8L8MscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW8CKjGF4rP9NxMbGrylgCytRV8J3qB8pSqZrN4qyQdVYwNmbW67rm9h63tDfSW3jSz_q3f2Qd5W1kl7-k4Y95vmVWx5w-4TZPzpN62v6Zjb2wbSW27-k3g6PhxwVN37FLT9Wh__TW4VcP318GclM4VPN4vS3Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7W7rjYSy2rcrKlW5PkNt17Lt5grW3bkpyh7SPddsW70CnSh6yxYcdW8MkCVq8Vdp5DN6KhMlhf56wkV1_P-c6J0NT8111) includes a debrief by one of our certified partners and is the same assessment we’ve been testing and using in our CEO Boot Camps the last 30 months.

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**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8SzzZ12xJ8SqW7b17yD323Zym0/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqVQK8w42BpBc0W3hHh9N5zh-NRVnQ9Qq8-2txqN2N2xVWH59YcW1BXtSD52Xz4GW8Yztwf8-_mZwW4Myr9C2JjQbXW2yG_DG7d0gNcW8xPzP_7b_l6DW4swFGm5tr7FNW24WXzX5TncjTW2zHXvz4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrM333-K96W2MkPjT2HnHLBW1GqKWk1HnpzJW2KDbdJ1v14y7W2SwjvS561xh-W3HtrQn2qfTS_W1nVkSC31H380VcNLLP30T_rPW2Vv3cs1G8MxxW1Bb4rM59TydpW69lxxw2R0zrHW1w0zcW2R086KW7z1VS48VlTlmW1-Ypvh45CtqrW49wtJ91M76ZkW68Sd058T2jTPW7qFGrm8_MVbNW8XwJTW8W2n5xW8Xw-9K2KXm4mW7mtnPy1S-thZW4chDDq8NDDMWVhvnG93Swq0fW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G1g4WW6_n1LZ2LdjVlW3F-81j3NWDKnW6PHtgW6sM14XW9gzQmt5wQBCCW5BP7fb4dkfDCW4Pxhj53DlwBbW1RwsnC4Yn9rF0)

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[Amsterdam, NL – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4_JjWc3PYckFVTPPh74pJmFX0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DpWxy56RbwZW6Blzl21Nvw7TVLDpF18BT1GDW8r48Qn79xkMYW1kkLvM62KSRvW5sgq-J5wdfl7W5rj68g8B-9dcN8zp-lKXy7SsVWyfCd81gM8-N7d-tD8PdD5_W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lSFBt5TcXXxVmmF9_73lcHKW7P1-wW33FK-yMqPkxDnjZC8W8jPRK86cW9cqW5n3rJw52jYFzW32NMfd4cPWYXW4z6p2f58jmHBW82L8q75KrNF-W2Ml2zC1ycq8QW2cwPtJ49smlPW4BKH-H6Yq3j0W9cT6hM9gbm5mW301d_S6wXHy6W56z9sM3mDmnqW6Wrygw2p8_TTW7-cq4V3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBNtC6pqr9gW5mSYQ17WBX_7W7ZjCRZ6mLc7RW8Fwl3N9k-Cx5W8pg_8D64_1PtW83qtBY5V9WFRW3f5_rb7RWsdhf3Z5qSF04)  
[Charlotte, NC - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VCNsb48lxcC8W2S8vKc12CBVd0/5/f18dQhb0S3j26_rVWxN12N0rmC43PGVLFK9F2x9KVvW3jKmZX6g3w3wW79VTGS6M3yYkW5GjtwN3V2GwgW6lqFmK8cNRDYW1bZf-n8hFN6CW5Hhc6g1JgGYVW5-cKD18fHyyjW6zp8t189dcbRW8z-2Fz8Yz-fKW33nMRh2cj1_bW7Q3bCX7Wdk21W5zcH6p84Zwn7W11qx6B4f2JDMW92S9Lz4KKrSWW44f8kc4JFJ6vW4nWNdg3GK6RpW4ScP-11jX-GXW8_w4TZ6JGMw1W2Dpw4b8THkM-W4rd1m72zNmhpW1YHDt47-92tnW7vTCR747gtDZW2z7NJK4R8Dk8W5Dm8MS4Bfb3YW2Z_cLs8H5Rq-W71jQVt5V0D6kW1HQYQh9kKWffW6cC2vm2Cw0s6W6bS9Vz276-hCW1B2T6N2r70hnW1yCYtS2xWxgZW4bfSw45gfLvwN6rY5JgN48zlW6038PJ5tFsFXW6x39vQ325KZyW3ZqhZG7VmFBZW4XkTQF7lP5h2W7v4YPg7YwvdwW21vPzd2C3ZqfW3f-5H96N_40zW6dKHcr7MTSm3VwTfLk4ZQ3NrW5PMpKG6zbyXSW8CMCcX2ZNjZqW8DF3Y08Jq-6CW26pQLv27xpjhW8j5LlP47rZT3dT2D9L02)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2rZ5Xs3Ft_95W4CnfD_2lQrKw0/5/f18dQhb0S65P6v3gBLW12PbKt1vYyjVVLFD4d3Tb-j4N5xlrZ6yk2ynW4tMKMf6DtFKPW8NhnYK8Nlg-fW6TH7DQ7B_L0fW7wVyjn4QKsDFW6NsHYd6M5XngW5Jfh3M8gMv3zW81gxgw959Q1-W6-LXPV6dWLS3W5HxCKw5S79RNW7rfBVd20DrQfW11P-yL2BB3b-W2xfdNZ5WW8m2VZVBwL8qKF5JW2zVKnP5mmC2cN6DMs8pm7HX2N2VbyVP55kkWW5wKTGV1LvHwGW1x1dV02bZ9JSW8QBrqW2HGt9qW2X_Zbx6Cm5_xW6zRCxr5D7RR8W5sjwmZ6xjNy0W6LMWJy6SybwTN5-RYbZmZy3-W3HVqt82VNzsXW7wVlNR54bJmfVCDvMP9k7TrPW2TkTqQ1pl5PRW4QdyTl42tfY4VCHjqn5pMD1mW4G3Pd19fkjT7W7F_QFm8J63NYW5wpj9Q6S3NSGW8J5Pkz7SjlldW7_k9PX29zG9WW3RQKlF4cS8F6W4KXWyX3Dpjc2W4Q5mz87tpf82W6mdK_71hJ90jN30nP5_zB1-lW56RQnc8FmZxGW3qXxzK8r0bQsVHWv3D7fRtqmW5yKQ2J5RJjvHW8Vq6JD5tQ8mtW17WBfl97974kW3L7WrN9bP4PhW7VhNBy2-nTRBW2Xh1f_6J4pCx0)  
[Amsterdam, NL – Mar 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6j45Pm2s9fgRN4m0tLn_8WxZ0/5/f18dQhb0SnGZ9jx9FWN81SjwlHyjJqVQK8w42BpBc0W3hHhbZ5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZjmWW6B3WNr2Mn1sBN32lPx_qhfSXW2KFPqq1yNKGbW58PWqt7vBy7qW2SML_t7J9Rk5W30Tt1N30r8r9W52X-Bt5ltllzN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7MrBmcW3xR5Dh625bx1W6Gj8TS6bVy-5W25cnVb7NrMZsW3ndqZK3Ps-QxW3ryrW16H5M7RMMNBCZMMQxXW80gSRf97rB1bW8yg4Zn3dhdSjW6NjWFP5G_19nN62SfdZcGflRW2bl3vV28DwNjVhdHCv1rpjfYW5D2BG63gfLs-W38DpWw5yK1yHW3Jf7F73dB3WXN95fpz8QmxHrW4t_qW64Z7HL2W4n-5Rz5Bl4tHW2w5jWB5v-TtRW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkT9RWV215_B1J7MW_W31-r1w3g-GTvW1jkgY24XQP3SW6HQ85854VR54W54qb3G4sPSdgMrLh9QrHNYnf5vsQGm02)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W88fnQP6LbcgpW4hsWLt2CQ4F80/5/f18dQhb0S3j26SyJVPN11PzF1C43PGVLFD5z4_slhjW3YMnS23YFvHwW6CPDgK1dB5dpW82n5FN4cNfY5W55wDw_55f0xZW5V40rV8wvm1CW1q48WN55TSqDW7V6H9694PXFgW7yjjYV8fpflTW1337xQ1SW-NLW55pntY7L5pD-W7FVLYN4X7BKzW73z0v31V9VHkMlkxjR_Lk79W4pLgHs7WbyMJW77H9zz8TLCWZW7Nbcbq3z8DrJW4y7D7g1Wr3CHW5NmSQK57xxyJW5PP6jB7-939FW7SGLLR49f17KW2B5dBB5hQKRCW95b8TF6Q_yrPW1SZHhl78G9WrW5Vs5yK9lp0YqW4c7jhX2T5MbrW94bVdW8bd1CVW8qZkpX8VPz2FW6Hgn2b8zmpBHN37WvdrZKqXNW53rB5p3s1JQsVT7c7j7Nr_xRW8KFSf02rH6lxW1Jstxk2L2B1ZW58yVtr8p6ljGW7nYDbz1Z8380W6Bv9774fQTvlW7bt6sq74rcydW668zFF6Nqb0lW7044GN3Qckx3W72QsPG5gK8n-W8P5sCs8NsWKSW9c6DsX7rhlrCW4HrHPF4gRsMNW10l1rV2bDxd-N2ByfS-Qj47_W4Kbx7R50kgs00)  
[Minneapolis, MN – Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W79gS4d90D6_xW6RDLcX2Fqmdt0/5/f18dQhb0S65P6_rD8pW12NPg64_B3blW8xmsL830L7FZW5mggkq5-rdwxN3Yy5-fT5wgGW8R65PS8L35hxW6-C_xW1pwzLSW9l6DpC7xHXY4W8wn9Mt1ytHJ8W8gyYkz6PjhzLW4Yv1rT16qr9rW7G-LdQ1K-FPFW6T28s-3nP591W4QY_Rs438CRPW5YjJPN1XbFW8N4YySP1CsvXFW4shtw25XMN2GN1bmjVZ7c_r4W7Jtz3G5gpPQ2MYN6yyVt8HwMh47ZZ5rrqvW6-VVnd2-77V8W3Rnyl57qncWKW7hzsmC6wVcXHM4SFl_r8ZJZW1CvB6D2dW4TgVNrZ5q62rknJW5QFbj45s10PkW7FTLwG3wW11nVhh6L73Ty_g7N4DJtZ4JR4v1W1WfbRJ1HV9T3W9197Vf3y2DPfW5rGJgw4N2t8fW5_7Bgp6lgLmNW1BjbK-7z7KrlW2L61Z31RnQ4YW4z7Bl75-cRKMW4Xj4Tj815JdXV__tNH5NdF6tW6t7R8J62fVW9W3gFVMD6SpzffW90HD-g6l8jDrW3Q0jDQ2dQVKSW6mR7s61_x1g3W2fjDyQ22qqcsW8mCDfn8Bx_nrW9g8dyS9k5FXNW8Chxkc7s412rVTQzTt3fYH_-W8G_p8K6z84B7102)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N1nGMHsgtyZZW90Pwgy3SrNNH0/5/f18dQhb0S1Wb6v3gBLW12PbKt1vYyhQN2K7Rh0VVCXwW8Nbl0Z75xwFcW2QyTpM60_Hk7W4pKkCL84FlQZW6TH7DQ7Bw3RtW85vz7y8vnp5rW74j56N7cdxNbN5xsd7bSFycfW8yDLDH4y7XrtW20Rdn29kDnRVW1DWJzp5GqG4VW3QWGhy7wWSdyVDJvvT6r3ZpdW4P_Jt62Wj_H1N7FRHn1lMKXbVQJ70B1zjcd-W3DWMfq3mQrm-W3407wl69-3F8VJ0Fqp56NNPgW1kD02y3NyKQpW52TM7C19YsWCW2xLCVr10ThLsN6t81W5nS63BN2Y4jVkzlbdpW92rWP96bnjvKN5FsFCPNrZ4MW7Q52BZ58jqq-W4q_vGS6dJWLWM1dlB0dtgnnW3zM_6X4H1C-wW5lLTYH4LjhQ4N6jQ1tPKChcbW8ktK1r9k3lvyN3_b5YhvBYwMW6lgjCp2V-mtGW8B_z6c6rdt86W3Lvs_D7tCkBNN6tM_46-cmw2W25Xnys8C70r_W21pGhV80jlZZW7gZHyt7_42NDW7ZXrVL2MSWqqW4vlcqp3jgMk_W6RXCjF6SDML8W3kHBK-1YMlnYW4lNkwg9f2j-wW5_ldyX3rrV_kW1ySWCl9c6GphW7QZMPk4VQgtNW5bPFqV7-8xQ7W5qRzfQ7kty28f6hnp3v04)  
[West Chester, PA – Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VHtlJR3jMX74W5CkkXv7prP5v0/5/f18dQhb0S64C6_tBWxVWf-3r2FCcxSW683hcn2xcq26W8cdZB06y6wdCN8bwC2nM4g7tW4bWp2y8F5C34W1Vt_mL6f70hrV65JGm57T_D1W4YL31T2YVXGBW30sbJb3K2fKcW636SdZ2WvrkkW91R_8w444WzQW7BZH9S2W9c6YW7QVb-17fHz2cVWD40y4bmrlzW6xxSDy19PwrwVnjkpj3JBZsTW2svDJY7f-llKW1ptx4n1rBhGYW7pQSPM1XGV9tW1sZnpP5W5PZ0W3Cr-sF2s2n_PW1V94R156nV2tW1t_c6l3SnBMzW62dcZC60GltTW8VFSdG3fzysyW7X97-w6H6y42W365vPl3GJstLW5yxtdq1Sd7Z-VRz5V27v0pYzVgXCZF9871cbW69qJ0r999tmcW4dc9tV6j2MLNW4tx-_T6B-Ww-W8_P-Hm2nSZb-W73F9tk2cd0W7W3r_K2T8hyh4rW4qs1jm5L4ftTW1YjSK34PNrWZW9cV5nj6d_flBVwSDTZ4wh-pkW77YYMG3__PVHW44Glpf7vwstXW3Ky9fF3hdDM3W58_fx13XYYq3W3sH5Rr4BMqt7W4xPBzn3QRLH-W3R4rvP8Vn9t_W8-Y9pf8LG3nmW7hzzvv2jgT9kW3nJDVr97bStbW8Y6bhp1yWs4mVpNhSZ5cyfBv103)  
[Amsterdam, NL – Apr 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2wJ-yW8XzZpxW6Pf9HC8QcrKm0/5/f18dQhb0S8389dZy7bW6KB8JF1k63-nW1DpWxy56RbwZW6BlzkC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLZ7W3N3QDW5xK9S_W66GK5y3N1vsHN1q7_cMLMp03W8Ct0Kb8z-_P6W8yWKqB64bMQ4W5y553M8tBkR-M-v75zYwvfdW5JwWsz63dLFTW61KwBX62RrVXVMMvHq1mQmjXW5wL96L1q-tG3W2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zNV52W9dGZLl5HH3ghW4x-xGt7zLV65W2NnQ5K4bQW_qN6c3-bZw12nPVszynT7sX_YqW7t4nBB7xy2CSVlHqTJ7yn8Z0W1WKS8w8-0XTYW8QW-KX2Gs60MW46kBNg2Tg4Y1W7x23cG1K7bBWW566dff8QSyJ1W1KFQw756m3hnW2JWgBs8XQWc7W8YvjsP7zNqPfW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDRRW6N1Y8Y8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pV_ZPf2X_2Dv11)  
[Louisville, KY - Apr 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2xvB_t7fPF13W1CVm-97R2HDB0/5/f18dQhb0S82-9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558RJ4W2MnrdL1SymPFW4hY0Pr4cj21HW4hr8wb7sqgPTW54Gzrk4fsHrtW6yRyWK1D8r1QVsN8vt58PJg_W2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gq4W7W2Y7Dl76pkGndW3m2rMZ53X_ZpW4HGVLs1G8MxxW1Bb4rM59TydpW69lxxw2R0zrHW1w0zcW2R086KW7z1VS48VlTlmW1-Ypvh45CtqrW49wtJ91M76ZkW68Sd058T2jTPW7qFGrm8_MVbNW8XwJTW8W2n5xW8Xw-9K2KXm4mW7mtnPy1S-thZW4chDDq8NDDMWVhvnG93Swq4pW74kGSB4M1133W4H_8kH55CTvkW23_QGB2dNs_SVMkypY31GHfxW12s4fK2cRWDxW7m_ggl4MtQbVW8MPYqy6K1F31W79TKZf5GjmQ6MVMPVbVrLq8VXM4L-5yXs_P0)  
[Amsterdam, NL – Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8G1T4q5cGtVsVc7bc81XnnPX0/5/f18dQhb0S2z-6XvTpPN11Snwr98YnlW1fprCg4pFkBBW3lMfkr6qm7jlW6965m62r5WJ_W4d5JPx7wYMgFW43FDft6gnvFVW68TyW74QyR1PW8PB97y42PcH0W49lZpD8sFXs3W46kXn79lglFcVT5BVV5122dQW5kCZ6D97BVjcW6QlgG31_KtL9W2--3sL46qcJ6VwZ5hh2qHFskTRk-_2n36czW5X7gKJ52v5krN1c7Y_dKgvZTVhq9cP2HtJ8BW7BcswV2r3_MmW38t5tv7dNc2MW3PsVv05DYpl_W6rvTM85FbqXGW7WPGVR5KxyfLW6b7F4y2YVhmmW71gF3Z1MD71qW4QjCwQ684wlqW2BCF0N5ss3VtW8l9Dpl162RZJW5SpXwq3LFjv_W8FL1184QV-vFW6HnsQ88KGMVZW3PWLpZ7t4zrCW5Nk_8f84MGqrW8TJ0tl3yLz9-W2htMsv5kvtVxW3zlL2B12JnDGVbFZYr36jMVrW37VRxx3WSsV0W6bwgKg3Z-jFsW6r63XK6T22LLW8PcFyP1rhFdyW3zNXdx7CRV4jW3LCzkV3mGQCHW5pynH888Dxj5W978K2Q5JpyKmW2x2htK8kPnDGW7sr1Hz95gPMtW9228Y093BmbLW4zpqd-2QFMtv111)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W5r3dnL7fYlb1W6kL8Rs8PCWGT0/5/f18dQhb0S1Wd2k7KxsVWTTMF2FV5mlW26tsWf5XVZZwW79Q5pf2SML9tW6HmMsp5jX8_dW344sr54z1zT8W3NJ1_p4g_GDKW7WFrMs2FWjzRW5z5Ccg3dk320W1hWhRk1w2pc8W910Cts66ZpzdW8YlnbG5xmNr4W4PJ0r76kFsPVW53ff_987CXlRW2y264C7HMGGlVkPXnW1QJw-9MGxfXWXQvfzW5qyvmP1t1W2zW8mnjpd3nH4nNW2DPSV44WvYm7W3_zcl315zC0nW2_86LN8-KH1pW92rn3_2R6py7W5BqGxC3XcZhLW19bnDJ30N5bcW6s7j6d7HQPyxW7d7K6y1f5XM5W8pWhW94LwGC5W6PR-xB3NRMqyW2-KrH72JTgRxW3HLMMZ8-GcWkW8Qv7zN6ffY_qW28NFT53Wf-XDW3cQznp3gxRc_W3qrVHB46yy7XW84cz0d3d2J53W5jtrb74j0VpqN6bz-N7wk2fwW8vn5t_152LCQW86dcx-4R9YlcW503tph2jpQqGW8hsj2L4pyzSvW7-Hj2c8m5VKZW41LWVL4szxQwVZYWq37hR_hNVdxWSY4NlQsnW89mdTq68bHwqW7xdDw166VR66W7QykgZ7d-hSQW1-0mPc2X14jZW1jj5sY22DDxpW8c_bnX7_VvpgW7j1yTV8LQSCYW4qj0r42XShKlW916StD2WS88HW7C4ZBX5s8xVxW3cqWFF2kQnKsf6-vnsW03)  
[Danbury, CT – Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3LXP3F8DlTrTW1wrMwd53hrMS0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ55f_BqW6WBkkW7vgJmdW85Q9CM5LnrWMW85H89L8VrmLTW8h08lK3qLxtsW1yvvYX62S397W5k8wbS6vGWXQW2HVTVM3CcrhnW3MbN8N4pBT3HW2V9zyZ4Lkw6tW3MbDqX1QQ4x7W3jjyH73jcy46W5_FdFB5KxXB6W5KDCtZ12tL7fW5B4Lq67r74zSW1FpGmL7vFN-MV3qcXF8tYWf3VpZ7rK8gjXd2W2NnQ5K4bQW_qN6c3-bZw12nPVszynT7sX_YqW7t4nBB7xy2CSVlHqTJ7yn8Z0W1WKS8w8-0XTYW8QW-KX2Gs60MW46kBNg2Tg4Y1W7x23cG1K7bBWW566dff8QSyJ1W1KFQw756m3hnW2JWgBs8XQWc7W8YvjsP7zNqPfW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5lmW63YrBp6w-mRXN2zGBVhvwJghN40vSPxTFLbRVSJ2Hm8ZzcZKMVs7V_VmfNbf4fzfww02)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W1ZgrJW5L0H59W9hP7yT4mN1p60/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqVQK8w42BpBc0W3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDClW6VPKR55sPxh1W30y2SQ47JS22W2KVb0041FSWBW5f3-ct5klr4dW4x08QC32S2hhW69_jn54VsbxpW2C-qW141SwG0W5f1nK93blncfW3vwv0X3vjP7_W6dbhv05vyph1W2_58JG55w3H8W3bBFLh7k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc3-hr--W8GcdQQ7TqkNQW8_QCwZ4G_wvTW8Tc8gq32vL72W8LfdK47D7HxjW1Dy_KC5XwySqf3mxHPH04)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*Mx7Dlhybl-hW98mKXs4XKBVk0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZlvLvJgVtg5JQ59hJgcN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL7Tk90dN8SBpF_pjsD3MybHphmlHfCW7vyYXx8S5CzvW1S2_cb2XNg1xW2LTR756DJ83zW6s731M2FGVnhVwdMzY1Q2c6HVnQK8G2NSlXgVq3yR64hYcLGW49w3cx6fjwLyN1RzyvWpkJ7XW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pV__Gf4k2Bwb11)  
[New Orleans, LA - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8Pn8JP7DpXsCW8Bp-2K3b2hjR0/5/f18dQhb0S8389dZy7bW6KB8JF1k63-nW1DpWxy56RbwZW6BlzkC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67k0tr5wP7fyN8p5ry4Qfk2VW1sLbGn63nbP2W8vXzgZ3JsXVKVV98F061LjR_W60V3Ls37wTSqW5v6ll61qM-c4W3Q14961pNWLnMNgVzb_-H41V-v-gK5BC1j2W8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g6j-W49qr8P6V4mf7W1B4DyF8gjXgqW2JrK5l4bQW_qN6c3-bZw12nPVszynT7sX_YqW7t4nBB7xy2CSVlHqTJ7yn8Z0W1WKS8w8-0XTYW8QW-KX2Gs60MW46kBNg2Tg4Y1W7x23cG1K7bBWW566dff8QSyJ1W1KFQw756m3hnW2JWgBs8XQWc7W8YvjsP7zNqPfW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtTV42c_83nh5lmW63YrBp6w-mRXN2zGBVhvwJghN40vSPxTFLbRVSJ2Hm8ZzcZKMVs7V_Vmn8cf9k_P5G02)  
[San Francisco, CA – Apr 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N6CFlP710mV_VbSyfv2DFwM30/5/f18dQhb0S8379dZy2sW6KB8JF1k63-nW1DpWxy56RbwZW6Blzm-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98FmW8rCWZG1nP03_VQKDZ51p7ZmBN8rCgbpVyWmRW3GCDtS5v6GH6M-vyGZYwQ4fW3hPlSk5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7dDxTN7mWsnXW7dzcsS51vDDKW6vYDb47v70tSW4RYYVx3ryrYkN6H5F9sMNBCZVMMQxX80gSRfW97rB1b8yg4ZnW3dhdSj6NjWFPW5G_19n62SfdZVcGflR2bl3vVN28DwNjhdHCvW1rpjfY5D2BG6W3gfLs-38DpWwW5yK1yH3Jf7F7W3dB3WX95fpz8VQmxHr4t_qW6W4Z7HL24n-5RzW5Bl4tH2w5jWBW5v-TtR7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkSbl5d8y6qN1QN_T3-x6gSW6v_MdG5_5nxKW6K_6C682PnHmN2-Bn3XL43jzMmRw0WdXyXbV1MNdT2wrRFd103)  
[Grand Rapids, MI – Apr 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W40jc_N7DrQFFW47qGtQ5KP2zn0/5/f18dQhb0S8399dZyv8W6KB8JF1k63-nW1DpWxy56RbwZW6Blzk01Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jVscRBfbgW3LyKs-63Sjl_VQKk4P3J4F3XW5v7vk-8y0sgYW8y_WY23Q0gwxVVbFJD8p0cfbW8vXzgZ3JsXVKVV9mWj1pNWLnMNgVx-WysGBV_v1Gl3hhplSW65c0Pt1BwNLrW7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL7RLPd4W6V4tjB3_61gHW1tzckS1txG9NW6GsfdK8XNh8_W7JrNx96vy152W4cvWn-1-TBY-N2KCvGHpkxQBW4lJBvz4mczZ2VzsYLm2WMLsJW1T_KWs6zv0lnW6mcmjb1KkFKNW7nvhgg6w6gSpW8QqnRt1zMwYqN8Y0jh2B81_7W8QWN3z1QzKFjW50bcky1CVjB3W5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSN1Z2rjmJFYxlVsk4dR3BBshHW1X3J7d3CXvG4W2B6lHS44TnjSW6PrrVN5_6V4GN1s7KdfLG01PMrTzpY1tsnkf2yrc4H03)  
[Vernon, BC, Canada – Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W1fHT7X20h4N_W7JKvDw4RqsYh0/5/f18dQhb0S8309dK6NYN81SjwlHyjJqVQK8w42BpBc0W3hHh8Q5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCtJDN54ShRhWVc5FN5qPMsbS9pd3W66PCqY8m6TF5W3LxNQB5v6GFYMZ6sWH4v15PW2MMbKL2sKGc_W3Dvb277JtTqnW8mnw907bjnYCW81ZVSF8FS_nkW1h4Khb8hvP3FW5lRCWm1M7k4-W1slFY46LftkQW47YlYy4bfcHbW47Xx4z3C811XW4-SZvb2KQ2YYW3_VZwP5ThdHgW3ryrXr6H5PCBMMNBCZMMQxXW80gSRf97rB1bW8yg4Zn3dhdSjW6NjWFP5G_19nN62SfdZcGflRW2bl3vV28DwNjVhdHCv1rpjfYW5D2BG63gfLs-W38DpWw5yK1yHW3Jf7F73dB3WXN95fpz8QmxHrW4t_qW64Z7HL2W4n-5Rz5Bl4tHW2w5jWB5v-TtRW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS9hcVd8y6q1QN_T3V-x6gS6v_MdGW5_5nxK6K_6C6W82PnHm2-Bn3XML43jzmRw0WDdXyXblHK5f6qthQv03)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8QQlhl1Lz_3QW5bXZ_g2yjWSM0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4-vzW5J0bPK7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhWY8CKjGFN4rP9NxbGrylMgCytR8J3qBW8pSqZr4qyQdVVYwNmb67rm9hW63tDfS3jSz_qW3f2Qd51kl7-kN4Y95vmWx5w-W4TZPzp62v6ZjVb2wbS27-k3gW6PhxwV37FLT9VWh__T4VcP31N8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW2RzGvK3qb7HCW3hT0j09jbSDyW7BSbYB6ZZPNxW7pFfpQ84_y2nMZpcmq9ZLfZf3KYGd-11)  
[Las Vegas, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8_GzzD94QCv8W17zctc3c-kCL0/5/f18dQhb0S8329dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x7R1kccfnW62Sfb16VkVRKW7vgLK45lRKcNW3Dv6sQ32xHnwW1hZpjK5mNLNvW7bqTzM7vp5SXW8Q9K7l5Kn975V7x5ll7vpdSRW3BDc3t6FBdh5W6Fpc9Q2F90VnW23-nGK265VBJW22-vhJ1Q40wbW5w8KG83gPWlBW1ybvFB5L1yFvW4gbRRs7bQ_p0W8QKpyr4sj3hVW2BcyM91mGWnDW6Qfpg55Pv-VBW4MbTlk4LcQ1VW73vQq925ZC90W87Zg2P4Y8YPPW6cq93M1wVcJmMRcMSVRMB78W7n7Fx15W629CW7dZRrR3yxh0lW1wDL-F73RZCfW5d1YQ71J4lWgW5stnq24WDLd2W8f6_0d6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBX7x2TV_MzW5PkNt17Lt5grW3bkpyh7SPddsW70CnSh6yxYcdW8MkCVq8Vdp5DN6KhMlhdSQk9V1_Q016wDbkl111)  
[Minneapolis, MN – Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7xmPfg8RpM4LW5tCR185bsvvT0/5/f18dQhb0S65P6_rD8pW12NPg64_4BK4N608YNmGhgpkW54RJ6w5b_RwgW6V-Ngb6h7HrvW5f0wKV4bP3tpW93jjS93HJ5gKW8yZ6bn6C2krNW4YLhHn6bL7KDW6KJGl06blkr9W6K6bxh4xWvDfW975qK8886d3kW7ryK1_4g7kR1W6wKGm79gRbFnW5Bcjj42gYghPW56tXSp1SHwxQW4p0rWK6Ldx9wVCDKX47m4xj2W4NpB0H1PZ-PCW14fWyk1g6wvbW7dH-Fd4J2MJnW7vlYqg3Bx5fjW6b4xH83X3WCsW6PNTjR47FT-KW5d8y0y4pjmmTW7fLQtt34GN8PW34gRg-49SkLVW3BHpjR2tZXsQN3hvrC_kswf1W92RWwB86TMk3W7JwTfT4hmpLcW43jTY22fSfGZW7jDZ1l15D9kwW9jbWJk2pTtpGW4snDV73sx0v1W3flf_R1Mbvj8W3bK0JJ3w42q8W8yGRBR1zHFj2W3QVH2m6GkG6cW6SrSBb80yMMfV6vWW71zN467W7WFjZr7v1JGQW6Csfqp3_FYWFW4wgv0z8gY4jMW4543YM6zTkFtW8JdSwh4YsL9SW2WTd3w4nMJRkW1pY8pd8tzLhSW181k2P7rK3GkW5PtpMF3R1w2XW5nT0MC56FkfYf5VHnxs04)  
[Atlanta, GA – Apr 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W35zHXG2t_kxWW6WTf9_8hpQlG0/5/f18dQhb0S65P6SyJVPW12gPy72vPyltW6Lmp2S4TkX0PW2R0ywW390TvCW631q4k8Jc7TxW1_-JJc1022NQN6RqKs0gf7RzVq3dql1J6sL8W68HCj85M-__dW424x0m89LLS5W4n1rgr5fk9J9W74zyDP8q5cWlW5vMvXG6nXnwYW66xKVH5cY7QgW4K6Hkc3MmNS-W7m4HnP4XpVSXW5f62xN2_Fv17W6V7kdS6B5mPwW3_VTRK7zQmGQW2-yKyy6wx6M1N25GQG2W-drtW93r4zz7nHpGrW6Cs3yF52TWFSW1RCTKt4_FF_qW2pr8sf69F6HsMMy8CM--ww5V7_d9m8n43VtW3KN4yg3T-b6hW64rbV854qqRsW3Sb92C27XfvyW394-_d10HDjZW3jktwS4jCkSNW6DPsdN7lbVmDW77shFn3S4bv0W1KZTZ95M5mNyW3HVqgr4r2c23W6T8rfg4Lbj5KW1vL4p753xqSLW7-SsJk84Kk4HW82-4VY8kZ4ZCW4KTzn_420hTBW15qd2L6Fbv4YW55ck656Pp7mQW5k5gvV5-KRdZW6h3h4s8Vdf3JW9h6g2N97MtDWW8SrvLs5wb4dgW6NTlwf4CCZkjf5-jkHJ02)  
[Birmingham, AL – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3_qp628-g4JpW4GB2y52frgfx0/5/f18dQhb0S65P2dXHybW12NqXr34mhprN6Lmp2bBcZryW3Rl6086h94wgW8TFd3G2My6N8W1qpfGB7K2lBXW7_J4GD5J85SNW4QKsGD55MS3zW457cKp79g9TRW3-X9Pz24gMxhW45C3sV5fZlcSW3PbsYX69sWrCW7rllTp4FG58PW7C8Sjj7cxHbSW5l8QJM7CdYk3W5hD0fL2rnG0rW1jxgR65WlRnDW8RwrY15c9WQ1W3Bw7TK4cX6gRW1gNtsW5p60dsVSQWR_6bs05vN5jfF6wWf808W5p48014By1yqW8-5GDg42DBPnW4kg8Fz13mKl5W8rXb-d3cQyZGVfv4Fb2Y_4D1W15dJMj35Jh7YW8cSX1l36TVC3W2b1sgp1PzpDCW5YqT8k81m742W7nqMDr49WGhVW7W-ttF3jS6VGW7-K58N3d95mnW7fhs-J3vQ-h0W1D3gvm8nKTT6W8QNNtH82WzZkW7_L5sl3lfjVfW1Y_8Bn6GjkdVW2tx_pW1wz-31W4kpbzL5Y97VrW29J9j41kHSDZW8dX6w65_F0VhV48xP64w2qMHW2V-nSW3nLGm7W2h3fKV9fMVy5W5cW7c09hFkbxW671N-v8LyQ27W1q0g5w1HXW35W81s1Y15BW0v-0)  
[Los Angeles, CA – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N8XlBg7VH2ZyW6nHgxr5RS07n0/5/f18dQhb0S3j46_JdBzW12NW9V2qygtsW54tHjT733Xn7N2kry9tpd4FYW8QKLhY8jKhCWW75-C7p1qRhWmN5Hyhqr_7RDdW6Rr12r4562bYW7LSBLL7chLg3W1gK4X27ngp4YVyS7_68P085sW65_M1D2hQDPZW592Whg3Y8wnwW6FJW9x4D4HW9W5tL9072--SSQW2Tpkm18rTMCdVNy2VK5ZJ2CkW1whBcX7jWL5MW1TdQcg7JrnbdW49BlhQ2cy0BsW4KtfcY94w1dgW40kwF_2H6n8lF753wTl15bjW54N2M16l0GwlW6lMz4T6QGWx1W1Q0l3j2t0mhxW7bh7Wl87L5kKW77jV6_4g6K16W5r197h7SNc5KVY_BFv19sg6lW1PJbfk4TpthqW8ynXCp1Jzm47VV0BHX54nGPQW1VCcS369xtBbW6ZkVNZ7Y2Lf7M_bQK0sKkZwVt4wdc7MfZ6GW6YR3p496_pJDW1KlbMQ6bVqrVW1Szv9j1rRHtbW5vT00n6Q_pnzVg4pQW6WW9fJW46TY876YysSMW25wFkK6N3287W5Rk0P77_qypmN90KXYkRBb9bW7FHcT0976CZ8W4lP4Z06F8F-7W66_2tr4xzMwrW63vBg492sMChW7C869g7NVFCzW6VTQ557Gd7W1W2LhYfL6yf_Vtf6ybcBP04)  
[Perth, Australia – May 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6xnJ7M4-dqFtW1qvVZC8t_3s50/5/f18dQhb0S9r59jx8C0N81SjwlHyjJqVQK8w42BpBc0W3hHhcf5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCjBMW54RRxx2Mn1sBW32lPx_1HndTMN57Qx2srP52SW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gk59ZN2Y5-079HQvGW747w2b7P1-wWN33FK-yqPkxDVnjZC88jPRK8W6cW9cq5n3rJwW52jYFz32NMfdW4cPWYX4z6p2fW58jmHB82L8q7W5KrNF-2Ml2zCW1ycq8Q2cwPtJW49smlP4BKH-HW6Yq3j09cT6hMW9gbm5m301d_SW6wXHy656z9sMW3mDmnq6WrygwW2p8_TT7-cq4LW46m11T3ygvH8W8c3mpl8hdNDGW7ykhcr2XsQW8Vb-GX15qv4fvW7hXVz_7BNPXYW4bgxfZ3xpDQfW9b28k81HwKQqW1RspJL8qGym7VcYJKQ7dJ18nW5C1N7y4HzlXl0)  
[United Kingdom – May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N4d93vJ8tr55W6N0t2m2RwTPZ0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQK8w42BpBc0W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6Qfpg55Pv-VBW4MbTlk4LcQ1VW73vQq925ZC90W87Zg2P4Y8YPPW6cq93M1wVcJmMRcMSVRMB78W7n7Fx15W629CW7dZRrR3yxh0lW1wDL-F73RZCfW5d1YQ71J4lWgW5stnq24WDLd2W8f6_0d6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4R4NrZW4Hzl-P3sTlXc111)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2yYMn35wzNndW3jxMKL12WDVM0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcZTW2RwRFN1G7JSDN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL7Tk90dN8SBpF_pjsD3MybHphmlHfCW7vyYXx8S5CzvW1S2_cb2XNg1xW2LTR756DJ83zW6s731M2FGVnhVwdMzY1Q2c6HVnQK8G2NSlXgVq3yR64hYcLGW49w3cx6fjwLyN1RzyvWpkJ7XW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pV__Mf2CbKVK11)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W48LP9y79J-cxN5ywhKLmWXTx0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzkC1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyVtMcYH7sSWg1W7v58RQ2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NHfJW3B_DWf8q_PJbW3_JLjn5t9xLPVPFGdh8Gqc0kW8MpJpg16XVm-W5Sv0kR3NZzRtW3LVCnX3klKP8W3nHLYl5pV6cvW3D8yNR8fLkf8W37w1Zz8vX83zW18j4308gJG8_N3G5-J2Gg-fjW3fKM4Z2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798v0_3T5wchW7cRzXh56fLtDW87LPLD49PVZjW2B9kVt2TjstJN1wgyzMVL6QTSczV92Ksd9102)  
[Stockholm, Sweden - May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*MF-VQx46GvcN4X74Vn5RxG40/5/f18dQhb0S2C56_rD85W12Lhng2nhdVRVHPr9j1tbjQPW49tLcl4ZSjH6W1VlptP1yBVRQW6SRMMz8LjPGQW87Yh0P1JldLQW8ZxtSg7NK_gVVxlL-R6bL97_W5slNyv7zqDfdW4zBh3D4tDhwnW88-gRj31BJxvW8xVnj53lWw_kW549ZTR2thfl2W6dctSd4fQswsW2K-S968bj2l3N3SrGmK3SJ5-N6Qx4y4FfTxzW38SMn_5lphFfW49ZQ4z7fbt-PVyxzMR2d0ps0W7j5Y142-kPDRW5jB2DF6RcFXbVXvtYp41SrbGW93RMVn1CHlTqW6Sb_6h6BpWKpW19G1Xf7XM88fVVympY2nTTlMW24tBr14Wh1y-W7vZzd94-tdj9W8-9jM481kDVvVYJDCS4hL3bdW7J-82B2CyDswW4D7CTb71FPWYW1fW28f90FqS7W6VVP0c6pWnbCW3XxTQ198sB9kW67VmB56pk9m3W4S5Wcg7b5cHrW3XxRsq3-P12TW7vTJpd3FCWN8W5RWsHH4wFRCzW2Q8W713YHMxPW39NqTb35gPfpW1bC8_F1dV1WbW51N9Hh3Ckl--W7L-fJf5R864VN1JGpDfVm620W4HvCh98svTPKW89RS3k7cTQDCW31mbx22dsr3Sf2cCyhl03)  
[Dallas, TX – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3QjqGB1nptMrW37-BzZ1QFmJg0/5/f18dQhb0SfHt9dZyGFW6KB8JF1k63-nW1DpWxy56RbwZW6BlznK1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9pg-W8rzD9d8CRZZvW5vLFlQ66GK5yN3hP1_6Xy2fdW5Fz2WF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lW-pS6d0JK6W3ryrX36H5CNDMMNBCZMMQxXW80gSRf97rB1bW8yg4Zn3dhdSjW6NjWFP5G_19nN62SfdZcGflRW2bl3vV28DwNjVhdHCv1rpjfYW5D2BG63gfLs-W38DpWw5yK1yHW3Jf7F73dB3WXN95fpz8QmxHrW4t_qW64Z7HL2W4n-5Rz5Bl4tHW2w5jWB5v-TtRW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS8SwVd8y6q1QN_T3V-x6gS6v_MdGW5_5nxK6K_6C6W82PnHm2-Bn3XML43jzmRw0WDdXyXbB6y-f6Y2TtY03)  
[Ann Arbor, MI – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4kSPVR7dTvpTW602GPP2gq8hy0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2S4TkLp7W90P9JY3jZ8K6W5tXHmX3R39lwW81TCSc8Kbf3_W1xl69P93lPLFN5LQWrJf_rtSW48C5j84S2XBRVTQ2Dy4MjQv6W9bJ57c8N5LGsW7H8hpq7q6yYPW7wLVPk6RQKX2W9222x_53xVVmW1GGpsD19mnhKW5ZYdTf3nqlV9W53xv4K2sLW3qW2Pm9cX8h3Z6kN4M5V9pSRCC6W45hnHm2FH9CTW5mgYPG2sQg2WW5-BLhP6nJ94dW2bdYQh6YKLFbN3jPwBCtXDVbW8rWY4P3rgMGBVfmr7R7CCG3jVVpq0435Gy8xN4dRT4g9-f4sW4QvJgN46mdf_W54ZFFw2vWcKlW5NqH_L98yYs_W5GY9tC58xKfnW7dfZF71kQW4cN1CbWshZ_LTRVhCq334nm6ZpW8w8GWw3Hxy0GW8_PnyF5HxrJBW761LjD1t6y00W6nWcw-8njJzhW2vFBcL2LhTk7VPsqKJ1DG0yrW8rSlyf728vMsW7358nr8hqzWCW8cwYF17djYXfW7x71-f1FNYDzW8_mNTP4kPyt1W6YRHN4252v7KN7KRSKTqbh9zf3W8frZ02)  
[Nashua, NH – May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4ypfGt7918ncW80nwRF1YcThM0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2b2qXKP1W3_JJy46FQ61xW5tXHmX3R39lwW81TCSc8Kbf3_W36CW_38NC73vN26xltCw-TZHN8hcG9Tj_-jfN1JD7gh7x8zsW92gLTF895CrwW5-K3DV1wmTNQW56B7mH8w5wF2W82VmXv1SL0WdW1Y55Z74JqGZlW5dr__B46DWrxN1wYtZlpWCmVW1RhN_24_2lljVbhvVF3wbQt9W720FQ94Sc--SW5TBTB78lwT85W8znhbX1yR7BCW7Lwv831n94TrN8hLPG8BZ7Z2W4Z60Yc3K0lCsW2YbhLy6kvn-7W2-blWW5s-tywW5yX0-m60RRTPW1P2ngs3nTfM-W3gryL068y_QnW6TmdDv40M27-W35NDsq6pX9PPW30xkCY2-82bpVd2QLB2tNjXnW5WzjgX7-H2SpW4gqvsG8W9bBSN91Nlxs_-tSVW768nTt7zFpMqW5s9ndt8hnTjBW5YTvMP1n8D30N4dpQR4LVDy-W8mmg7R1NxNNlW45y-3Z6LqC9sW22VBQ57Hj0_QW6NZZrW7bYF0LW8N90gm7W6z4kW55TmYw6zJBMdW1jFlP88d0cxqf2M0szf02)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VgNb624pjw47W7_S7bD47QgM_0/5/f18dQhb0S2C873F0FpVWVbqD5VRxDzW1fDjd_3Ql2_xW4gvTJ575xYbBW2QDhRb60_HjGW1SSq3s2b4QxNN7wrWQmJS-P9W4szQbM2pW24rW1K-tq01g0G7NW4sTFBC2V6yTYW4xFh7P4x7Q1SW1pKF6Z2hQc6kVX3Nc73ct0FtW6C-XTz9fGdx9W5pP5MX3hLCTtW5brpSG1FVKPxW5lLqCF3PhqcXW5lTWSk5-91mZW4S7D1n1g6gJwW2zrPk21X6sT4W3yBTj92L83rcN1hCFXPsQsXVW6DF6dG7S30YbW42jJrQ7tHLzZW8rPg6Y2Bbp4bW5N1cFG4QgPdmV454f08Z30mkN1zxtJPjMF1gW1lQYsF1b1jLbW4QyGbL6LDGRyW3M30Dy2vy6pZW2rPnYj41-8dwW1psXH77jlhbmW9gWpP_4lSZKRVdjXvn1__LJGW3qYBvn6N40TqW5HRLb-8GWt17W6XkKdM4CZc2KW48n4rj8Lz0ByMcK6Rcvn8LqW91pS3F62RnmsW4x6nWM16f8l6W5mzN2V1StjpGW8ClwH66PWWKkW4mLnJF6kTqGhW5z7HyC6n2sdGW1TC9h68mNH7JW6qg8b15stVJvW9h4zSm7zTnkpVq_K-q2fjGg9W3B5gnY637sStW4GHZT25SJS1g0)  
[Sydney, Australia – May 18-20, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N9gzVrTnvRzWW6qWRFx84jp4m0/5/f18dQhb0S3j42dXHybW12NqXr2vPQmLW2vbYcK2wC0QHW6kYBHf6qm7jlN2cGGGwJ7vpXW7wky_N1YwxSFW6QjB0S6Q3QGxW43_m2c8Pfs_gVK2hLz2yYDWMW6h4YSX8f89vNW8FvRrP70JJyjVd2HyB304Jj_W7ZCW2N50jLYHW7xY4dC632-nHW74Pw6x8ySP41W8GgCV-5_Sf34W77Mf696k3rQ3W5X7_4W3Ns73zW8CMKH154m22KW5XtXF-4fm4zfW6H4PWR2SKxMtW3nn7gZ3L3kJ4W1ZWHF31rmv5jV3l9PM3nLlG3VWGJP46FpBkrW6z9Pr91rpCvFVdk52D3GwBN3W7WHs-P2ngqs7W4N9QRx6S49zLW5s7yCk4G4YMkN239DDFcgnqLW2FBtHT4cQLhwW6QM8Dl2zlykjW6Xr6lT3CjdPXW3WfB954L12zDW2tNYy46ZP8dJW215jpN7CMLjTW66rMRN86HQBSN3TtxL4421pHW6XKD2Y34ZLjbN5qYcCDHrfq8W5jffjD3BTSy5W2Lwn6m3sYLBNM4LVxrtV5hGW1J6j4_8Xyx_qW6SpHRB9j6nw0VHC2DB4H2zxfN6YF0WqdbYPbW2Vw0tJ762kLhW8WtVLx89P5KC111)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2-KQqC62W58YW2VB2C55vM3-l0/5/f18dQhb0S65P6SyJVPW12gPy72vPyltW6Lmp2b2s8ddZW4wp4Vx3jX2yKW2K-Rlq7_kVltW3_ZdWR92FkLhVN932x9cd-MnN5LQWrJg-MgvN8hcG9Tj_-jfN1JD7gr7FR7lVtBfbN8MTmFtW8ShPXv2Lj9cTW5gFZHg4fmMNnW8KZWLv16dkd0W3kjPMY2WjPDlW2NLtYB6LS0P3MBC6tzgW9ZvW5zKLJn7kcpz-W4BKppd1rR-97W8bz6QV1w8pR7N5CtkfDWd0f3V_blMd46M9ZvW7rp1Cx51cNmmW78wR6w6cyDB5W22yKLd88P2YxN3Fs8063jBbmW5dP9KX2n2v5vW3qyqmx5pGDPQN7BGDpFcZlT9W3STBMK5ctLkDW68TCff6jdk6DW6HM4Pk7_r8MmW6QF64C3bYmZsN6wg085P8wKqW8tVs_w3CGgd9W565lYb25_kmxW8L3n_-2KGfT6MP6sbb_j_9LW7_Wy6t3hhv_MW2GLrd_1fpc1mW2qZkzY2Kx3xjN19ztz2dDQwQM24MH7NCgV-W4ZWQf-1JTMB-W42p4Qp1gJVTwW6rbPHm6KgKDbW954-G_8XWn3GW7sBr2s1sWbf0f6hZhBV11)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W73_x_p13CrdjVf4Hkx28FpC00/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQK8w42BpBc0W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6Qfpg55Pv-VBW4MbTlk4LcQ1VW73vQq925ZC90W87Zg2P4Y8YPPW6cq93M1wVcJmMRcMSVRMB78W7n7Fx15W629CW7dZRrR3yxh0lW1wDL-F73RZCfW5d1YQ71J4lWgW5stnq24WDLd2W8f6_0d6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4R1rFXW4HzlZj1kb8NZ111)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2Z6nyD6kmv2MN2jd0rKQVLSJ0/5/f18dQhb0S3j46Xvxd9N12htrTDQp0CW2vsm-d2Y6NGDW1R0jn46sN-bhW7C0K417yGKCqW7Zmv5h8Lh_bHW8Lr0gT8KTShHN1K5lrKm_mZfW3TjCFD5FMLyjW2vw9356LnbX6W4fd-232bMLB1W8S6_NM89lL66W3Ljm7X7kTRwgW310f7p8QjHXtW344lVs8n9N0TN452F0SKNLqRW1hPrk01SP-K1W2qw-Bl7f-m2FW1ptx4n1mFbJ6W5qyJHx9fv_wRW4lStmb5QQ7v5W1zmL5b2pkhzMW5qygRh60_vlVW7Sjm768yDvVnW1k2VhS7cynxWW7WYFH08_p1MnW5SdgKD1dj4xmW4qZqMs3Gn4GBW4bGllp5FtwMMW3SbQN64qmQFsW1FBHgm2Z19dWN1jjjNX_XFXyN3J1rkcjCQBFW7vJ5jp6xRhsfW41ZKGN6TsN2dW8HFmQ06K0JyRW44txyj46nRkSVbdCkp6m-zyGW5dn14k3zxx3kW9hvgW26RjD_cV7vjYD4M99L2W6s304p10DphyW7S6Fdb2bN8JZW4lC-Zv5zSWYKW6j9x_H33sJrlN6QtRYRhD4x2VgRhHN3hf1p5W2WtMP85QZKZbW94c-jD305GlNW9j322D85pQVtW4VCJ9p89KykJW2f-lWx2KgwPKM37JZ0zXPgR103)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N76tZVw7lqgDMFj4tdjzKLh0/5/f18dQhb0S8399dZyv8W6KB8JF1k63-nW1DpWxy56RbwZW6Blzk01Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98FmW8rCWZG1nP03_VQKDZ51p8b3RW8zvynb63mBqDVVyWmR3GCDtSW5v6GH63cRYYrVYwPX-3gQ44LW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-ltXqW2w7MhL7FbXksW4mgT817cvxVfN8q5qBxVQf4XW5vDhWY8CKjGFN4rP9NxbGrylMgCytR8J3qBW8pSqZr4qyQdVVYwNmb67rm9hW63tDfS3jSz_qW3f2Qd51kl7-kN4Y95vmWx5w-W4TZPzp62v6ZjVb2wbS27-k3gW6PhxwV37FLT9VWh__T4VcP31N8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW2C5cM_4r5l5jW2RzGvK3qb7HCW3hT0j09jbSDyW7BSbYB6ZZPNxW7pFfpQ84_y2nMZpcmq9ZLfsdp-7w911)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3zLxD851Kg-YW3_gRTP3JDGxb0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl1D8_YxW7vB3TH7w415NN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL7Tk90dN8SBpF_pjsD3MybHphmlHfCW7vyYXx8S5CzvW1S2_cb2XNg1xW2LTR756DJ83zW6s731M2FGVnhVwdMzY1Q2c6HVnQK8G2NSlXgVq3yR64hYcLGW49w3cx6fjwLyN1RzyvWpkJ7XW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pV__gf9bnq-M11)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2CYvV71Ps1r9W2Msl3r1CwbRF0/5/f18dQhb0S3j42jTNyzW12gPy72vPQmLW2vbYfv7kF4HSW9fZw2n6DPSdXW1ml2gT434NHDW6qSs5R44FpVfW3GgBXf8Mqdp0W4NwQLp5-J96QW4QkL325Jfh6pW5LMY0z78hB1pW464JTm6KYJftW5pwLDd7Nhmf9W7pbQjx9kgfs7W2hxzYc7wNT0XVMLMQ_1tP3d4W2sg-603KjhLYW1VpPlx3jlldQW59k6SR57hG72W2ySj5f1LCyfcN95zx1F3zpjJW5gsYYB96nsfgW1HZsCz30SbDdN1TqknwfJCBvW2-Cjpl47qFrWW3MpRvM7ZmJhjVtXDVd8rX3QXN5C39tqMGR64Mtv_754dYkcW8SLrMT8krxCnW4dddYx8BKC8SW3LMCxP2MzljGW4mkVWs5mwVl_W5tx4CZ3FxHn8W3Yswj53YpwNWW6JqF4g410G89W2BHfkR2rG6KwW7qV90z2r9qsQW4j8Rrn35z0hWW3MzGGV7RWV4_W88RbHS37w-dwW8pwN3W6R0q7yVTV0MP4n7ZfyW1CWdNQ3G6PDZW46pP2C3rw2bRW9hC_sv56Rz6YVsnW9r6VpYV5W2jhQTy6ppQhCW8NxQMX3r1k_pW3sk-pM63RLhGN1cgl0yBs_j1f5K-vNl03)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W5ygXVS6l1M-3W99-X3w2gSyv80/5/f18dQhb0Smh-9dZz5lW6KB8JF1k63-nW1DpWxy56RbwZW6Blzlb1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58ySkb7vl6X_W7J9Ww97PSh-KN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK38-W7-W8kV7mWsnXW7dzcsS51vDDKW6vYDb47v70tSN4RssPTHMvs-Vc55VF30T_rPVdhLFK72nt_yW6sxxZJ3rWzJdW7nZXRD1wgLK4W22TFNr1mrC00W20RFdt7h5FScW7lcYM02g04pQW1xqLns7MzjXxW76h1JW1hw7YdW20XMTV7j3DPPW1Bb6Fc1MfZfgW1M8Cgr7PFTYWW7qRF6B695wPxW7djg1-1BjMSTW3G_1lT6l4V95MSKtwXcZLWRW86l3lK6-sdcCVsL4QP7NMbGqW4-qysn7mtWScW3-hr--8GcdQQW7TqkNQ8_QCwZW4G_wvT8Tc8gqW32vL728LfdK4W7D7Hxj1Dy_KCW4w1GdJ6tf6Bq0)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*VMkp5v7NnkgVN7blnFmP_6jt0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcY4N57QDJGrPm2mN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL7Tk90dN8SBpF_pjsD3MybHphmlHfCW7vyYXx8S5CzvW1S2_cb2XNg1xW2LTR756DJ83zW6s731M2FGVnhVwdMzY1Q2c6HVnQK8G2NSlXgVq3yR64hYcLGW49w3cx6fjwLyN1RzyvWpkJ7XW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pV__Wf4g3N4n11)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7dRDq344FhMrW7LJ4zr22_nzz0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQK8w42BpBc0W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnTwZW1FFnNJ4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lpCVqW849F3M7zQqXTW71H4WF728RZFW8cjl7P5KyfxQW8Mxmdh2v3M7_N35K4xVLZykWN54GQTFrmzk9W8mDMJK7DCMfkW8j1Ft96rkB_SVMQT_k8bv7vdW7jz9yv5x4WJpW2Kfqsr2tj7mDW8Q6cK03qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4Q-5SVW4HzlYZ62dF82111)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3J3C_73z0S9lW6jd0MJ5Y92Vs0/5/f18dQhb0S8319ctxSbN81SjwlHyjJqVQK8w42BpBc0W3hHh8w5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCwVxW5pqZkk30HSWzW558jwW5nrfmRW4h_dcD1Ww7fNW558_4h8V2RP6W2m59z_2gmPddV4CtBr1Gn-fgN7sDbPksgDK_W2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP37RjV2W7NrMZs3pcyGGW2przrY6V4thfW3_5R1X1tzckSW1txG9N6GsfdKW8XNh8_7JrNx9W6vy1524cvWn-W1-TBY-2KCvGHVpkxQB4lJBvzN4mczZ2zsYLmW2WMLsJ1T_KWsW6zv0ln6mcmjbW1KkFKN7nvhggW6w6gSp8QqnRtW1zMwYq8Y0jh2VB81_78QWN3zW1QzKFj50bckyW1CVjB35HFsHjW9gHVjT73QsnmW1d5pgb5m7WT6W6DzwRS1Z2rjmMJFWZ0sk4dRW3BBshH1X3J7dW3CXvG42B6lHSW44TnjS6PrrVNW5_6V4G1s7KdfMLG01PrTzpYV111wD6gDb8W103)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N28m00DxBFxZW1lVBt57PGY190/5/f18dQhb0S2C86v3gBLW12PbKt1vYyhQN60FmyrZRJ-fN8n6JsbnhmjKW7KdjDk2MQf00W5cDCML83ycScW4m-3sG4trY7CW4fNDQ18bd4pTW8cJ_048g9KVgW55vNWz1fTnG4W4jPqgG94hwydW6Xjvj49k5CRpW76G61C1fWmCSN3thpzw_gcDTW1v4bs_4tbnDSV-wlpl42Cc4jW3RNWCq38LtMMW2VqpYh6wfcQmW3GkLKx4CR23CW2mcBp41SJZpFVqj_JB1kjH88Mq1fnHkCkjZW53Wq6M2wrF6JW4x8cmd1jVVWGN2bQn1Fp1yNMW81MfHf77KjyzV2_DkB549t6DW5C6zhL1Q1RDrV8t4Y65RV3LMN308PgS6SjMdW1GJqSv4p6fdbW8P6j3n59dJwYW20SFdB3TR2bCVjCyy67rLhcZW6xRhMS8HKmH8W4QRVLN1qK0CrN2sr69khK_LfW6MGVpf4Tt-dKW3PDJfM1q4CKPW6h_dym4FNC2BW65ll1J3FW-wbW69TF_46s2fhCW4tYFv773Mww3W2jL6Yd4Fq9YdW67Z0zQ1_YJ-bW7W67nv8z2jTLW2lkDj-2pD559W7scV3_2NFvWrW5L1RnP8VqFGSW6yRk-X8xZxy9W5PKz5B6nKb06W9b_ZJ_6Dj0YYW64JzWy18WN7zf7JHkrY03)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7fZbjQ91ZLyXW865Sy33ZRQWG0/5/f18dQhb0SfHz9dZxZKW6KB8JF1k63-nW1DpWxy56RbwZW6Blzll1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qN6c3-bZw12nPVszynT7sX_YqW7t4nBB7xy2CSVlHqTJ7yn8Z0W1WKS8w8-0XTYW8QW-KX2Gs60MW46kBNg2Tg4Y1W7x23cG1K7bBWW566dff8QSyJ1W1KFQw756m3hnW2JWgBs8XQWc7W8YvjsP7zNqPfW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtdV42c_83nh5lmW63YrBp6w-mRXN2zGBVhvwJghN40vSPxTFLbRVSJ2Hm8ZzcZKMVs7V_VmgyFf3RJnwL02)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8Q7xMr3YCr8-VK_gR88rxx_R0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-8l2nTjW1lQGT08p_DcsW3GCDtS5v6GJjW10tpXs3hP7zbVYxxrf5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7dDxTN7mWsnXW7dzcsS51vDDKW6vYDb47v70xcW7N0d6y5DFWr2MHMB1wbdvL6W30T_rP2Vv3csW1G8Mxx1Bb4rMW59Tydp69lxxwW2R0zrH1w0zcWW2R086K7z1VS4W8VlTlm1-YpvhW45Ctqr49wtJ9W1M76Zk68Sd05W8T2jTP7qFGrmW8_MVbN8XwJTWW8W2n5x8Xw-9KW2KXm4m7mtnPyW1S-thZ4chDDqN8NDDMWhvnG9W3Swq4p74kGSBW4M11334H_8kHW55CTvk23_QGBN2dNs_SMkypYW31GHfx12s4fKW2cRWDx7m_gglW4MtQbV8MPYqyW6K1F3179TKZfN5GjmQ6VMPVbVVrLq83j3dLgf5yXs_P04)  
[New Orleans, LA – Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W1bqd6C8FHJvCN1fxW11VTDMm0/5/f18dQhb0S2C86_rZq8W12NqXr2vPQmLW52Mv-H2y8_DJW3T0TW994FRGQW1ml56X6VdnDDW3vFNJF1pPSX3W6v7xPC4dPRx8VCtcwz474GY3W8cRtgw42WTd1W5pXz_X4kg8ghW8sG05W4xpBHcW8XlSh-1Y_445W4d1J7t5mSw5hW3KNt3z3Dr2z0MWnZjd4_D_ZW751Z1Z5FWbYmW83LKkW4hHYcJVf_jgj24BTlQW6JBdrq3C2tcGW7KR6-r2rVSn-W8xHj833ZCntVW4bD0h01cSWjCN7dcRYVwtfNkN2Jyh6h2k8RyW1GB6R42zk6ZpW5jMdQ21_q7GCW2Q9TF28bLRqXW63ysPJ9gXjyPN5h6h04KysnMW4hNZs22Vmg4-VYXccW3B3lytN7PrXGYwtTBmW59G_GR5ckNgwN2RjcXQ-JKpSW7PTDfG7sHXh9W3zKtKb68_VKFW5r6dsp2SZ3BpW98WK2625bpC2VxgZFM3jpzTDW72chbw1D1w8nW6mvySL7pzlzZW75Mtv_4bHD4wW3rCg7253FMs2N6fQ95WdDQvDV67FfX1J6wjGVsP5413nLQ-YN6-mKy_Rt-F9W4DB9j26WGDX4W5lMb0m8sZkRpW3z36gW2d6tLKf79T0DF11)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W76Sqq56wML2ZVv59vT6cWhjn0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQK8w42BpBc0W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6Qfpg55Pv-VBW4MbTlk4LcQ1VW73vQq925ZC90W87Zg2P4Y8YPPW6cq93M1wVcJmMRcMSVRMB78W7n7Fx15W629CW7dZRrR3yxh0lW1wDL-F73RZCfW5d1YQ71J4lWgW5stnq24WDLd2W8f6_0d6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4R85d_N4Hzl_nvyx53111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2s5BHG4L4mx8W7cPLq62BchhB0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35yblhW4X3-FJ4XRgCyW3MsgHr3MxHdRN3NgLBC8m7XzW8sdQHp5DXm3kW97zXr794wqMPW60gPcg6LKx4xW1s6xsq8qBJhYW5xDkyc2z3kmrN4nYKkLTkC_nW7fKxC960wBM1W98s8fv4tf8gNW3PnXDY7q7-QcW6kl2Sx7dr9qWW72YqDy3KS8zQW5CBjwL5hk1wxN5x0gb4215_BW1J7MW_31-r1wW3g-GTv1jkgY2W4XQP3S6HQ858W54VR5454qb3GN4sPSdgrLh9QVrHDJD5sTH_m102)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4sdKZb2vLGSGW3wfjv_16_8mj0/5/f18dQhb0Smj09ctzqxN81SjwlHyjJqVQK8w42BpBc0W3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4gF2rkW1F6W9f3nGskpW2R_wBJ30rz83W4Np4945MLJtXN5MTv4y7DljfW5pfnkT7t4MkdW1D7B-W6fTFrkW7rqtd76x9wfNW1Fh0Wv9f8JLzVpH-xG6XyrJkW2tzSk86W12RpW7tcNrL1gy7pkW7r28v93MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDV8XQmv4QDgwJMWWc6twfy6RW3dwQFX2-zqz7W822hsB8JZ6RfW1tjDzy524MQQM9Xfws7s2GRV1C8G-6xtY0C103)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N6nGCwCCGYRcW6tMzXl3yjfvh0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2S4TkLpcW1-TB3738x5hQW5tXHmX3R39lwW81TCSc8Kbf3_W1xl69P8Xvk4dW26xltC13YhqxN79lV_7D_x6VN3rbptph1WJGW134sC_6_5yh0W1q9zqV3BGrkCN55p0vxmGRGxN3DzX4NHgfgTW5VK3Kw9bqwcTW6Nj3jS535CzvVs8MDF4tcBl3W5rVQct4X-vkpW7VDWXQ4t9Z4xV4vqVr7kp8GFW49jMGm5t_k5vW340D8t10n8vZW3y58811cQfVlW1_7fs35ZJgNhW4KXgjm4PRX2ZN188Qlvvc4YrN4GGTH66bc1XW8lk53N5R3qtVW98f8lV1wkRDMW4S5PMN27WfWcW4_y_vK4tJ22gW7FdhQv7PQMCWW7Qd9P33pFT5ZW7nD2578WWr7rW7902tv3pmNwGW3WgqqV1z8JWjW8DVhnz6mL30KW32N9wB667hPpW5WnRsP60G2MbW2grKvl4PgtzKW3v_kJ13nFWbCW13PX5X40jx0vVX4K6_3l9CZjW4tD58s6ngGjpN49VW1d-mDLMW6-Ct2B88SH6qW5pMF6Q6zg2TCW226gbB175bDsf742ZSm11)  
[Nashville, TN – Oct 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7vtcLN74h8CwW3Wpl7t7qw7kw0/5/f18dQhb0S2z-2dXHybVVZlY52p3fDVN4ZCmGdkbFtwW6DYFYH3c1xdYW677BfP2r9dy3W82n5FN4cN3W7VSXnb34m1549N13YCgP__j9JW24j2CK2rwGnGW8XxLDR8r_ZypW4dD9pZ5d86NrN7KMx96-qwJ9W5mf5rY4cXlrkW7CblNJ7clGLKW771R6H8dmfqWW2FRn3-1bWP-rW4hV0Lc5Jnkl1W2xzhj27z1vx9W3_zcnL1_qXndN8P8QfjQQpsmW47ZXBF30RkWFVSFzcd4c-J0GV-ZyyS5ptPrJV6CsHG3j8_7PW57TSYg1gprGYW3-Rhds5CCZV3W4LF5y45BYdg3W90mvyn2ngqr_W4SYNhb4k2BSZW5jfc9m4G6CJpW3z41gd3KHSqGW2FBkfM3N_GFSW6GZ7qw8GH1lpW2BgD9c5tyMxcW1yGPRZ8Dxz_CW3CGTZz27zJ0XN6DLpqmS6hXwW2L8WwY6WYG2SW5rj5dD1zdtTpW1X9r466Grm2_W2QVg7h1rJ-4wVGZM5R1FZyjNW5W0sqN17ljS8W7_DlQ368vqHvN7j8Ym_K0xHwVzgHzc6rbKryW3PClK78yFr31W5692Jt7XTg1NW8XnzqK30-5llW1Qj2YG75Jxdvf5yXs_P04)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*V2bwM41sNwyRW142x4-1DCM8C0/5/f18dQhb0S3j42dXHybW12NqXr2w5rFzN1flRxtLClFYW8YYCNl4DgvXwW1ml2gT1J19vXW21Z9l62S6mJ9W3ZQMlt3nd-YQMgg3h-kcVjnW1q48WN55TSqDW6r6FLD72HyZsW6SqXHp5fSzKbW4MjktJ5LnVqFW6mzwL27HZ1C1W6PDv_569NcdqN6rhG555x2NQN2cwF78MLd1HW3n5-m78YZsjCW1MMDY-1CJrBjW55nkS67vq2pcW3G4_4Q5YSNSRW4dJZB85pFnPdW8-SpTJ4K2RjMW51p-vT10YXpMW1p-pV82Bpj_xW3KZn0D9bjD8WW7syV97956ySyVrQh8Y7Lk0F4W9fYCPj11p8MBW78TJ8-5_z66hW5mvLR03FNS8HW1gCQZs6Bsls3W6Rqh3N5yfWrZN1YVx4K-2jcsVQ9Ht87swlLwN3T2_jXlqVLSW63Zc624hPr02W3-fVw-1ckyLyW7zjG3d85HdxcN3_VXknnDLCKW5-qDn66gCrh8W5wn2xS12cDSzW37RHJh8hjtryW5r27Vt817mYgVQPbGR1F31ZfW6Mtbg46KvsRVW8TgfNc8Sg82LW2nC1LB9m5rcvN8Yp6M__KfTmN28Vl1MrsC4YN8pWw0Brw7CH111)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7-bTwv4sPl4_W7rwYl-87_cJV0/5/f18dQhb0S65P2dYTssVWnCxp2vPykhN47BsLtjCft0W8-H-BY3v6JkVW5tXHmX3R39lwW81TCSc8KJ0kVVN8ZsM8NC73vN26xltCw-TZHW8hcG9T6M5SpxW2Zgbk54MjQrMW26Y7Cr8S672QN5bK2wzrtCVqV-tp8R19TnLgW5LLNBt2Tsj6WW4MLh4y1G1ZkMW7Xs1lM1VllGzW3Yb8wS7RMwdMW3x08-c1Mt_5zW4rM78j7zCNbDW1_q9LH3Zc8JdW1J8sR92WWNHgW6LDL-T1QpFHwW71Mgfy7K0WxGW4_8bjz13F6MjV76Hv43-0PhJVd1jcD8xdcMMN962s8dH8l59W3y0-MV9bp5gtW2JM1kq3CVP86W6D9zN36Rqr6bN5647X3NWm42N8zrYRlQf02lW2KC0pz5rbD0cW71KxpM7CJzJqW596vnx6gsqQ4W3qp37-5wxRvzW64QRBM2twTv8W5BzfQJ4cYHbNW2M73XV8hbTXmW5Z2vbg2kcgwKVjkl_g6ytpc9W1_yldf1PbD5cW7M3sm_2mbG67W7R3KnZ8kGLWBW4CZmrS93k3b0W94hhF32NbcyZW17nTnK4TyWz0W8pWprc6dcHGw111)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W77n5B-10wpblW26TtVd4Wpfrh0/5/f18dQhb0SnG_9jx9nHN81SjwlHyjJqVQK8w42BpBc0W3hHh9N5zh-NRVnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1Gn-7mW583fB54bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lpCVqW849F3M7zQqXTW71H4WF728RZFW8cjl7P5KyfxQW8Mxmdh2v3M7_N35K4xVLZykWN54GQTFrmzk9W8mDMJK7DCMfkW8j1Ft96rkB_SVMQT_k8bv7vdW7jz9yv5x4WJpW2Kfqsr2tj7mDW8Q6cK03qY36qW4P7Ljz5t3pkkW2Mn9WV4fPbKCN7w3TDLVzQv-VVn7DD1FfrM6W32Shfb31qMQ1W1S8xyJ714h8ZW1nxX9B2LwVxVW1C03Zy3GtjVfW8QrXZw5vXtMQW1QfJwc48ct2GW2WTZMr73Q0vRV1-MRN2f4Hl_102)  
[Louisville, KY – Nov 5, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4NpKY359byRVN71bkbN9rVdR0/5/f18dQhb0S82-9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558RJ4W2MnrdL1SymPFW4hY0Pr4cj21HW4hr8wb7sqgPTW54Gzrk4fsHrtW6yRyWK1DWMhmVrPbDh2QxscQW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gq4W7W2Y7Dl76pkGndW3m2rMZ53X_ZpW4HGVLs1G8MxxW1Bb4rM59TydpW69lxxw2R0zrHW1w0zcW2R086KW7z1VS48VlTlmW1-Ypvh45CtqrW49wtJ91M76ZkW68Sd058T2jTPW7qFGrm8_MVbNW8XwJTW8W2n5xW8Xw-9K2KXm4mW7mtnPy1S-thZW4chDDq8NDDMWVhvnG93Swq4pW74kGSB4M1133W4H_8kH55CTvkW23_QGB2dNs_SVMkypY31GHfxW12s4fK2cRWDxW7m_ggl4MtQbVW8MPYqy6K1F31W79TKZf5GjmQ6MVMPVbVrLq8W5fsB0n5yXs_P0)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6YzkNg4KnBhjW4qMXgF52r95y0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzkC1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g8r-1tPW8BtSyx1sMN2rW8zTrPz3Px1hKN8CTxRmZvdR1W5F3qzL7_jbGPN7d-tJnQJ99nW8tsM5N64kxhFW6cDM8C8p-zTbW3PmWT75CTjM5W7c7F4f1njGYlW1by7pr625bx1W6Gj8TS6bVy-5W25cnVb7NrMZsW3ndfYD5DFWr2MHMB1wbdvQTW30T_rP2Vv3csW1G8Mxx1Bb4rMW59Tydp69lxxwW2R0zrH1w0zcWW2R086K7z1VS4W8VlTlm1-YpvhW45Ctqr49wtJ9W1M76Zk68Sd05W8T2jTP7qFGrmW8_MVbN8XwJTWW8W2n5x8Xw-9KW2KXm4m7mtnPyW1S-thZ4chDDqN8NDDMWhvnG9W3Swq4p74kGSBW4M11334H_8kHW55CTvk23_QGBN2dNs_SMkypYW31GHfx12s4fKW2cRWDx7m_gglW4MtQbV8MPYqyW6K1F3179TKZfN5GjmQ6VMPVbVVrLq84DgFs4f5yXs_P04)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2DtZZD3Qy3CVW93Smgd8GXM-10/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQK8w42BpBc0W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnK4RW582S5t4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lpCVqW849F3M7zQqXTW71H4WF728RZFW8cjl7P5KyfxQW8Mxmdh2v3M7_N35K4xVLZykWN54GQTFrmzk9W8mDMJK7DCMfkW8j1Ft96rkB_SVMQT_k8bv7vdW7jz9yv5x4WJpW2Kfqsr2tj7mDW8Q6cK03qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4Q-5SVW4HzlYF9795r4111)  
[United Kingdom – Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W7pLByG78QN54W3wq69M8wbJnK0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqVQK8w42BpBc0W3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW6Qfpg55Pv-VBW4MbTlk4LcQ1VW73vQq925ZC90W87Zg2P4Y8YPPW6cq93M1wVcJmMRcMSVRMB78W7n7Fx15W629CW7dZRrR3yxh0lW1wDL-F73RZCfW5d1YQ71J4lWgW5stnq24WDLd2W8f6_0d6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4Q_NMpW4Hzl_47G1xpm111)  
[Connecticut – Nov 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4r4hy81pfh6LV43Nyz14hJCF0/5/f18dQhb0S2C86SyJVPVWVdWJ2vPQmLW2vbYcK2vLtJbVzdPY46d5H4NW2K-Rlq7JyBy4W1_-Dsq4wsBqSMN936J63-q1W13YCbM474Tv0W2-fkQG26VGXWW4CqxMr7yzfMkW851qD92h3bbkW2045Y43ZF9cyVbHGtD5S8q3xW2bS8GW4V9hnMV6Pptc7gLZNgW1mkpsf71PNkfW6nqhM28WszL4W59tGMx3ByyczW663wn533wRS9Vzkgkx65lWjXW3DSnJJ3HkVyzW7BctJs41sLsMW2sG7sC3nqvXVV1zH2Y562ZswW8h5WyF4gb8wWV_sMhJ5YNZSRW8bfb2D6crFtcW9h8qw68bZ_5qVHBcVP4L3gZ0W8hkbwS3Q_h8YW3GXNzr10CGzcW9dw6hW7YVZRlN3dkqWDh3Q7XVD0Tt23sn4WpW3zk-KS7SyJrjW26GVm_7JC20xW1y6V0H6GYGZgW3yrf6c3bjYlkW5WkQ8q7tlf9wW5YVL-X4bpr76W4k-xHH4lfWrHMK2k7-s5NH1W6MYQGB2r4t3yW67Xxg945S-F-W22XzYq2b0_zhW48X12g4xFK3MW54McqV4z74ltW83P4FP1Mc0RBW7BzymK1lbMj9W82knHQ2VYkrG102)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W2L6-z23XS_JHW175hNv2vvXfZ0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqVQK8w42BpBc0W3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217vRrRMW59hrcK1GnGlJW2SMRTr4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC9gdtvpW94q7cq6VKJl2W1hC_8g5lpCVqW849F3M7zQqXTW71H4WF728RZFW8cjl7P5KyfxQW8Mxmdh2v3M7_N35K4xVLZykWN54GQTFrmzk9W8mDMJK7DCMfkW8j1Ft96rkB_SVMQT_k8bv7vdW7jz9yv5x4WJpW2Kfqsr2tj7mDW8Q6cK03qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHR11dB_zpW7zKRcB3SMv8QW1B9FfT3XW68CW89T6Tl7ZkbjwW4m9xJ64rDpR_W3l8QGm4Q-5SVN4HzlZm5gjH2111)  
[Nashville, TN – Nov 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6WbvPw1W-vs9W3s6-fz2Ds3Hz0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl58jPbMW58Qcc77tCxswN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL7Tk90dN8SBpF_pjsD3MybHphmlHfCW7vyYXx8S5CzvW1S2_cb2XNg1xW2LTR756DJ83zW6s731M2FGVnhVwdMzY1Q2c6HVnQK8G2NSlXgVq3yR64hYcLGW49w3cx6fjwLyN1RzyvWpkJ7XW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW5J5TpT6Tlqj1W6DH7xS9fhRmJW5Rzy4w4xSBKRW5qbvWF6TT9b8N1WPqF4pW00SdnJrfK11)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3FjtX-3Zh4V-W3FzlYt64NTWD0/5/f18dQhb0S65P6_JdBzW12NWcc1vYT9RN2FYv_HQysKVW8SdqQF1vYqQCW63cRKs5whtDWVHFJg72NJvPlW21Zm1_1Ky8HHW8GjjjV4JzKL1W8cKQZl8hGCnzVy3hhv1vDPCRW81F1Fk76NSmWW8tD4Yp8Nnk-3W1MwG3j7sqk09W1h02KJ8Kqy-VW3nRkrR7W1fTFW1tM2GL5X6rBGW694_rt83xtfGN2JM61Q1Nnn2W4btZ8-51k1yBW34PK-4551QSlN2Gd48WHB0TKN834M05vH4DYW4KJ3My1t-_vcVKsMDY8C1xYPW28F7wJ7jGcNbW52Mj8_6c0RFpW15bw614qZrClW4ScSHH8lQd3LW5gw7gf7YYLRYW4rhz4H61BMShW8QQrWd6zn-SXV2zQGx17XnNCW5zJ8g21tr21yW7bXgDl2S2F98W7mvglR8pGTTNW6Nr-tX2l6c9qW70xT_Y2cTR7mW4m0jpw5Jj2tNW3GTTrC6l8tfWVlLRhJ6Y3NPHW742Fdw7SXcbBW1HsH4T2Ckd8bW3K7HvB8DVzZpW6jPLPN3LCXVVW27gBb27SVNfpW2gKjsT5sf2mmVjhhWL2Dqk4XW5GXDc989bQYLW9f8-vN5xLD3xW9b_KKc2kw-8GW8-MzBY91bBp9W7M04L35cRXTxW7-DwZ78C_T0k102)  
[San Francisco, CA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W5qFCG38Fxw99W1t2Wqx4s-81r0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzkC1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyW58jP8-2Pj992W1CXqHG2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NHfJW3B_DWf8q_PJbW3_JLjn5t9xLPVPFGdh8Gqc0kW8MpJpg16XVm-W5Sv0kR3NZzRtW3LVCnX3klKP8W3nHLYl5pV6cvW3D8yNR8fLkf8W37w1Zz8vX83zW18j4308gJG8_N3G5-J2Gg-fjW3fKM4Z2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798v0_3T5wchW7cRzXh56fLtDW87LPLD49PVZjW2B9kVt2TjstJN1wgyzMVL6QTSkqn5QMPhB102)  
[New Orleans, LA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W8w1c7C8SlfVcN8t3M9lc5RQD0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591TYW7rs05S49zs3kN53bkfXKnkDtW7JfySk4gsg6VN6xhb7MqCqbzW5pqZhQ8z2p3LW7w3K7F1GnK60W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6n8CJCW5TY7bP4Dk-X2W1R4Ltp2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NHfJW3B_DWf8q_PJbW3_JLjn5t9xLPVPFGdh8Gqc0kW8MpJpg16XVm-W5Sv0kR3NZzRtW3LVCnX3klKP8W3nHLYl5pV6cvW3D8yNR8fLkf8W37w1Zz8vX83zW18j4308gJG8_N3G5-J2Gg-fjW3fKM4Z2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798v0_3T5wchW7cRzXh56fLtDW87LPLD49PVZjW2B9kVt2TjstJN1wgyzMVL6QTS5kj7kSh17102)  
[Phoenix, AZ – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W4jyqxH71jXrzW4c2Dc432FFyP0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6Blzjq1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsF17vRG8jW7vB0-d8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_W7JrNx96vy152W4cvWn-1-TBY-N2KCvGHpkxQBW4lJBvz4mczZ2VzsYLm2WMLsJW1T_KWs6zv0lnW6mcmjb1KkFKNW7nvhgg6w6gSpW8QqnRt1zMwYqN8Y0jh2B81_7W8QWN3z1QzKFjW50bcky1CVjB3W5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSW1YQ3zH5THL04W5hfR428kz0qDW8fDvm32Nkv0FVpyTRW4xGww5W6YHVg81nhCYHW7H41Vt723QB2F71wShb6HZlf7rK9r203)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W5zLMvF4Z_2hNW4Qqjtv38Hjm80/5/f18dQhb0S82-9dZyjHW6KB8JF1k63-nW1DpWxy56RbwZW6BlzlP1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhWYW8CKjGF4rP9NxMbGrylgCytRV8J3qB8pSqZrN4qyQdVYwNmbW67rm9h63tDfSW3jSz_q3f2Qd5W1kl7-k4Y95vmVWx5w-4TZPzpN62v6Zjb2wbSW27-k3g6PhxwVN37FLT9Wh__TW4VcP318GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blW5G0__s22w1ccW4r5l5j2RzGvKW3qb7HC3hT0j0W9jbSDy7BSbYBW6ZZPNx7pFfpQN84_y2nZpcmqV9ZLf95N3cvs111)  
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[Scaling Up Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6ZhJrg69ls3FW5bDFYm5yK5K90/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVQK8w42BpBc0N3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkDNwts8ZW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTdmBVR3Gkr6mVGFNW1qvZ_h69NKwLW74dy212TnPgyN7x_WNM3QVnYW2HFqql8r4n3LVQzQ1R35ZfMfW3KKrQw7YFJ3BW5vJdG74DBlTPW4VpqMp3sNY4tW1cQ7W_3s0LG0N3LD4ZHFgN-SW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Vg5GtYlWN7pDTwJZvDtRW21-CyX6HV5VRW3qB5Vf3sHsB4W7RVDDT3wPByYW3wqspG7pF7LX111)  
[Exponential Organizations Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*V7nDWG6qLtp8M17t21PLbKR0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVQK8w42BpBc0N3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkH7tvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTdmBVR3Gkr6mVGFNW1qvZ_h69NKwLW74dy212TnPgyN7x_WNM3QVnYW2HFqql8r4n3LVQzQ1R35ZfMfW3KKrQw7YFJ3BW5vJdG74DBlTPW4VpqMp3sNY4tW1cQ7W_3s0LG0N3LD4ZHFgN-SW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Vg5GtYlWN7pDTwJZvDtRW21-CyX6HV5VRW3qB5Vf3sHsB4W7RVDDT3wPByYW3wqslk6RHzbm111)  
[Topgrading Master Business Course](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W6j8zQZ5w4P1SW6dqD1m1N4FCQ0/5/f18dQhb0Sjv68XJ93YN81SjwlHyjJqVQK8w42BpBc0N3hHh9fXL0jYVnQ9Qq8ZQc51W549yP28ZVgqzN75MkBStvWGNW4bJ02h4b_rKwW7MbC5J32q9YmW1yxyT-2dg7HhW7KKD-z4L6qT8W8VdxTC5mbVqFW1Z67wf8hTJV4W8lwVXY8hS296W7bj1-t2zfyqdW7NrMZs3ndfYDW5DFWr25mKjF6W3m2qD12x-ccwW7d094f6G7FblW4DFfS36RTdmBVR3Gkr6mVGFNW1qvZ_h69NKwLW74dy212TnPgyN7x_WNM3QVnYW2HFqql8r4n3LVQzQ1R35ZfMfW3KKrQw7YFJ3BW5vJdG74DBlTPW4VpqMp3sNY4tW1cQ7W_3s0LG0N3LD4ZHFgN-SW8n4LYb1VtdWZW2kL7PD22TNxnV9Mb5m4bPLhWVRb-Ys64RB37N8y_DL1n5zc7W4c-1Vg5GtYlWN7pDTwJZvDtRW21-CyX6HV5VRW3qB5Vf3sHsB4W7RVDDT3wPByYW3wqsmD7llkF7111)

Did you miss previous insights? - [read here](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*N4N-7gjKJdFCW6MnL9R863mRc0/5/f18dQhb0Sq5K8Y9_DzW6KB8JF1k63-nW1DpWxy56RbwZW6Blzl21Nvw7TVM7Yn35ycclpW62lGFT8nDbbcW8vWWWq5_MRc-W8v2xKG8z_p8NW5y5wx85xCHp9VQJBKx5wdGSkW3Kr8b27Xm5GqN7d-tJnQJ99nW8tsM5N64kxhFW6cDM8C8p-zTbW3PmWT75CTjM5W7c7F4f1njGYlW1by7pr625bx1W6Gj8TS6bVy-5W25cnVb7NrMZsW3ndqfP3FzPPPW3s1XjF51GcQdMz74JcYSX-5W7m_B1R5c8d-SW378fhR1chkzTW3zLxT_7YsJDrW3gX1HS3h5fH5W73q0JW96VWk8W8pRtcG9hLhnyW4FnS4P3Slz8gW6m-vFJ7mn8qSW267zbP1n8Q5LVFwYrB3svXB3W4V83sF8QNyRbW1wDFsp2h6pKgW15kDw35DFZBJW49kJ936fXB_KN11rnNb4VjhvW6PYmz354GcH6N7K-c-gPs-ldW1Ngx1f51b37nW7Kc0qz52B7XCVXn7B16WpBzgW8pyWY956n6lvW5KCWTF32wFFHw1NsfDK1n0f5xpdw702)   
    
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[Sign up for Verne's Weekly Insights](https://hl.t.hubspotemail.net/e2t/c/*W21M_ng4Mv-VVW5JdkRv6X0QhF0/*W3hfN_36dGTkLW8RC4CW5Z0KtH0/5/f18dQhb0SbTJ8XJ8bxN81SjwlHyjJqVQK8w42BpBc0W3hHhcB2P7_nXVbxYmW8pCQ6vW8xPsSw24X7GhW4vgKM19929rQW7YCxsX5CRgQhW8wXNtZ4sX6C9W26mPZm6PVKcrW6N3nBL8xGZPkW6hYNZ42z9001W5K6NRH7-v-0xW22Q6G21lr6pBW2_mltl70fl6pW7PJ6bd2gM1cwW1VHbdH1fwyVVW6yBPJM30q8CNW2kGjZw6qQkKCW98jR-S94q7cqW6VKJl21hC_8gW5lpCVq849F3MW7zQqXT71H4WFW728RZF8cjl7PW5KyfxQ8MxmdhW2v3M7_35K4xVVLZykW54GQTFVrmzk98mDMJKW7DCMfk8j1Ft9N6rkB_SMQT_kW8bv7vd7jz9yvW5x4WJp2KfqsrW2tj7mD8Q6cK0W3qY36q4P7LtdMrPpMvrJh2DW5vHs6k6b-mP6W6cfByr5CZ1KwV84rVz6PxM58W2RL-9s3KQqbVW59hjJp10_wtpW80_hb91JjvqSW1Lldhy8B_y0RW1MWhN-1MKddJf56j2Tr11)

**03/13/2020**

**Nike Inspire; Staring Down the Wolf; #1 Focus; What Leaders Do**

Interesting times – hope we can help you remain calm and keep moving forward. A group of CEOs did make it down for our CEO Boot Camp and it’s been highly productive.  Here are some insights/opportunities to do just that – and remain productive yourself.

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the competition.

|  |  |
| --- | --- |
| Staring down the wolf means facing your deepest negative conditioned qualities, or fears, and then staring them down to reduce their impact on your life. You must starve them out… | |
|  | Retired Navy SEAL Commander Mark Devine |

**Latest ScaleUp News --**$50 Billion Increase in SBA Loans; Guide for Working Remotely; Interest Rate Cut – this news and more at [ScaleUps.com](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W45n2F922YlfQW6yTG5393Qwgf0/5/f18dQhb0Sjvd8YHtdnN81SjwlHyjJqMQKcjvcVQTgN3hHhdcVMsQMVnQ9Qq8-tZd7W4cy4pJ549CGtW4dQb0w2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW3dDvyr1pqBNSW1ks0Kj392CCGW5jPVDH47P0wCW403tVS3vbpkwW42vvgY3xJSq3W5Wn4g_3HBCg3W2-XB3p3dz-yRW2-V1P95p1jmHW3b8JRv36JTc-W5r6vFW5Dh_SLW6P03BH4ZFyB0W2-ZcXv3SXrPbW3z49YK3DV4y1W34yqN33C4RvvW2TNlN-2Twcr2W45Fh6Y1bJ0nRN2PGKtHyZtYHMwKJnC3qXWlW3nv6jD7bW3kLW8y1Sb119npQvW2GD9PD48xSwsW4bGp312WtZRvVM7Gmy8tM90wW7z34xK5rYtvYN9gJ6KN9XfwsD7s2GRLLk5f4rkkCn03), your one-stop weekly update.

**Dose of Inspiration – Nike’s Rise and Shine Video --**We opened our CEO Boot Camp with a video to give all of us a boost of Inspiration – Nike’s famous [“Rise and Shine” 3-minute video](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8qggGJ8ptsVjW7G0zVP6yClx00/5/f18dQhb0SbTY8XJ8QKN81SjwlHyjJqMQKcjvcVQTgW3hHh9c2P7_nXVcnTGj992gLmW4tV42X1nh0pZW4vgKM19926BGW7lPDJ36J3svJW4Fkx4z7xDKk3W3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1D15bKvbPW3SQgn23_CV3gN3V_TcnxZ29gW41TlcR3Tx3JbW5ThdHg3s1XjFN51GcQzz74JcVYSX-57m_B1RW5c8d-S378fg6W4rM2Gd2TYzyQW8qYfMY9hK05WW6n3R5w1wr9lKW7cjwwZ6NMcbDW3gg0gv7YPn7HW5jVDsl7gsk8XW8w-1KK95Sj3HVFRBHS6btT5LW3gJN5B15RmKpN3MjZ2fXNJC5W3SD9YS2pL-sDW2J1DSX49kJ93W6fVZ9g1Q68w6W1MMh8v3gvt5mW63K13Y60T-4TW3KhJJ4714h8ZW1nxJ_996TLMrW9hDSn15Hsy_rW7tM2dr6Zltf9W5HsNnV7sqWvhN8ZzcZKVs7V_MVmwSSrS1g1102) – please take a pause and watch – then keep going!

**Model the Way – Virtual Learning --**Seems many students will be experiencing virtual learning over the next few weeks. As parents/leaders it’s good to “model the way” – joining them in some virtual learning yourself. Sit with them while they are going through their lessons and pick up some lessons/ideas yourself. Scaling Up and our Growth Institute are offering up a series of short courses – choose one for free, our gift during this crisis – see below, but first a book recommendation for the weekend.

**Staring Down the Wolf – Lessons from a SEAL Team Commander --**Published just last week, the timing of retired Navy SEAL Team commander Mark Devine’s latest book [*Staring Down the Wolf*\*](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6YDGdm2t3PK3W6qQclj34HXhw0/5/f18dQhb0Sjvj8XJ8QKN81SjwlHyjJqMQKcjvcVQTgN3hHh9fVMsQMVnQ9Qq8ZyZwJW8VmWcM8-vPd3W4NDXqF8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW11X6sp83KHrFW7J3nH-3n1qXZW8mQMYT7NM5zGW744zhG3X0g0yN6bp1cMbq5fxW4TKc2l8Rd_CSW5DGs4q41Hb3rW5txdjK24JXf7W8w_5BB1dsNx2N9hH6_Mb3hd9V2K1bD2gzCcGW86F4f89hJV4FW5vbSFq2JT-g2W4KPvvk3K3mFTVPLTs15WkwprW4rNwfL733m3mW24_-cL2-g5hmW1bBvW33_5Xh9W6LLdKR1NFfl4W8P4pWz8R9kfxW3NGSVW67h79WW1nPLyC1Ngx1fW51bcyW9j2BDlW2jXr6_3LqbBRW8Xfkkm8N8GlFW3MpLsg4bVWxTN2dpqD7cTSRKMcSmkmMZPtc102) couldn’t be better. One key objective of the book: how to **“develop emotional control to remain calm, cool, and collected – regardless of what’s going on around you.”** We could all use a dose of that right now! When you download a copy to read this weekend, go right to page 9 and see which “plateau” you’re on in your growth/development – it’s an eye-opener based on Ken Wilbur’s work.

**Fear: Failure Expected. Are You Ready? – Commit to Courage**This is the title of Mark’s first chapter in his book. He goes on to detail 7 commitments leaders make starting with “Commit to Courage.” I know many of your businesses are being adversely impacted by the reaction to this virus. Please take an hour this weekend and devour Mark’s book for both its inspiration and tools for remaining calm under fire (hey, most of us don’t have bullets whizzing by our heads though it can feel like that) Your team needs this from you – and a plan for moving forward.

**In Crisis, Focus on Sales --**83% of elite salespeople (the top 5%) have written personal goals while only 44% of weak salespeople (the bottom 50%) have written personal goals. That's an 89% difference! 76% of elite salespeople have a plan for reaching their goals while only 25% of weak salespeople have a plan for reaching their personal goals. That's a 304% difference!

**Make a Plan, Goal-Oriented Salespeople Succeed --**At Scaling Up we’ve been in a series of meetings making alternative plans for how we can support you during this crisis, including the use of remote learning (like your children’s colleges and schools). Dave Kurlan, who founded and leads the #1 sales assessment firm in the world (approaching 2 million assessments) has the data to understand how to effectively drive sales. [This recent blog by Dave](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1yl12D8wBRWGW4H23QP278Y-C0/5/f18dQhb0S8329ctzY-N81SjwlHyjJqMQKcjvcVQTgW3hHhcN5Cgxh0Vp3s9r7s5LskW8TnqZt2L80vKN8Wm1ttKnnpfW32pQyW4dNzMYW33FCGW4bQlTkW8W5d6931WZXCW4hX_6l50MWnFW51Mrx54r3qSQW8y8NS750CyY9W95RVcQ25xd1mW7d75PD6RwSw0VTh3TG5p9F5SW564K3X4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1Z67wfW8hTJV48lwVXYW8hS2967bj1-tW2zfyqd7NrMZsW3ndfYD5DFWr2MHMGY-bdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW5b68Zt7sXhSCW4fZjQJ6hP0VSW7qqSXm2M5lj9VnCzGx8SCPNrN1zqwJ0pBHLdW8VlM968WmZMlW91KFdL6t81_pN2KW5YjtMcGVW1D8gqK6hYlkbVp3yzc7sSJ4HVkTTGk7lWWxFN5cLNNM9zM7DW3Swq4p74kGSBW4M11334H_8kHW55CTvk23_QGBN2dNs_SMlnmbW31GHfx12F2_tW82wtLN5nJ86yVc1v-n6P0jBkW8WSzDZ1ntClsW70cMm54L1MmrN4JXQH_1bFXLf2BfSzW03), details what it means for a salesperson to really set a goal and to make an appropriate plan. Please take 1-minute to read then sit with sales and make your plans.

**Free Lunch & Learn Series --**Doing something positive together (remotely!) maintains morale – and it’s during downturns that companies have some time to regroup. One way is to catch up on training and development – take that negotiations course, learn Topgrading, or explore Exponential Organization ideas – better than consuming another hour of CNN? Above I suggested a book – and we’re offering up a set of 45-minute courses that are perfect for joint remote learning sessions with your teams – something positive to do in preparing for the future. Luck goes to the prepared! Since we’re scrambling to make this happen for you, if interested please email [alex@growthinstitute.com](mailto:alex@growthinstitute.com) and he’ll set you up for a free course – more details coming later today.

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**CEO-BOOTCAMP:** spend 3.5 days with Verne, serial entrepreneur John Ratliff, and 6 other CEOs in a beautiful retreat setting, addressing the constraints holding back you, your business, and your industry. [Jul 21 - 24; Aug 18 - 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6cQ2G72s8hZBW6pmZWc5YsZtR0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqMQKcjvcVQTgN3hHhdQVMsQMVnQ9Qq8--HBkW8-xN0h4h_v__N2N5NN1rBQfkW4dQb0w2MTPR1W6WsDGT2d4khKW7P6jsP35_0LSW6WJ5WM57mqp2W7KJ7vd22Q6G2W1lr6mc60_rX_W6Bt4HJ1_QrvgW1Y_Y5J4Z1fhwW20Y98h1Yf--_W3bgZQs24ZF-xW1ZY5-P6t0MgSW3jxWlJ3VVkFJW4LG55J3yZDClW6VD4d064ZYl5W3lJwKx62Y6T_W5ccY_b4tgM6fW4_96Sp4Gb-cpW2nPPxp4Jdl7FW5dJSx56Kcsv_W4GcpMQ6260twW5m19wc3w-BSrW3ghXft2yszH-W3Rl-XR3scSxPW45yjvb2TxsNPW34lvx07k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq7zwlbxW7mtWSc7tsFYTW89nTfN2Vv5xsW3d6h7D9jk9FKW7CdGg-95bpQrN75wcFpcYJKQW7dJ18n8HDTV8f2SX1M404).

**Scaling Up Assessment**Many startup, but few scale up. What’s holding you back? In partnership with the former CEO of the leading survey firm in the world, [Scaling Up has a new assessment](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8wLGTx26-4rHW2STRx812RnTV0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynN1qMvRqd0K3CMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW4xsx4z5FjLPFN2ykvDj_dKH5W4qbmzp4ZF2CyN6LcPlfhBkYfW3H4pgy4pyKH1W4pj5Wp28CWg7VTGrKW4vtC0SW6NzV9H4XGwh8W5sNx_060xvv1N38TLdYPdj04N4ZFn_6Lw0WVW8n65Tb8GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blW5G1g1X8YM3zGW5qv4fv7h-J67W91Zq0G8mv-X0W4MhV8c8Kk-SMW9dys9M50HvtNW1MzfpD3y19vMN3wMXFC1YDWlf6DN16W03) that takes you 20-minutes to complete and then delivers **an extensive scientific-based 30+ page report** which includes comparisons with peer firms and customized advice driven by your unique point in scaling up. [The $149 assessment](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N8l8vCqmsRMSW1JCTs42-NmMX0/5/f18dQhb0SbTY4fpct1W8c_7ks4T_wynN1qMvRqd0K3CMscPFWXD6prW7cmS1s51S8RtW7dcX-J4r1KfLW7mFYgy4syl_rW51rHfD5mZ50NW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J2zlzJdW9dSlS635rgClW94-4T07sLbG-VFCG-j5rC5Q6W3l6ccQ8mQMWvW5T2rYb7KQ6t3W7cvxVf8q5qBxVVQf4X5vDhWYW4xsx4z5FjLPFN2ykvDj_dKH5W4qbmzp4ZF2CyN6LcPlfhBkYfW3H4pgy4pyKH1W4pj5Wp28CWg7VTGrKW4vtC0SW6NzV9H4XGwh8W5sNx_060xvv1N38TLdYPdj04N4ZFn_6Lw0WVW8n65Tb8GclM4VPNtBv3CVWzHW8csLSq1036f7W3bSmn08f36blW5G1g1X8YM3zGW5qv4fv7h-J67W91Zq0G8mv-X0W4MhV8c8Kk-SMW9dys9M50HvtNW1MzfpD3y19vRF3wMXFCBl8qf4--rtz03) includes a debrief by one of our certified partners and is the same assessment we’ve been testing and using in our CEO Boot Camps the last 30 months.

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**EXITING:** Looking to sell the business in the next 18 to 36 months? Want to avoid the traps many sellers fall into with today's buyers? You can download the white paper Seven Traps Sophisticated Buyers Deploy Against Unwary Sellers from align5 advisors [here](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6xhFL-2H0K_-W63fqXp8q1_t10/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqMQKcjvcVQTgW3hHh9N5zh-NRVnQ9Qq8-2txqN2N2xVWH59YcW1BXtSD52Xz4GW8Yztwf8-_mZwW4Myr9C2JjQbXW2yG_DG7d0gNcW8xPzP_7b_l6DW4swFGm5tr7FNW24WXzX5TncjTW2zHXvz4Bs6cnW4yym9n2p0tdzW5PBVSM3W38gNW6dyrM333-K96W2MkPjT2HnHLBW1GqKWk1HnpzJW2KDbdJ1v14y7W2SwjvS561xh-W3HtrQn2qfTS_W1nVkSC31H380VcNLLP30T_rPW2Vv3cs1G8MxxW1Bb4rM5b68ZtW7sXhSC4fZjQJW6hP0VS7qqSXmN2M5lj9nCzGxW8SCPNr1zqwJ0VpBHLd8VlM96W8WmZMl91KFdLW6t81_p2KW5YjVtMcGV1D8gqKN6hYlkbp3yzcN7sSJ4HkTTGkW7lWWxF5cLNNMV9zM7D3Swq4pW74kGSB4M1133W4H_8kH55CTvkW23_QGB2dNs_SVM0WqM31GHfxW12F2_t82wtLNN5nJ86yc1v-nW6P0jBk8WSzDZW1ntCls70cMm5W4L1Mmr4JXQH_TKJFb4hWZ0H103)

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**EDUCATION:**

[12-Month Scaling Up Master’s Program Philadelphia Boot Camp Kickoff: September 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7YM8C45rw0-fN8HL7XM_TWdc0/5/f18dQhb0S9r62gC01rW8Nz18p2qwv15MKnfqc60m1QMf5hg-XD6prW7cmS1s8pCQ6vN7mWzgNYwxWDW1n3rlN4vgKM1W98Cnnz5CRk-zW1bCNn_49J57SN8LDQ745Grh6W8h2BLR3D3LJCW9f5vZY3pt3YlW83_Pyq834DLzW8XWFDF7NYs6sW2KGTHc7BVKlWW8YwR7j1bNnrZN6Vn4Kk9bdccW2_mlRj70fl6pW7PJ6bd2gM1cwW1V9FP52vrpcLW1nnQd338kffxW24ZF-x1ZY5-PW46vzQ86G2lbzN7NMdQN4cNXyW75WRL34q6K2dW2PSshD6Jp1wPW2KNSs711mW88N8YyvdvDdnKGW9ln3sm4NBB2PV1mcPM18gP2TW43k26B9lnYsrW2N4JzQ1lYv71W71Z9HT6xBq1kW52YBZv7CLqrbW6WrJ3z8c4C-nW5L2Xyz68H_20W5gSHY56H5W1XN3nSW3FVR6H2W4q1tJV93G66rW1TSGdL33FzxDV2f0wq1nCrbgW1Rv_7f4CgxpgW24Vsvf3ylqtDW99XGm52kDSwGN8hvj1BqGCrlMVMPVbVrLq8VhbV2S46-8mz0)

[**India Tour**](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W2N3m095xrRqRW4CKb6X7zmTJl0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqMQKcjvcVQTgN3hHhdQVMsQMVp3s9r6zk0y_W1SdznZ4fsRhcW5mZ50N7r9gpHW31J8pp2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj1_4VFB03P5rC5Q6W81M1-p2przrYN6W3RDgHd1fdMz74JcYSX-5W7m_B1R5c8d-SW378fg64rM2GdW2TYzyQ8qYfMYW9hK05W6n3R5wW1wr9lK7cjwwZW6NMcbD3gg0gvW7YPn7H5jVDslW7gsk8X8w-1KKN95Sj3HFRBHSW6btT5L3gJN5BW15RmKp3MjZ2fVXNJC53SD9YSW2pL-sD2J1DSXW49kJ936fVZ9gW1Q68w61MMh8vW3gvt5m63K13YW60T-4T3KhC3FW714h8Z1nxJ_9W96TLMr9hDSn1W5Hsy_r7tM2drW6Zltf95HsNnVW7sqWvh8ZzcZKMVs7V_VmdSTf6z6JTN02)  
  
Mumbai, IND - Apr 28, 2020  
Bengaluru, IND - Apr 29, 2020

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[Melbourne, Australia – Mar 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7Rzy9N7-YSlmW6r8LTJ1T7m1Z0/5/f18dQhb0SfHv9dZy7bW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5Sx1Vq7GqVLDpF18CSvhfW8BSwp561LyH0N1nP5KBRzbH6W8B-9dc8zTMKrW64JpkH5s867JW1rfXn08r4KPlVSbM8n8r4j7xW1kJSxY8rZZ4wN3P_c8--vytvW8wxMJQ8q5wNwN3Q0VfVVyWp5W5y5jh-1rfXlzW1kRpb77ZbCzlN3N20qKZvQzKVPdD3D5q9bk3W4DXyR125Ny93W69_d7T6FGhy3N2yJF1WYT2jkW6P4lCX3xPtL6W5rC5Q63lzN6vW4Dk-X225T_L1W6rw34n6cCj0DW5K_zXK3lj2tvW3blhRk116t6hW5zL7hq8tY46bW3gqKpt5rNK0vN5vbHClNc7k2W8l5KzL36RCWpVQ8Y-S8pBDyBW8rFt4W8KkQ-YW3Bbcb75rNQn_VZvrkM3dj6mQN3dMQHfP75c8N5zBwccJKgL4W5nHW8H12pyLgMk8xjrKkx0fMf_tcMfTlLHV1KsWQ1Kdy7KW8g0Jpl8Z3S_lW2Z0_d42GD9PDW48xSws4bGp31N2WtZRvM7GmyW8tM90w7z34xKW5rYtvY9gJ6KNM9Xfws7s2GRLYCkrxPXh2103)  
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[Charlotte, NC - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7TStBx2MhwkjN3RnKmsYGC760/5/f18dQhb0S8349dK6CsN81SjwlHyjJqMQKcjvcVQTgW3hHhc95Cgxh0Vp3s9r33k-qrW2L4gjF56kVFYN8Xl6QDJp4YxN4frXJ8lV5WhW3vBMFP3gk8kdW61b1R55Xn2q3W1Y-fcp208QfYW1-1XCq7bj4RQW1YfpZF1Yb4QTW1G54Wj1-ZTqHW24LQHX1QfrxdW1jxKyP1Q8wnFW60VCWf6lLvK3W2gNHF319wZTJW7zSH6N1Z1PnbW7QQY1y6pL09BW5-Vm3Y8Y0CpDW7y10jt3hCzjZW5KxXB65KDCtZW12tL7f5B4Lq6W7r74zS1FpGnNMk7F661cmfYN6Kql-Jz74JcVYSX-57m_B1RW5c8d-S378fg6W4rM2Gd2TYzyQW8qYfMY9hK05WW6n3R5w1wr9lKW7cjwwZ6NMcbDW3gg0gv7YPn7HW5jVDsl7gsk8XW8w-1KK95Sj3HVFRBHS6btT5LW3gJN5B15RmKpN3MjZ2fXNJC5N3SHmR1bqGkYVbVd0l7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkS8Swd8y6qW1QP0Zf3whctRW8tl7Cy56fGhtW9jTG7x85-xkLW56n7pn6n2ZKcW66_qjX3xWwfqSdkP1G5X3Z102)  
[Sydney, AUS - Mar 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W248glN8Z1-FDW5rTkfP67nQbV0/5/f18dQhb0S65P7BfGH_W12Nnww2_V1_VW2JWsmq5vCkQTW6SP8Fy3zMJ2fW41HR2g20wC6lVt3hYV4n4m9LW85D_1n85_FWFW6g7Bx55n-GhdW3fLdtT4qHdj0VngmQ22q5z7tW7dp8674PCc6fW6_h7tY9k5c_8W3W6y2c6Rt3LxW6GRr7M3hbKtcW3VLQLt7qkMjZW2KnqqS2rM3RWW2FpNFW1GjDgQW7tJmFj5G4QMNW2PZ-Nb30G_VFW768j0d3xqcP9N47hd-gY6BRZW3gYDrR7dMbd8W18p_L85jSTrJW2Bnp0B7RzH-JW3gX5zh6440-XVQtYl_8XGQqRW4rKVfr6KlRpGW1-w45M2rwf1qV6LXq27Q7HPHW4pqKMt3xZgKfV2s9DW8M2T4XW1XgGWW9955_LW3kmTDL5l_YypW6tJll77N7xcxN4c6pDf5S-wJW6BnnSk2fqTkhW7QZ1Kf7SK930W8YmyH38DJVxWW78vjTB8hkmCWW6rcZjh870hgSW4my2Jz162J2ZW2kdsFT3yR_12W5TBCpG7-DlpbW7Xq3VT8WDsxTW229QV77rZtHYW4R6ty711G4_kVj3CM43j-gtzW5LdkRD4tJvsDW7cYbHB7zwBgBW1LKM729b_Z05W8WZXCG559MSNW2LqVdD7qW6gbW3v6cWJ9gyWt2103)  
[Amsterdam, NL – Mar 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W2k7nQJ3Y63C-W55FxW45yThPD0/5/f18dQhb0SnGZ9jx9FWN81SjwlHyjJqMQKcjvcVQTgW3hHhbZ5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZjmWW6B3WNr2Mn1sBN32lPx_qhfSXW2KFPqq1yNKGbW58PWqt7vBy7qW2SML_t7J9Rk5W30Tt1N30r8r9W52X-Bt5ltllzN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7MrBmcW3xR5Dh625bx1W6Gj8TS6bVy-5W25cnVb7NrMZsW3ndqZK3Ps-QxW3ryrW16H5M7RMMNBCZMMQxXW80gSRf97rB1bN8yfX89bGrtkVYN9-J2CMDYcW112fVv4XH5HMVMvBm82bkVB7W4sVzbM35MKLGW2F0Dv45vWq77W5JNbdS4wn1tPV_zsqG5yZNbdVRzJnN257bZsW2wbFZV1nN-H6W8kWsBP8pC2fVMbqGkYbVd0lW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkT9RWV215_B1J7MXcW7B91fk918Vb1W7ZdRYB3QblPwW8VbCD38572k9W3sQYkl6gJfg0W73yKD270RWLSf3K4SKg11)  
[Vancouver, CAN - Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*VW9WxD8C05qBW62mR7L7SJ_k80/5/f18dQhb0SnG_9jx83zN81SjwlHyjJqMQKcjvcVQTgW3hHh9N5zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5ld431W8-tZd74cj21HW4hr8wb5nDllLW8W56w94jt-k-W7r6cd07sqgPTW54Gzrk4fsHrtW6yRt7x4hbHsdW2Q2dn51GnyPRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1ZbjGy6pkGnRW3m2fpy53X_ZpW52Ylfx3_8mplW9fgwMT4gF8QWM4lGgftnQd8W1hpfvJ594Bp2W78n2Mv52Q0XSW5NKV9W6W_wlFW6cs15j5-zNblW7r_qfT7xrxz6W2dJM1H59l8CGN2N-VC6rgRHPW11BkL75Y8f-0VJn_hJ49Yw2vW49QZGx4NN2TTV4slhZ3MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDN7MVntXP9GRKW8rY3R48_m66bW3T8v3l5GrxpvW4zrQSQ1CzzkDW7QSN6D8pCR-fN6XT2YsZpcmqV9ZLhm8nXXGQ111)  
[Minneapolis, MN – Mar 24, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1k92DB6Y6mDxW4567z2322Xtl0/5/f18dQhb0S8309dZzb4W6KB8JF1k63-nN1Dq07mrNDDPW6Dk5RP1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcm8rBFgkW8zTrRW8y_L54MPcP4TQfxmbW8CZxbk5y5wyqVQzKLp3KrHcxW3L33Sn35ylNjW63l-M_62SwwgW8tBSz41pNWLnMNgVwRVzCxXW5zBR3C5BCrNHW8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDW5CktzD83KHrFW7J39qH2m8DqKMmmRjTRTwBtMMNBCZMMQxXW80gSRf97rB1bN8yfX89bGrtkVYN9-J2CMDYcW112fVv4XH5HMVMvBm82bkVB7W4sVzbM35MKLGW2F0Dv45vWq77W5JNbdS4wn1tPV_zsqG5yZNbdVRzJnN257bZsW2wbFZV1nN-H6W8kWsBP8pC2fVMbqGkYbVd0lW7wV0n49b-xlNN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS9_7Vd8y6q1QP0ZfW3whctR8tl7CyW56fGht9jTG7xW85-xkL56n7pnW6n2ZKc66_qjXw3xWwfqf7Jf8-rtCp02)  
[Saint John, NB, CAN - Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5_627V4Gjm3nW8zzDTW7S1y3z0/5/f18dQhb0S1Wb6_HXFDW12hzl91vYyhQW2L6_ym3wytJZW1HYTR275xq2sW3sLhg_10g0lvW8Qkg0S6XNTdqW8MhG1S4wMg2QV9Jjy26TMPrRW427hY86PR1bPW2FfdRj4PdC3lW99l8r_8XnBnDW97DLl78XgV93W8fMxjf2VyzqNW3klP2X4yW4DYW6tXR747jpnSwW2Bm6Jk24-G-xW2xst_j4HFf-SW51cfm720HzTsVjr-1y2466bkN5l5jc3HxnG1W6nmH_F8bhXVZW2Qz_wQ60QRbvN7115v4Vm8pdW6g3MWK62gwvBW2NVQDv6XWTJ2F8T5R632yWtW8ypsvK8PGkmcN7vRNHB31q9SN5ygl536Pw9LW4LPVYx1VKBrZW99KlBx7kkM1wW4-v-746TpqYrW5NDkNX1yLL1yW4Bt2GD7J9ylKW6pKckf9f1dcjW41v-vh4n-BbBW4hNNx080zvVZW6zJhm03YSPQ4W8_XNHq8nGnF3W3t9ztq9jHjMJW2T4q0c7H6dZNW8Qv3WL6SD8b_W7Y0JTC5WBHYtW7HcQPK1kZnKGW67qpdW4Y8H1_W3cDdWb6DhdJ_W2llx7y4N38F9W8C5klT8sph_wW4G2NQ98ksGsvW9c7Wcp66r4nVW5QcLtl9fF8GyW8r5V0z85rcvdW3ZQKw-5Cr36-111)  
[West Chester, PA – Mar 31, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N7zM4t9hCtrDW44gPTL96K6H60/5/f18dQhb0S64C2nRNKtMX3r_9j7vzTW60Mv9Z1wXVfnW2Rw_xz2_WzcnW69FBSr6lhLjVW7xgt-R7ZSbZvW3-Mlmp2pJNX8W621Gsw2fj1TwW44tK4q6yQjJRW4b2kBG4ZcLZZW8pj5y18Q_PtDW4rCK1J9c3lk5W51vW8x3HBspCW2SjTrq7tV0YNVCWZV47qlMfqW7m4XRx41DBX7W8skXwW8V2Dd0W8Svy6P6DWcb1W1tZcs51nbzP0W5lPBKl4KSf8SW1v0L_M1fFCtbMHxT9z3735-W3cG1sg97_Fg6W7ZrRF32Kj6zdW1Dhfd17Y2XxRN1MQYzVf4bPlN4d3zpCNy5KqW6c865T1RhwJ7W9cGgwC3fzvDYW7QgwmJ90-B61W2tZqR144XW8hW8wVyvd7w2jxhW4-mxkS75tQwKW8w_clp4pPkQ_VqxJDh43FcF3W7tdmRt1X3fV3W6dM1Tp6rzjgfW46jKqt20fnhdW6gcQzn5xYmJXW5kM4dX4lbtQzW3sZ3b048_WxrW28MK9C1hWlCDW7BCKM68RbCxtW6Z2HT398-Z9ZW5mrD2W7gkshSW5PJ9GF2yj9RHW2VrGZC58MRhSW15Q62170k61ZW4dPlm25pw3KpW4CB_ff7VCdB2N7vcRsBB7kfSN7fk2g8kxXZWf3nStW_11)  
[Amsterdam, NL – Apr 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5VrQvx4F4J2HW20nM2T6HGf-q0/5/f18dQhb0S8389dZy7bW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5RP1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLZ7W3N3QDW5xK9S_W66GK5y3N1vsHN1q7_cMLMp03W8Ct0Kb8z-_P6W8yWKqB64bMQ4W5y553M8tBkR-M-v75zYwvfdW5JwWsz63dLFTW61KwBX62RrVXVMMvHq1mQmjXW5wL96L1q-tG3W2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL2zNV52W9dGZLl5HH3ghW4x-xGt7zLV65W2NnQ5K4bQW_qW6c3-cy7nGgSqW4mb0V11SN68HW8_QDNh454L7NW2Hl-6S1GK4X9W7qspLv7kY2kYW7pGTqy4-J0L4W1S4bw52LXx16W7k2hkC5dx6XzW2HnH_f7rqFr6W8-stRD1SdTJpW7v2KqF2JCJM_VmQTk42H62XQW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDRRW6N1Y8Y8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W5Wstyt5SJS1g0)  
[Louisville, KY - Apr 2, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*MnDXnw5x_8MVmN7Jk87HRbg0/5/f18dQhb0S82-9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558RJ4W2MnrdL1SymPFW4hY0Pr4cj21HW4hr8wb7sqgPTW54Gzrk4fsHrtW6yRyWK1D8r1QVsN8vt58PJg_W2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gq4W7W2Y7Dl76pkGndW3m2rMZ53X_ZpW4HGVLs1G8MxxW1Bb4rM5b68ZtW7sXhSC4fZjQJW6hP0VS7qqSXmN2M5lj9nCzGxW8SCPNr1zqwJ0VpBHLd8VlM96W8WmZMl91KFdLW6t81_p2KW5YjVtMcGV1D8gqKN6hYlkbp3yzcN7sSJ4HkTTGkW7lWWxF5cLNNMV9zM7D3Swq4pW74kGSB4M1133W4H_8kH55CTvkW23_QGB2dNs_SVMkypY31GHfxW12F2_t82wtLNN5nJ86yc1v-nW6P0jBk8WSzDZW1ntCls70cMm5W4L1Mmr4JXQH_T1XzF96tjBz103)  
[Amsterdam, NL – Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7NLPgN8XrClpW6ZQzrd5hBGWt0/5/f18dQhb0S2z-2MzB0HMVYP139920nW2vPsBc4SS6d5W2Phr4t94nvYTW6l_Lkd1n60YfW6ty9db4dBXBHVL0dS241YFRdW5tZFG_8KvB0VW9l73sb5_Hv3qW73S4W35CFcqtN8rfmTSJtxTHW7Yy5dJ8CgXCXN2nnjBMLNg3mW23zV6n1-PgTwW8C33mc7gLYj8W79jRjq1Hkt1xW71ngVB5M1VqtW113n6r2s_jl_N4RzZV3v77P0V7NxJ64ydB9DW6xlVFV7J-p6qW1yb93l5qcKQzW2zDmzT1VfM1jW7H0LZY3Hg8tsW2lts_02xWqxGW7kxqQm8dpqq_VfmWhY6YyP7sVJFXXx74s6PvW3XtMv48z1wmwW3Y4qNq2dxGSdW980g-n5ZrbNPW2PdZdG7RB5jSVTNcQ87mNVj1W2SFFVY49bB71N4lFWT1njNfkW810d3B4dwM_YW5wmp1M4Dsh91W5h0TjT7LF62qN1BPRhH188JVW3y86yT40wtJ9N4vSZyfP0jS_W7vRMKr970Yf1W1xSR0J7cnT6YW33bB021HvX7NM1QL0VtVCG_W4g7B7Y2GGCbGW97dS1G8yFsS5W2xqVzZ91lZfJW8tGMxk3J8WZXW919T4z7p8CgzW1lN5w236GCbJf5SJS1g04)  
[Adelaide City, AUS - Apr 7, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1VpQfd2bK6rvW6khTC060-Fyp0/5/f18dQhb0S1Wd7Bf-yPW12NLNG5VVgsyW5Xm1dC18RW30W5F5bsh3Gv_6lW64WJng42J2MdW2rm1Fm6WMNQDW3TVT4p3kXFGpW4n--L-8XH_YtW9kD_7M6WT3hFW6xhw0R4PdzPCW916qr74pJNhDW4dxW165S3VXJVNv3jL8_2M-dW2JY9NZ2TS9XRW3DHH8w5YQRVLVlPPQg13tBQhW1sQjCM6bcJCMW3mP1ch29JyrbN62zj7wmFgt6W50gJLS2rKNn6W6GKNDb4XCdZTW1z98xd37tC_gW7SV-Wg6qBrLgN21kNZtwPjqrN3xDkB_h-b5HW2QTBHr3CBP_TW95ZYGy7BQ9qjN2qBkwB81KjMW3FY8Cd6MrY-cW1SK6DB5nP4zVW5LH9mV1J6S27W7-D0Qp5fdc8MW4-Z-vK57wVq_VmhcZR2n34mFW8D0mc36hlhB1W5LclZc28qQNLW2vNdNt7Gs0bJW1bdDsq10ZWR6VG6fMJ5-jDJRW3y2Kfj8n_M-JW6l7zJt109M7qW5_0NDf2v2g38W7M7yF78YsbSyW2ByBVx3nfk8rW7cHtR07Kb5zMW22ZX_z4LnmtwW344K6n8Pgx7SW48lZNJ3xTnx3W8TCTKx3CQfX-W6ldtRQ4dphxwW1JTrXM8DpDRfW6zGtYH5sQZQXW6xvTtD2gBbpyW8Sll0r9b67SSW7s3W3p2W_4t-W8MZchX3sDGmfW6JwYcy6P_zm0f8Zn67B02)  
[Danbury, CT – Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W3F-sD75JHzXJVkBX8P7Yhyh-0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ55f_BqW6WBkkW7vgJmdW85Q9CM5LnrWMW85H89L8VrmLTW8h08lK3qLxtsW1yvvYX62S397W5k8wbS6vGWXQW2HVTVM3CcrhnW3MbN8N4pBT3HW2V9zyZ4Lkw6tW3MbDqX1QQ4x7W3jjyH73jcy46W5_FdFB5KxXB6W5KDCtZ12tL7fW5B4Lq67r74zSW1FpGmL7vFN-MV3qcXF8tYWf3VpZ7rK8gjXd2W2NnQ5K4bQW_qW6c3-cy7nGgSqW4mb0V11SN68HW8_QDNh454L7NW2Hl-6S1GK4X9W7qspLv7kY2kYW7pGTqy4-J0L4W1S4bw52LXx16W7k2hkC5dx6XzW2HnH_f7rqFr6W8-stRD1SdTJpW7v2KqF2JCJM_VmQTk42H62XQW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5lQW5Qd9xw8JcVvGW6ynctn7Cnh5pW8phlrt6Qb4R6W6VGk7v3bgDFDW4Q-5SV4HzlYKf7HFk4d11)  
[Phoenix, AZ - Apr 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6D9bcn7qjPN5W3qvqGC2bjvTG0/5/f18dQhb0SbTR8YHs-8N81SjwlHyjJqMQKcjvcVQTgW3hHhb52P7_nXVcnTGj992jrcN7ZHC1mbQzJrW51fxNc6bnNb9N2z3K1VYgNcZW6PZxrZ1nrCGBW51LTg55DHNj2W8ffyph25DrmCVf3dJV5DHCRfW7cby8w3W4sL-W3VKqsF5jj8JBW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1zlWpb5kky86W5FxwrJ24dlXmW3jxWlJ3VVkFJW4LG55J3yZDClW6VD4d064ZYl5W3lJwKx62Y6T_W5ccY_b4tgM6fW4_96Sp4Gb-cpW2nPPxp4Jdl7FW5dJSx56Kcsv_W4GcpMQ6260twW5m19wc3w-BSrW3ghXft2yszH-W3Rl-XR3scSxPW45yjvb2TxsNPW34lvx07k-2C-W3m2qZ_1JqZ1RVrX3l16VzHhFN4yR22DXrN7ZW6bnYZq1KRl6xW7mtWSc7tsFYTW89nTfN2Vv5xsW3d6h7D9jk9FKW7CdGg-95bpQrN75wcFpcYJKQW7dJ18n8cFzYjf3mxHPH04)  
[Amsterdam, NL - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*VTKn5K5M9ZzsW432Ylq2LCln20/5/f18dQhb0Sq5L8YXMXYN81SjwlHyjJqMQKcjvcVQTgW3hHh8h5zh-NRVnQ9Qq8-tZd7W4cy4pJ5mZ4YrVJp28_4JZ2-lW3gqWqp4DsPhhW2HT7cn2TGBN7W1K1m637tZWb9N7HmKThLbHKgW1g30yR5mNLNvW2wq0688XWFDFW7NYs6s2KGTHcW7BVKlW8YwR7jW1bNnrZ6Vn4KkV8JH-v5-KhfLW4DqHqz6dgmw3W4yv2r03MlV4BW4-TPrs2KQ2YYW6lD20d49WVsfW7CYX_B35ZzJqW8gjY6L8WBKbVW56sy_82NhXK3W6YN_bQ7wJmSQW5Zctt95b8zt-W2c5p3n2sRZPvW3nCn8x4QmkGdW1T1HBj6Wk3tYW2bGgdn5MTnzNW55Vs0-2gdg_RW82lW272sRMHZW7pYvG130gstRN6g-mzZn6VhRW2tRbsb53hKFLW4b32VL4lBZ6FVnpt286t_HvdW8Ph58-59BvzgW6f_79H45yhlBW7x2vZc4Wpr0CW2cyH2G6k8brJW2STYjx7N6W9wW8ndyL03wmX_lW6jcT_w1L5BTrW8GhLd47D7HxjW1Dy_KC2vBM_wf3_3-lR04)  
[Franklin, TN - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W29nzLC2CNF4GW3t4S794GS7Nq0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZlvLvJgVtg5JQ59hJgcN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W5VmrMN5yXs_P0)  
[New Orleans, LA - Apr 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8WZ6rg2-pHDqW4NFRtT1RS9J30/5/f18dQhb0S8389dZy7bW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5RP1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67k0tr5wP7fyN8p5ry4Qfk2VW1sLbGn63nbP2W8vXzgZ3JsXVKVV98F061LjR_W60V3Ls37wTSqW5v6ll61qM-c4W3Q14961pNWLnMNgVzb_-H41V-v-gK5BC1j2W8mp2bw8p-Vr0W65kbjq66PvWhW352Jgk4qykswN64kQsC75xfmW8pmbSQ1mhW2DW3Vpxww96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g6j-W49qr8P6V4mf7W1B4DyF8gjXgqW2JrK5l4bQW_qW6c3-cy7nGgSqW4mb0V11SN68HW8_QDNh454L7NW2Hl-6S1GK4X9W7qspLv7kY2kYW7pGTqy4-J0L4W1S4bw52LXx16W7k2hkC5dx6XzW2HnH_f7rqFr6W8-stRD1SdTJpW7v2KqF2JCJM_VmQTk42H62XQW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtTV42c_83nh5lQW5Qd9xw8JcVvGW6ynctn7Cnh5pW8phlrt6Qb4R6W6VGk7v3bgDFDW4Q-5SV4HzlY_f4jrC2d11)  
[San Francisco, CA – Apr 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8-pzhh19m5B4W6jc30g7sLYTW0/5/f18dQhb0S8379dZy2sW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5V81Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98FmW8rCWZG1nP03_VQKDZ51p7ZmBN8rCgbpVyWmRW3GCDtS5v6GH6M-vyGZYwQ4fW3hPlSk5wL96LW1sL3M03MybvyW4XH_kR8srs54VYf-LZ3PwxLFVLvq-g6cc-4tW69LPZ72xZTXBW7dDxTN7mWsnXW7dzcsS51vDDKW6vYDb47v70tSW4RYYVx3ryrYkN6H5F9sMNBCZVMMQxX80gSRfW97rB1b8yfX89MbGrtkYN9-JW2CMDYc112fVvN4XH5HMMvBm8W2bkVB74sVzbMW35MKLG2F0Dv4W5vWq775JNbdSN4wn1tP_zsqGN5yZNbdRzJnNW257bZs2wbFZVW1nN-H68kWsBPN8pC2fVbqGkYVbVd0l7wTZy2W9jW8Tk8csGDVVD2JBL7n5ZnyW3jPt8d5G484VMkSbl5d8y6qW1QP0Zf3whctRW8tl7Cy56fGhtW9jTG7x85-xkLW56n7pn6n2ZKcW66_qjX3xWwfqSjbp3_q7f7102)  
[Grand Rapids, MI – Apr 20 & 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W19f_l36HV9YYW80YgSS3JlH7t0/5/f18dQhb0S8399dZyv8W6KB8JF1k63-nN1Dq07mrNDDPW6Dk5Rb1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jVscRBfbgW3LyKs-63Sjl_VQKk4P3J4F3XW5v7vk-8y0sgYW8y_WY23Q0gwxVVbFJD8p0cfbW8vXzgZ3JsXVKVV9mWj1pNWLnMNgVx-WysGBV_v1Gl3hhplSW65c0Pt1BwNLrW7mHF3-7sTjsdW2Qy-df2WtynPW6b5nDn8Q65vzN2QyM1Qddv_xW7rCZhR2MyX6QW71GffN2N33B5W3_t0gL32Gf2QW4dnWJc69NG1wW6PqSXL7RLPd4W6V4tjB3_61gHW1tzckS1txG9NW6GsfdK8XNh8_N7JrRpnrg_-cW1SyRsb5ftQgTN224wM-vdlv5W1v-Mkr4lJcG4W8ZLGWH6cwrtjW5d2JyK1FJmTvW20snzK92KCn0W2151TV1MQGqkW1G6-nG4bf_rhW4-qMqz2NyZq-W7jJ2cr7s4FbKMnRWbfmNv1VW5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSN1Z2rjmJFYxlVsk4dR3BBvpjW70z0v17BzqkJVXm_bL9dFVWtN6TSCfHXDmW8W3p02sh2WTZMrN73Q0vR1-HTDf19RQ0J02)  
[Vernon, BC, Canada – Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5CYl1N5XdMt7W4ZYyhd6T0_1D0/5/f18dQhb0S8309dK6NYN81SjwlHyjJqMQKcjvcVQTgW3hHh8Q5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCtJDN54ShRhWVc5FN5qPMsbS9pd3W66PCqY8m6TF5W3LxNQB5v6GFYMZ6sWH4v15PW2MMbKL2sKGc_W3Dvb277JtTqnW8mnw907bjnYCW81ZVSF8FS_nkW1h4Khb8hvP3FW5lRCWm1M7k4-W1slFY46LftkQW47YlYy4bfcHbW47Xx4z3C811XW4-SZvb2KQ2YYW3_VZwP5ThdHgW3ryrXr6H5PCBMMNBCZMMQxXW80gSRf97rB1bN8yfX89bGrtkVYN9-J2CMDYcW112fVv4XH5HMVMvBm82bkVB7W4sVzbM35MKLGW2F0Dv45vWq77W5JNbdS4wn1tPV_zsqG5yZNbdVRzJnN257bZsW2wbFZV1nN-H6W8kWsBP8pC2fVMbqGkYbVd0lW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS9hcVd8y6q1QP0ZfW3whctR8tl7CyW56fGht9jTG7xW85-xkL56n7pnW6n2ZKc66_qjXw3xWwfqdXBf3N5TJm02)  
[Eindhoven, NL - Apr 22, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1f9kHK1XJLRkW4fDH6L75Yp6S0/5/f18dQhb0Sq5L8YXMXYN81SjwlHyjJqMQKcjvcVQTgW3hHh8h5zh-NRVnQ9Qq8-tZd7W4cy4pJ5mZ4YrVJp28_4JZ2-lW3gqWqp4DsPhhW2HT7cn2TGBN7W1K1m637tZWb9W7HmKSJ1jNqNdW1g30yR5mNLNvW2wq0688XWFDFW7NYs6s2KGTHcW7BVKlW8YwR7jW1bNnrZ6Vn4KkV8JH-v5-KhfLW4DqHqz6dgmw3W4yv2r03MlV4BW4-TPrs2KQ2YYW6lD20d49WVsfW7CYX_B35ZzJqW8gjY6L8WBKbVW56sy_82NhXK3W6YN_bQ7wJmSQW5Zctt95b8zt-W2c5p3n2sRZPvW3nCn8x4QmkGdW1T1HBj6Wk3tYW2bGgdn5MTnzNW55Vs0-2gdg_RW82lW272sRMHZW7pYvG130gstRN6g-mzZn6VhRW2tRbsb53hKFLW4b32VL4lBZ6FVnpt286t_HvdW8Ph58-59BvzgW6f_79H45yhlBW7x2vZc4Wpr0CW2cyH2G6k8brJW2STYjx7N6W9wW8ndyL03wmX_lW6jcT_w1L5BTrW8GhLd47D7HxjW1Dy_KC7jH_WCf3_3-lR04)  
[Sydney, Australia - Apr 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*VBvMyP9hJmvTW3tgd0N5xWJxL0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4-vzW5J0bPK7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhWY4xsx4zW5FjLPF2ykvDjV_dKH54qbmzpW4ZF2Cy6LcPlfVhBkYf3H4pgyW4pyKH14pj5WpN28CWg7TGrKWW4vtC0S6NzV9HW4XGwh85sNx_0W60xvv138TLdYVPdj044ZFn_6VLw0WV8n65TbN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW3hbYtC5JLs7rW6c6VmH7rlbsHW70Lrw33hjR_HW3v9jMr7XwsDYW5V9WFR3f5_rbW5BtMPQ5yXs_P0)  
[Las Vegas, NV - Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*Vh031b3vG682VQKpVZ473VPl0/5/f18dQhb0S8329dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x7R1kccfnW62Sfb16VkVRKW7vgLK45lRKcNW3Dv6sQ32xHnwW1hZpjK5mNLNvW7bqTzM7vp5SXW8Q9K7l5Kn975V7x5ll7vpdSRW3BDc3t6FBdh5W6Fpc9Q2F90VnW23-nGK265VBJW22-vhJ1Q40wbW5w8KG83gPWlBW1ybvFB5L1yFvW4gbRRs7bQ_p0W8QKpyr4sj3hVW2BcyM91mGWnDW3spY6_8qqlD0W2_CcK_7gF0pwW16x-hh1crc7GW6nSb1M2pHGPfVY0ShG3t7QsbW16jWTP2VrpxbW2yYL0v1767syW8JLnw71dqBxXW3J-szk69HZv9W36w6gJ4TD8W9W1cXRtw2xG3z9W251LHH6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBX7x2TV_MzW5PkNt17T6jq7W65vbjP3VzGmYW8TH03p6qfqr-W3867NY5y5LkyW919Tx83QzSg8VQN_Tj7jS4VVf5yXs_P04)  
[Minneapolis, MN – Apr 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7bmtPl8BhQn-W7p6GvD6wgMvP0/5/f18dQhb0S65P2frcnpVWnxH36yxp8jW5mBV8f3n2TQVW3H3wj_76wpHxW4hYrb-4lBgFFVKgWlZ8rxpdXW5BD10v7gr83zN6m45zjjyxG_N7DWwh_qq0l5N6HcRcshZK8RW8DMPNN5QfHMSW3N6kKj8D9P61W59MZYS7f4BNHW8H90pH8nPVgDW4_F_M65yQLFhW2nj28Q7vCPm7MHhYyyBWdj2VM0Y1R7v-H_HW52zxy72FD_W9W4_4KDZ7ykh1MW24M9Tp1NmpsHW55P-Kl1WYFDdW6DTjQN42V7R8N7bY-Dh-HpBxVyCw-M4lw3-GW2Nv8Yz8qcvSlW20LLpV43n58lW2RRPmn1YCdx9W8kTpJz1djz7yW2kmgqj7LWMQDN9gMRyDxXzVBW4w_RXJ5DD428W7_wwNY39st0RW16PpRX4-jxC7W5q08G_4mplxGW1MqtMt5GJWXNW73xzK46TCggTW3qKz7c3tV-hwW4ZNf791pG_PRW8VxwkT87tBJsMmxdXLGkD_JW1bTSB18wV6QNW4f2DLs6jcHcfW911H_C7_QsY-W6Q52DF6H3k-4W5Nfz9W42Ytw_W7n1XG16ZT1L0W1vp7sY9cbJ39W5RRrFV1_xbXTW4Czbyz7GQN9rW4W3jxw7pZPljf5VHnxs04)  
[Atlanta, GA – Apr 29, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*V5Czmf8q_Yf3W2Rt71M5lwW6W0/5/f18dQhb0S65P2dYTssVWnCxp53x9CzW47BsK94SS6fhW7RpsHy6trQx8W7SWgHR1n59-JW7VYc-C6NsbJLW3tzVn_2Y1y2dW7n7D2V20K220N19TwtV9nDlcW501RdX71KTd7W6YN1T08mDqkRW3PxgWz5PkCjSN2Jddw7Jh4wHW7b8qkH6tXmh6W2-Dypc1YJnY-N5FZhwSVMmtCW69M7G03fwfVWW720k-y2VnN7bW23c-Ct7gQz9jW8D8yXT78VVYDW2FDxyg5SD-yLW1YHL5c6rQd3GW4J0fdD7s8phLW7WJLSQ78LY16V1PwkQ4gky7QW2dwn966d8VzMW9cCy0l6v59W3W71LfjZ7ZstVhW5S0SNx7MYYP5W32B1h03fcM70W2TJllQ8_8VqwW3sD9FT81vFrtW3rN4qq7cCq-hW5ZCcgb6-dwFlW29_Q6n2c4cVKW2Sy5v16HvsrNW6cXPly83HpwbN64pb4VwkYJ6W3pbFsd3kXGQzW39vHL282LQKhW86bBqY3k9ZHNW4DkY1_3QclMtW6sfQh03NmwtTW60rVw69105NXN96f1lnz7bCzW2l89yy5SjF3NW2v2l037rQ6_bW1N1pZG3czN4TdtSmXb11)  
[Birmingham, AL – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*V7DtJg7ytQYpW5smxWq5QdRDJ0/5/f18dQhb0SfHD9dZyS6W6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVK6c6wtN49Y7YPHpVYQW1SPPHZ2N2CyhW2Swc0M58ytFHW58Q2VX2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3KtLW2qttrN6pkGplW3kFkNH320n3GW8gjY6L8WBKbVW56sy_82NhXK3W6YN_bQ7wJmSQW5Zctt95b8zt-W2c5p3n2sRZPvW3nCn8x4QmkGdW1T1HBj6Wk3tYW2bGgdn5MTnzNW55Vs0-2gdg_RW82lW272sRMHZW7pYvG130gstRN6g-mzZn6VhRW2tRbsb53hKFLW4b32VL4lBZ2FW1GcbZZ9gXDm7N8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS9yrVd8y6q1QP0ZfW3whctR8tl7CyW56fGht9jTG7xW85-xkL56n7pnW6n2ZKc66_qjXw3xWwfqp9vf847_G302)  
[Los Angeles, CA – Apr 30, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*VrHMKP7Cd9rDW28DxrJ1ZWc4K0/5/f18dQhb0S3j42WJLfhW12h8xJ5VRxDzW1gB6Z33Ql2_xW7wRQCP4VJwWxW6QxY7820wCdgW76CCF32b2jHXW85D_1n2ST7ZRW3c839V5n-GhqW2xgjq893r0hZN3ZsDY7Dz-PPW4tH2sW8fHP35W3sGK8H4GyCWQW31-60-40NjdRW7L8jqQ1_VtRhW2w_4w37S386_N34vh2PgYN9TW4WKzjt2RZHg5VFQdct2pCc32W629HS42whBFGVHgWzj79XslgN3yxl364yZH_W7JWgcm7sFTD7W2Fb1JB7qQJQ2W64h3Q-5Wcp1xW7-Qf853ct5k7N8rM_mftjw-HW2VVCSC3j-qGfW2rShQl4g_j4WW2XY_NR6Nr5HKW1XNjQz2x3kVfN7qx8yWG6X9XW17VDbz311VTgW6MXYF76PGn9RW2wZVnb7gklXtW2_hRs27N5VlBW96W7H-8Kg_zGW4xQFGW7ZSSDwW7xzz758lCRY1W2VSD9R87VlfSW4kgJp-5FBrskW92BbQp4w3cR2Vz0Y5f8sgtVXW3wPWrl6KvvcgW83MXhw7DDhBbW4jF4TZ4mtsDrW7783qh94X6scW1hHBnt3BvpbPW3TS_2K3G9w12W8RDtYL1MK3r6W4Bm3Rm4xBBktW9c6swp2DmPTwW6yjd0B33XJxrW4X4Bv46-ZMR4f89nljM03)  
[Perth, Australia – May 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6ldcml32w0rgVYZ8d23y1XB30/5/f18dQhb0S9r59jx8C0N81SjwlHyjJqMQKcjvcVQTgW3hHhcf5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCjBMW54RRxx2Mn1sBW32lPx_1HndTMN57Qx2srP52SW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gk59ZN2Y5-079HQvGW747w2b7P1-wWN33FK-yqPkxDVnjZC88km4dlW1WcrN285jw3JW1BYBRN49pq0GW7HTMNn2qYB81N9ddp65n6zslV5pDXD4y6NZJW6W8hx99ggqQ3W1DhRpr5mNp0WV6rGwJ7s5gK8W1BtK-P2ryzjlW8Vy0Cb4N1fKYW49_YlK5-vL_8W2p8_TT7-cq4LW46m11T3ygvH8W8c3mpl8hdNDGW7ykhcr2XsQW8Vb-GX15qv4fvW7h-J6791Zq0GW8mv-X04MhV8cW8Kk-SM9dys9MW50HvtN1MzfpDW3y19vM3wMXFCT6-KL1GNTvH103)  
[United Kingdom – May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W146T8M2fcy1PW1_pbNz6gFvzt0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMQKcjvcVQTgW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW3spY6_8qqlD0W2_CcK_7gF0pwW16x-hh1crc7GW6nSb1M2pHGPfVY0ShG3t7QsbW16jWTP2VrpxbW2yYL0v1767syW8JLnw71dqBxXW3J-szk69HZv9W36w6gJ4TD8W9W1cXRtw2xG3z9W251LHH6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8DCml_W7Mh53w1ZNCpbW96Vcc_3c6K9DW6gC3Ss7s5Q35W4xBb-j1WPqF4VpW00T8wrrS7111)  
[Nashville, TN - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5S3mwg8sw8shW8PTct_8DVYqk0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcZTW2RwRFN1G7JSDN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W89P-by5yXs_P0)  
[San Francisco, CA - May 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6LgRMd5xQF-rW8XTykP1HJvSp0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5RP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyVtMcYH7sSWg1W7v58RQ2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NNXmVTz0183J5dqNW15VCFM448D73V-sH-b2_ZvFTW8GpVP-8Cl0lpW35VytG14_xd1W3hnLQK3-YcK-W8KlPmr448D8bW3yBTkR3jfYHzN8nw-TzDK9sXW5w7mlM5jf9xgN5w5gBbLHRvrVLxywp2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798zdf4H0zzgW5R1nfC1TK5lhW96bkp84nBkDZW1VbTL76N_HwJW5NNm_H4Pv86fV5XWqp64B6_m102)  
[Stockholm, Sweden - May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N6DmqjCtzSFmN31wbVFt_YbZ0/5/f18dQhb0S2C573p10HW12dXqK2nnFl1W1fDjd_2YDzp8W59TgT_2Qxm_8W42K7wp2RR00VW8mxqTt8N1ww9N6Y9R2LL13TvW4tBNgM2bkXFHW4ZBtLV4RrXq0W4sX8J673yqptW6K9Lz76ZvKxKW4lPxcJ8Wh-PGW5gRK4y8wbtPzW4DYtbB6xc9W5W68j2T388mClHW1tqCpZ8TtGbfW4hjhqw2wsCLxV8hzzD5lllXWW7RX3vP62JbFyVTw25G5K4wb2W2nPJBC7QQFmYVMnYy16-zNclW53yPKk4-p-MKW1l8Lr72vYzT1W3MKQ-n7ml69lW3tR5132mlR92V6VNzC2LLPbwW6lp8jq4MJGgzW2YT-Fk5_lG9lW5GNjHD8hf5Q3VllQ877T---RVwGpdG57ksFNW5N-fSc27gBN8W6mdpTX11lrlYVfcf4w94LzPkW3_JrPR7Jhz6CW4ZZh2M6WjRr8W5yl41H4RqnXjVNF5mt92XwGpW4txKth26sT0DN2f3Lk2TvClBW2sgj9L4dsdqrW8K726J8-g2LFW6dfWBn7JyS-2N1pcgxM953fkW77hlQj4rxjSCW3BQVps4dPPj0W89BxJG1qZj5gW8M-RmS6mXWdrVpc3Y717GblwW5sNz477bhdxwf58YKkC11)  
[Dallas, TX – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*V_lr0660Q4WKW2dsK5z7m9r9z0/5/f18dQhb0SfHt9dZyGFW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5VW1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV9pg-W8rzD9d8CRZZvW5vLFlQ66GK5yN3hP1_6Xy2fdW5Fz2WF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W3lW-pS6d0JK6W3ryrX36H5CNDMMNBCZMMQxXW80gSRf97rB1bN8yfX89bGrtkVYN9-J2CMDYcW112fVv4XH5HMVMvBm82bkVB7W4sVzbM35MKLGW2F0Dv45vWq77W5JNbdS4wn1tPV_zsqG5yZNbdVRzJnN257bZsW2wbFZV1nN-H6W8kWsBP8pC2fVMbqGkYbVd0lW7wTZy29jW8TkN8csGDVD2JBLW7n5Zny3jPt8dN5G484VkS8SwVd8y6q1QP0ZfW3whctR8tl7CyW56fGht9jTG7xW85-xkL56n7pnW6n2ZKc66_qjXw3xWwfq23pf1t9RPS02)  
[Ann Arbor, MI – May 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W9b5Zjl3J37FpW3MrDJD51YN9n0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2b2rX23FW7KvG7C3dKWMdW7RbH1h61nMDMW6DyV4S8Kbf7yVSX2Jn6jrZvlW8mDL-75HWM9xVBMvWs2p6t7RW8gRPl48NN6dNW92jcNC9gCXjQV-F1mC1k9T4dW2JBXF12pK-nvW5KMvPt5fbtBPW4PxbT28QWhvjW8nhrP81WbqdMW7-Wf-y5s-ShdW57hQzr4WD4RXW8DkXvP2ftSh5Vf2r7Z2vQwZzW4SNRtR3-B9lvW3JLBhQ40nv71W7MS_1b5w6shtW20hZ9S6mRTv4W455rmY6744QgN6JzLs0sNVxSN1LDQlb6tCfkW5vyB2h2j8JxFW4n-2Fd5wM0nkW7PKJyL8nj8MlW1Z1QCR68XM7ZW19hvyt3Ksjv2W1xrwNc4h8ysfW9gSrWP3MBJqwN59-DRKRmNZ1W8y3T_w83fZsYW5Vp_6R3Nlc7kW1_fsTP6kDnmrW7-p_Cm88mYqXW7X37rP5ZSGZ9W7wNL8J2nrrwHN56VF7pJHDtNM_BPwPQz-T2W4vMk1C7zPZCcW3v2QHm5kW8hVW8tvx-33GgFbTW95hpsD4765MSN1p0vK6mtP8Ff7vdY0t02)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W62f30p2l0Ss3W5n1JxG1R9z8B0/5/f18dQhb0S2C82WJLfhVWVCWf5VRmvkW2yc7_87CH5WjW8Db8zL76pv5PW3qMLNQ11f3RmW3zNh071WczN6W3M-tRC50yTsxMpnMSjM40DSW2fhDdB3tqfvYW8XJz1l1b3KC9W8JmsB16_WXBhW5DryzF5Rl1YKVQt43R3bwY46W8D0Zw126m1kPW6JvP6949nlJSVGCYy36ms9DCW5jK0P47fKWJmW3CvB9l5J3RwKW2FRp5X7r5B7VW18C3g91T8CN_N2BhwvKxV_HTW7hJmCy17wvmsW6SCzCR2KlHjwW7BgnZr3dMX_BW1CQHC83vyfsdW4wf0Qg6PyjCCMv4Z8nR_kc6W54K8_m93yfmYN1M-4PS4qKJVW9htYjQ4fg68FW5PBHpX6Zw158W4YFCpb2XHwFgW71Y6x75WmLTmW3vXrmH9bw5gGW7pjJX783XwdvVS3lk52HjRwJW8k5tZX6V6HhpW8NcKJC7LRZ-tW7DPN1D2_cYrdW73HfXz95vfd-N9j4Yzf37C2NV6f22F3rPjPkW69Pg3H75Xw89W1Zn7Jh5L0N9LW3_Xy7T7k2cCvW1nhk1-5LTCC6W7z2MHp2dlVXvN895Jkyrdj6wW9j7qFQ8DvygcW76xr_t92K2qtW1JcRQG6Kb0GfM30DlWqYCzx103)  
[Amsterdam, NL - May 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1Z49pd1VxQY8W61zTlB5F86660/5/f18dQhb0Sq5B8YXMXYN81SjwlHyjJqMQKcjvcVQTgW3hHhdB5Cgxh0VnQ9Qq8-tZd7W4cy4pJ5mZ4YrVJp28_4JZ2-lW3gqWqp4DsPhhW2HT7cn2TGBN7W1K1m3D5Sj4qjW85H87m2tRPg8W2PXZJC5mNLNvW2wq0688XWFDFW7NYs6s2KGTHcW7BVKlW8YwR7jW1bNnrZ6Vn4KkV8JH-v2FWVZ0W3SQgn23_CV3gN3V_TcnxZ29qW41TlcR3Tw-3WW68Kwdg4Dk-X2W2KKDrL18dKPTW1VJryk5lX8fqW13bD4h6dkxF9W8Sw7kG5LV7blW7sP57h9gh5kbW3p1NkD30TlCHW55tJGJ4bnZ_sW6xx0x-6xthVzW1gGn1h57Rd1_W7HRbz18TB7FRW1hFM-Q2_VKpdW6wq-J-2fCTsmW7sGlBj1VwxcNW7JdmVH4NwpvPW5l4KbF8nDXSjW38H1t73Cdk0dW3wv7Sm6x-wL5W2PjBM42FGwQ7N7qzBBk10NbdW5x6QYH8s89jNW9c6FPj3ZFl_VW1VD5Vt977wvRW41BsFQ1MpdXgW7PX46H3wPByYW3wqsnT98ZKJC111)  
[Sydney, Australia – May 18-20, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8TkbSW6Dr3w7VqkPtc5JzFfC0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjN39vDCGT8FzQW8l2x6l3GCDtSN5v6GJj-06zSW5G2WMN3dQJFhW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LShfW7PN9ZS8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT82wPvfW8mQMWv5TptjNW7BnNCz55T8N8W7w3wPS1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6VTfWdv5yXs_P0)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1gLZps94075bV4rN-C4vjZKx0/5/f18dQhb0S65P2dYTssVWnCxp53x9CzN47BG-gjCdBCW5JdsW43BNM49W6l_V2d1mCqySW6qMB3Q4cN3YwW6_5VQy5T2Gx5W5p9NPK41pGwGN2n-6Dm9nDlcW501RdX71KT9NW6YN7tq8mDsVPW3PxhCv2TbVFXW5mJwMh4Ns-TVW23qgwd15jSFWVdbgvs8qz33ZW7LJk8-3PwtmFW6DGy-X3XCBqHMVw56BlbfJkW7htlg06Lk0gPV6l-RQ5lqq5mW2vvVg-3McwW3W2SrqHJ3ZKX4VW5TbRzy3gjlMnW3lCD713dGdbyW8bblFS42c26bN3PdCJPPgr7SW3vdt6_9bGhJyW2Q05Fh4Cs2GlW8QSjVT2Sz-11W52VQwQ6frGr8W2KTnPJ3bz__rW5lGJsW64blPLW5ssKmw7T3mc5W8_RRrc4XTyYSW6CjZX763kb6KW2B0tXj8hR2P5V5xyW743TtRMW4BWncC3Ql-b9W7nXzvY7_zFXdW8p9TN03qpC03N1_NKxzbsXT_W7TCWqB3_QHB4W1F2YkS3g6-bFW8wYzc_2hQLbgW4G2Vj04TJ3mDW5RFyd35frFXQW5XB0Dy55NsyFW1M-48D3czN2wf1yL8pT11)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W66wjq_4s-WNrVLW2Hp1p9MBM0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMQKcjvcVQTgW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW3spY6_8qqlD0W2_CcK_7gF0pwW16x-hh1crc7GW6nSb1M2pHGPfVY0ShG3t7QsbW16jWTP2VrpxbW2yYL0v1767syW8JLnw71dqBxXW3J-szk69HZv9W36w6gJ4TD8W9W1cXRtw2xG3z9W251LHH6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8DCml_W7Mh53w1ZNCpbW96Vcc_3c6K9DW6gC3Ss7s5Q35W4xBb-j1WPqKRVpV_ZC74dQ2D111)  
[Sydney, AUS - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W648MH75TR99sW2CD_dk8-D9sL0/5/f18dQhb0S3j42WsqN3W12h8CT1fC94WW4_pfjq2YqGZ-W7wl8pC75q7PyW3qMJlG6bPx_wW5Jq4tJ5pDyZjW3M2tyQ8XK6tCVcM-1X8QPTtGW4xv54h6KhYXbW1bbk-62swHWKW9dSTjw76SsF7W4xz4FH2bm4WhW9jNyct8pbNMlW2YwrkY6ZyWjrW2sVzfP7vh8MkW5mRXNf2Pn4TfW5j06T-8tjQZPVrjrk295CXR-N1hdvJwD6mhQW1ft4Wb868sPWW5gHWh231rgnkW5TbV_V6dK1nyW6V2GGm2PHjY1W5Y199t97-Nb5W6wDYBt5B0jQTW932zD451XhlBTdkjP3T-PwtW7bg2pq7hjcSPVbb0kt4kmdjcMyYBnqC_x_MN6wcw7KxZG4nW1V2jkV2QHjHhW2ztR6j6R4LvsW7BvRz17QD9BSW4tWtyr2-82fXW57zF1k3RScjsW8Yf-ql3kKjTqW4tl9Wd6TrQr0W22RWdg44rX51VQgVRh4l6tR2W4y11SD7FdHPgVqrTxg2jdr2nW7SN5tD7SvBHwW43sfhG4BvXC0V_fCjj21QVVfW6HtXNY5C5Tt0N4N_k_66bdtDW3Mp-9t1hRFPLW3ckhBf6Kd_VyW5DK9Tq7wBPpXW8tdpFF8jV8-hVB3G2g1vgK-pVJQFvS2HPhCC111)  
[San Francisco, CA - Jun 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N1vjDjTw9W00W5zWSF887lBnp0/5/f18dQhb0S8399dZyv8W6KB8JF1k63-nN1Dq07mrNDDPW6Dk5Rb1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98FmW8rCWZG1nP03_VQKDZ51p8b3RW8zvynb63mBqDVVyWmR3GCDtSW5v6GH63cRYYrVYwPX-3gQ44LW5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xZTXB7dDxTNW7mWsnX7dzcsSW51vDDK6vYDb4W7v70tS4-ltXqW2w7MhL7FbXksW4mgT817cvxVfN8q5qBxVQf4XW5vDhWY4xsx4zW5FjLPF2ykvDjV_dKH54qbmzpW4ZF2Cy6LcPlfVhBkYf3H4pgyW4pyKH14pj5WpN28CWg7TGrKWW4vtC0S6NzV9HW4XGwh85sNx_0W60xvv138TLdYVPdj044ZFn_6VLw0WV8n65TbN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW2C5cM_4r5l5jW3hbYtC5JLs7rW6c6VmH7rlbsHW70Lrw33hjR_HW3v9jMr7XwsDYW5V9WFR3f5_rbW4YQ51x65wGyz0)  
[Franklin, TN - Jul 14, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N28pTG4VgTd3W6hgkTS64B_nq0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl1D8_YxW7vB3TH7w415NN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W6DPBxX5yXs_P0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W3__twW2JTb0HW2xt1Jf3W_h6f0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhWY4xsx4zW5FjLPF2ykvDjV_dKH54qbmzpW4ZF2Cy6LcPlfVhBkYf3H4pgyW4pyKH14pj5WpN28CWg7TGrKWW4vtC0S6NzV9HW4XGwh85sNx_0W60xvv138TLdYVPdj044ZFn_6VLw0WV8n65TbN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW3hbYtC5JLs7rW6c6VmH7rlbsHW70Lrw33hjR_HW3v9jMr7XwsDYW5V9WFR3f5_rbW8MzKS55yXs_P0)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5817_r2TlRwlN13Z-J7R6Pqz0/5/f18dQhb0S65P6_rDSLVM_SqP4_BcFqW8l3wbC7l5GvwV_V4RY3BsLRvW2xxqrY3w7gr3W8qBTSg8GtkQNW1_nd1975GjybW1_f0tN3hh67LW5MTVfc751NQNW52QjJq83MsfVW2j9mH392RntfW9gH6dL3tDBGfW8Jj2602qW5hLW83Rng_95NFYNN8QstM6PtpJsW27XKn51q-nsqN8BZKpFb9-J3W5qnVGL15gK4hW7d3HRD8FHRPRW3Rz47v4gVd6tV6x7Hx5bJ5QYN6wXW44vp52MW2pB7hP5bRJdSW3HZ8NR6PbfS4N334WHz5J4qWW7M9KjY1Vthb0W2yBKFg9dfcYYN3FRHPJqcCLBVkFDB42bxqDlW3z66P31lXskQW7CG9hf6XXWGGW5XZ1Xr4ZS58xW3yDxHk4sjwyRW3mrpJZ7l9pMBW95cpP0165SFSW4Wddsw4ld955W7V7Hn-8j2s96W7N_2NC56RZj4W6yQDXp2Nsl9SN6Rk7v7yNHSBW3R6rZt1CnB8hW6Tr3c37_jwvYW2Rwh8952PS1QW4M51gb7bn_58W5mcD2d3T6W9vW2DDXHx47bpFCW3HXndd97FH0PW25l_tS8ShNBBW8fP4wn9l0M_TW9c6Fmm7ZB47lW9lHqWZ8N6gZhW3sChmC8XwNZ_f2KqmtB02)  
[Nashville, TN - Aug 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*VBgcT5302G1HW7-jKNS94Xx5_0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBN32NjZltMcY4N57QDJGrPm2mN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W7VWxzY5yXs_P0)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W3WgVW890ztydW3VjLFr39vLN70/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqMQKcjvcVQTgW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S378fg6W4rM2Gd2TYzyQW8qYfMY9hK05WW6n3R5w1wr9lKW7cjwwZ6NMcbDW3gg0gv7YPn7HW5jVDsl7gsk8XW8w-1KK95Sj3HVFRBHS6btT5LW3gJN5B15RmKpN3MjZ2fXNJC5W3SD9YS2pL-sDW2J1DSX49kJ93W6fVZ9g1Q68w6W1MMh8v3gvt5mW63K13Y60T-4TW3KhhMh4J35SnW2N3p-l8WF154W9g6NSs1_QGvlW5CncHc4yBt_RW21PcjQ5yMlGxW8z0_wF1MWhN-W1MKd8-12mTbz111)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6CfLnZ7bxqXfW5v-g9911vRqb0/5/f18dQhb0S8319ctxSbN81SjwlHyjJqMQKcjvcVQTgW3hHh8w5Cgxh0VnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4gsg6VN6xhb7MqCwVxW5pqZkk30HSWzW558jwW5nrfmRW4h_dcD1Ww7fNW558_4h8V2RP6W2m59z_2gmPddV4CtBr1Gn-fgN7sDbPksgDK_W2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP37RjV2W7NrMZs3pcyGGW2przrY6V4thfW3_5R1X1tzckSW1txG9N6GsfdKW8XNh8_7JrRpnVrg_-c1SyRsbW5ftQgT224wM-Vvdlv51v-MkrW4lJcG48ZLGWHW6cwrtj5d2JyKW1FJmTv20snzKW92KCn02151TVW1MQGqk1G6-nGW4bf_rh4-qMqzW2NyZq-7jJ2crN7s4FbKnRWbfVmNv1V5HFsHjW9gHVjT73QsnmW1d5pgb5m7WT6W6DzwRS1Z2rjmMJFWZ0sk4dRW3BBvpj70z0v1N7BzqkJXm_bLW9dFVWt6TSCfHVXDmW83p02shW2WTZMr73Q0vRV1-W6655PblS102)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7vTthM6X4ZQMW3Qjcrl5Vs64d0/5/f18dQhb0S2C86v3gBLW12PbKt1wXVksW2FbHwh3wytJcN7TQ1l3Qxbg-W8ZCZbX7-R4NJW76vlKw4x2dJ1W85RmBk24S6cXW53CWZM8v1TQwW28fs0g5Z4Dl2W3pP0q44NwLfJW8NqHDN4-cFjyW8ypbx72WLxqvW2zJMBn7x6r9cW6f82lM43q0T_W3d-FmC3TmK8kVspfD01tdwM5W1BPQrB1yg7ZPW8dbPt48l9280W5ggnL82K9hpLW1l3tkJ1QQHRVN2tdrz4nWMvKN1HCKRjtVdXnVs9Ll435R9R0W6c5mNx96N_TdW8F6m9v2L3CZ3W71Cpck2r3Y-hVW-WxK5WxlNwW2rz0ZG834rTlW2XYbfh1C5r_2W3xb0mX8pYVRKW1ZFqkd1kP6-0W2rZRT-47TPwpVTm7496bvBv8W71YdwZ6lt6vnW3sypPC7YV32HW5DXbLc3_J0XJW1MzjhQ4mj_xhW29LTf_78jn-3W8vdMvY7fhjL3W6yxFjh7QkqpkW8RvqPV4W1SLqW6N0fn0931rb5W8j8KCB6R_y6_W7yQ4ZZ7yCPFfW6SRTW_6MkK4RW2DPbCh3crT6YW1b0x1x8cLGC8W6VT1vk8Lfv9ZW7Bv-zc9j7cHjW27CM358Vpp47W3v9zQS4b_KWBN7z9fNvTP5lbW5PRtvB2ktXR_f6hnp3v04)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N2Fh2_khrt3sW6mycy04s4V_b0/5/f18dQhb0SfHz9dZxZKW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c3-cy7nGgSqW4mb0V11SN68HW8_QDNh454L7NW2Hl-6S1GK4X9W7qspLv7kY2kYW7pGTqy4-J0L4W1S4bw52LXx16W7k2hkC5dx6XzW2HnH_f7rqFr6W8-stRD1SdTJpW7v2KqF2JCJM_VmQTk42H62XQW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtdV42c_83nh5lQW5Qd9xw8JcVvGW6ynctn7Cnh5pW8phlrt6Qb4R6W6VGk7v3bgDFDW4Q-5SV4HzlXSf7cWpX_11)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6tYlxQ1Grq0LW6LG_1-4yFHzp0/5/f18dQhb0S2C87z_YLrW12gKJ01j3hFNW4-vLHf1z7QlmN48cclLWH6-PW1PSHlC6GyRNYW5DRLmS7xrnRtW91ZLR82CcMsbW6Rj1GQ8n2FZkN2qyv84yT8c9W5m58nP3r7dGSW23snWz7zd5nYW6KWC7p18cs7tW7LRsP76GXn_5W8VRlTB8BQpKbW38N2-b5G7r0-V1Gwcm1YmqlpVnm2v07r3h8MW1vGxs23C_WhlW8f9z0P607GqgW6bzlqN2yd6Q7N1YHzpflR16DW3lPlGs55825yW7sZLSV4DRm5RVyDtX51lP6hpW4HLtKg6KF-GRW2G4zRP56rZZnMnr7jsYJ1DYW1RJ17_27Q82dW9kmCGd2Jc8VbW5y71hB7VkgqPW8Kp3667NGvXMW6RmBCs7H1m9bW1MCVM52NmMPPW6YzR9j1FDKt6W5d-n4X3l9JQRVQMf285V5LfRW976cqg8swbjsW3brxj15Q5DppW4nBrB73R6rYhW7rBt1729V22pW43P8dp81phX-W410jS3142VdTN8qX99fRvNjVW1V2sBm3P_lhSVMbg5l22J2zGW1ZPSt-56l8J1W851JKy4xF4gTW5pw3VS8XnQxZW5g1Fkq94S3HXW8npK3s4px9SLW7Y5f4G5hKyZF111)  
[New Orleans, LA – Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W628y529brM_ZW3LX2gF7QzlLZ0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591TYW7rs05S49zs3kN53bkfXKnkDtW7JfySk4gsg6VN6xhb7MqCqbzW5pqZhQ8z2p3LW2SwL4C7sCHMRW8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6n8CJCW5TY7bP4Dk-X2W1R4Ltp2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NNXmVTz0183J5dqNW15VCFM448D73V-sH-b2_ZvFTW8GpVP-8Cl0lpW35VytG14_xd1W3hnLQK3-YcK-W8KlPmr448D8bW3yBTkR3jfYHzN8nw-TzDK9sXW5w7mlM5jf9xgN5w5gBbLHRvrVLxywp2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798zdf4H0zzgW5R1nfC1TK5lhW96bkp84nBkDZW1VbTL76N_HwJW5NNm_H4Pv86fV5XK7W77q8Tf102)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*V2LBNh1TDqf5W4BHybn7h49mB0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMQKcjvcVQTgW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW3spY6_8qqlD0W2_CcK_7gF0pwW16x-hh1crc7GW6nSb1M2pHGPfVY0ShG3t7QsbW16jWTP2VrpxbW2yYL0v1767syW8JLnw71dqBxXW3J-szk69HZv9W36w6gJ4TD8W9W1cXRtw2xG3z9W251LHH6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8DCml_W7Mh53w1ZNCpbW96Vcc_3c6K9DW6gC3Ss7s5Q35W4xBb-j1XNJnHVpV__46S8RX3111)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N3WPzz1hl-cWW1n6FlV1qNBzj0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35ybjcW8mVmG-28CYXLW5Crhhd99sMklW6M4zN95_M7PWVQT-YQ8nNY3FW3G-18-3JS7s4N2wkP3NYxBbBW62wvcs8l3TX3W2Dg3sP5_N0d5W3JL2wl4tf9pxW5C9mPp3N0DZXN61mhgR9WYbXW1k3Z_v7q7-QcW6kl2Sx7dr9qWW72YqDy3KS8zQW5CBjwL5hk1wxN5x0gb4215_BW1J7MXc7B91fkW918Vb17ZdRYBW3QblPw8VbCD3W8572k93sQYklW6gJfg073yKD2N70RWHxw8PNv111)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W7hKqhD5Z3M-XW3TdHgH86K6W-0/5/f18dQhb0Smj09ctzqxN81SjwlHyjJqMQKcjvcVQTgW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4gF8QWM4lGgftnQd8W1hpfvJ594Bp2W78n2Mv52Q0XSW5NKV9W6W_wlFW6cs15j5-zNblW7r_qfT7xrxz6W2dJM1H59l8CGN2N-VC6rgRHPW11BkL75Y8f-0VJn_hJ49Yw2vW49QZGx4NN2TTV4slhZ3MYtL8W4GshG-45Ly2MVkwRPg8mCX4CW1Hnwhl2RyhkDV8XQmv4QDgwJVWWcKr1MFCLXW8Xd0bC2B6jBNW4HqCkm8LybzbW2B9lpX7TBql9W32wFFH1NsfDKSf3h1dQ1zD102)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W74FFqK5TnDqkW6RmCmt3Wqfp90/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2b2rX25sW7dRKFY3dKWMdW7RbH1h61nMDMW6DyV4S8Kbf7yVSX2Jn6jrZvlW8mDL-75HWM9xVBMvWs2p6t7RW8gRPl48NN6dNW92jcNC9gCXjQV-F1mC7sPtGmW5lTm8L4Ns-TXW24py9815jZmlVcYZjj8gHK0tW7rr-z-3PnRtvW6FGbv71zTdfqMVwbMhv4TbVW7VznHx4s_730Vv4rRk25NMHNW1x2yrN3LhmKRW1HqP_63ZLLlwW5TdQkD6xCh17W6GdHMV476BHlW4Jsb8B297k1-W6YXYlq3K7XJYW4DPxlt11HZS5W6r-P2w90bjXfW7jcrtr6DxGQCW6k1dQD1FCm0JW1Cx4tV2tV5jvVn6D8h3lt5LHW5xR1113dz022W7-_BJG3YG51dW80PD6g5r181SW6fggkL7cX66SV9PgtJ2kbhmxW6vXgFv3SpHpLW7HBgYY98jt9CW7cQ3sS155ZJsN3_yrklmbDl6W3Pxwgy2RHbt0W3-kWyy3gfDPFW8JRt_72kPgLRW4y7dPs2ypmYLW5RFyd35f_4GTW8cX9Qr7ckx6MW5z1-zd1rWXNPf9gKJWW11)  
[Nashville, TN – Oct 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W11X87B1hZZR4W2Q8nZN4b2CNV0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl58jzZLW7XVW4s7NNbKWW20_Z7m6JknFhW2fZzKM1Y_63_W31rP001V-PH3W2fDrtT7lvZ53W1MkxTk1wsTgqV7d2M61L4xyjW6FKg-T2XsCWxW7sx5sD64QZb6W8rvCHd22xSv2W8Xl1cb5cyhmqW92C45h2gmw3vW3H_Pty2DzCtRW1zB6F36WqMv7W1rtvwK8X06PBW4GSgN97VB6f2W5rgjVf3BHbhzW3nVjS66jHLl7W8DZFzw7k0g9tW3FdmTF4d_M87N4yXG1Skqw4dW7NPTvz1Fm4MdW5fsp066zJHKqW57rPdM6Cmxq6W5VqXH0604tD3W6Pc2NR7Pwr4jMVzQv-Vn7DDW1FfrM632ShfbW31qMQ11S8n6GW714h8Z1nxJ_9W96TLMr9hDSn1W5Hsy_r7tM2drW6Zltf95HsNnVW7sqWvh8ZzcZKMVs7V_VmtLGf2_pRqJ02)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N1QFgYXx_ycxW1BJ0Y_10N0F_0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzW5F29ls7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhWY4xsx4zW5FjLPF2ykvDjV_dKH54qbmzpW4ZF2Cy6LcPlfVhBkYf3H4pgyW4pyKH14pj5WpN28CWg7TGrKWW4vtC0S6NzV9HW4XGwh85sNx_0W60xvv138TLdYVPdj044ZFn_6VLw0WV8n65TbN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW3hbYtC5JLs7rW6c6VmH7rlbsHW70Lrw33hjR_HW3v9jMr7XwsDYW5V9WFR3f5_rbW3MxJSJ5yXs_P0)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N4xmsZYnWY1pW1FhsQ76KjwBC0/5/f18dQhb0S65P2dYTssVWnCxp60RnJnW47BsK94SS6d5W8GHq3k3BNM5wW90VSNP1n59-JW7VYc-C6NsbJLW3tzVn_2Y1y2dW7n7D2V20K220W19v_PW4Pdqc1W501RdX71KTd7W9frx-08wFfYFW44g_LZ5hc0bWN2HD0hJ9R69DW48Q4lj1lP7tdVW2HsN85zPhjW4XdJg874Vf9zW3WcCMc7RKxt3W1N0hP68Hwq7CW6HPM3q4km0btVdJZxv5--VV4W5cNdfk31G_jQW3W9TFy26TrLdVctm6_2HL3ZjVsVhCV41MpmtVGgzq06b9K1mW5PB3CT3cLzlDW5nP1691KGBTfW17m0R58515ppW9dx3p82lnJLGN6z0sLHFmRQWW75Sn4x5YQhMpW2D8L7c8WGrWkW7VySzN6m__lFMyjNz4SBM6gW6RDBMJ2xhKVSW34nKDB7VnCZXW61VKCc6mjbW9W698Fd72VbfjWW1zwJDj82ZMYhW8-2ktc8f8V_sW9gGybz1SGvDqVzqBNT2Y2_glW4HDKyN2gqth5W3FRPdX6zl_KZW5pW8Pw8VZP8vW8ZfxMY8JqSFjW1PBld24cSd4TVTGGRf8b1R5Zf2qz4-x11)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W8K2VRW4VvJw3W6_RYPB2NLnm70/5/f18dQhb0S3j42dYTssMWnCwZC43PGVLFD3Q2vL8RGN6BxZCHS2pvpW3jhmkM5qc0hDW81Rp_l6Nsk0FW5Q-z4K68yNq2Vw_6_d6MtYc_V8Nsnz1f7Y9nW848Cgm8tgcsYW44L8dV17xT4FW7QwKMN3fLKfZW1S5nmh4mFpWVW2gX_bb4lz4ymMfZdkYpWLDQW57zpVW2F6Rt-W6Jy2sD2R1jy1W2R7Km736jWB0W2vLGPv6wtxmtW1d00RT8yGqm0W51KCtb74Jr-5N3cVrkhxVQcQVZd5Tg7dXy0DN4j8j7dRckHNW4Lm3Q67hmmR_W5W_ytk5c7xg7VrMdpR44ctr2W7mRYdR7vGMcxW6gLkKL6wvtjjW7v1htL3-LY0dW50dDSm6TnP7YW3P224L8zvwffW82N8bF56x53_W6HgYyz3ngCzKW8KGq835JnykrW6dRmrm3LvRh9W6lsZkL7QMXBHW1KhT6674hKCtW7SpBbn871-XZW5zXtzC2D0V-PW64jnJV2RR1w1W7JbndJ2fghmjW1Ygqlx8CT-sLW2kXlcp4sFWGHW4Hsx4P4f64JCW5MMkdj6_lS1mW2zV4wJ6KdZ61W2p5xdm1fzPdmW6YLvtw50kgs00)  
[Louisville, KY – Nov 5, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N52fqV8vLCPLW46vbQw4Vj4cv0/5/f18dQhb0S82-9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558RJ4W2MnrdL1SymPFW4hY0Pr4cj21HW4hr8wb7sqgPTW54Gzrk4fsHrtW6yRyWK1DWMhmVrPbDh2QxscQW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3zC7_VBcdW5ZpycS57-ZBTW83C5JP6rY-3sW2KQ2YY1Gq4W7W2Y7Dl76pkGndW3m2rMZ53X_ZpW4HGVLs1G8MxxW1Bb4rM5b68ZtW7sXhSC4fZjQJW6hP0VS7qqSXmN2M5lj9nCzGxW8SCPNr1zqwJ0VpBHLd8VlM96W8WmZMl91KFdLW6t81_p2KW5YjVtMcGV1D8gqKN6hYlkbp3yzcN7sSJ4HkTTGkW7lWWxF5cLNNMV9zM7D3Swq4pW74kGSB4M1133W4H_8kH55CTvkW23_QGB2dNs_SVMkypY31GHfxW12F2_t82wtLNN5nJ86yc1v-nW6P0jBk8WSzDZW1ntCls70cMm5W4L1Mmr4JXQH_M16NXtTyRQK103)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W4kPpgb43wrYQW28WgS51gh-bg0/5/f18dQhb0S2C82p44bJVWn-C52_V4zqW5jqXmd3d8DZzW28P_qz6sY3KcW3YgkKX338VvDW5JF1-l1W_Y8cW964PvF9hbRYTW3c_TLf8SgH7KW2szrxG74xjSbN1LTGsR9_3svW3sbxD218VmmXW1pxF7S4-cprjVhttGN43-6DfW1KqPVr8YdQ_DW5JzTSV5mT5NBN4XD_27hV690W67z4MM2MJWkzW5lBzjH2MyryXW5VHDkv1qxvvGW4rwjs05pbbJTW3_BVYC2vSW1zW3xnN7b6VN8_7W5__Wjg8CC0dGW6Ql3MS1kPSt5M3NrwwwsC6xW1tHRp31DGY1sVHSrbG1NvltwMrK3sLT1BJ2W9kM5pd7kN47rW4fWPSH5Q9Ll_W8LKP6H8mWJJ7W1wDt0R7WzPtsW4hy_Ht7cG4MBN29LhqWtkHpDW5Mfwyr7hb1RBW1ZcQN_86TFHZW2DBwkq3zGcQhW2P9xc94TlW6QN6lLZbCVtlvcW5PgdRK57pp8kW8bT7nh2PxD8DW14P3Nt6RgwzVW4t5l-Z8hf8ywW6z6g2s7B7SsJW8T7R7h5635wrW8tGgXm55FszQW2Xlyyd9c00X7W5XBz_h8ynXlBW6Z69Yx7vtJfVW9f9x-95FMlHkVr0M4L3GfrS9f5yXs_P04)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W153RxB1clcblW45wmG49dLwjQ0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqMQKcjvcVQTgW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S378fg6W4rM2Gd2TYzyQW8qYfMY9hK05WW6n3R5w1wr9lKW7cjwwZ6NMcbDW3gg0gv7YPn7HW5jVDsl7gsk8XW8w-1KK95Sj3HVFRBHS6btT5LW3gJN5B15RmKpN3MjZ2fXNJC5W3SD9YS2pL-sDW2J1DSX49kJ93W6fVZ9g1Q68w6W1MMh8v3gvt5mW63K13Y60T-4TW3KhhMh4J35SnW2N3p-l8WF154W9g6NSs1_QGvlW5CncHc4yBt_RW21PcjQ5yMlGxW8z0_wF1MWhN-W1MKd9h2lH_c-111)  
[United Kingdom – Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W1-yWpj6xYZKlW9bd6Zz4pfHCR0/5/f18dQhb0SbTP8XJ8QKN81SjwlHyjJqMQKcjvcVQTgW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWnDW3spY6_8qqlD0W2_CcK_7gF0pwW16x-hh1crc7GW6nSb1M2pHGPfVY0ShG3t7QsbW16jWTP2VrpxbW2yYL0v1767syW8JLnw71dqBxXW3J-szk69HZv9W36w6gJ4TD8W9W1cXRtw2xG3z9W251LHH6SSJNcVcb0gH3d0zvxW4p7yDT2zQtzXW36_zyt23N6GJW8qBXd81Fj05rW7zKR9c8DCml_W7Mh53w1ZNCpbW96Vcc_3c6K9DW6gC3Ss7s5Q35W4xBb-j1XNJtqVpV_Z05m0pgD111)  
[Connecticut – Nov 12, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W5kZdry70_BxwW6pC3jc34T3rT0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ55f_BqW6WBkkW7vgJmdW85Q9CM5LnrWMW85H89L8VrmLTW8h08lK3qLxtsW1yvvZw6vt-0tW5Db8jD5W-wgNW2HVTVM3CcrhnW3MbN8N4pBT3HW2V9zyZ4Lkw6tW3MbDqX1QQ4x7W3jjyH73jcy46W5_FdFB5KxXB6W5KDCtZ12tL7fW5B4Lq67r74zSW1FpGmL7vFN-MV3qcXF8tYWf3VpZ7rK8gjXd2W2NnQ5K4bQW_qW6c3-cy7nGgSqW4mb0V11SN68HW8_QDNh454L7NW2Hl-6S1GK4X9W7qspLv7kY2kYW7pGTqy4-J0L4W1S4bw52LXx16W7k2hkC5dx6XzW2HnH_f7rqFr6W8-stRD1SdTJpW7v2KqF2JCJM_VmQTk42H62XQW5tb4QN3fBJpcW53NYtc4PLwTVW7pJmfy1T2M3kW1cxb7G1KVDtzV42c_83nh5lQW5Qd9xw8JcVvGW6ynctn7Cnh5pW8phlrt6Qb4R6W6VGk7v3bgDFDW4Q-5SV4Hzl-Cf8n3HPH11)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6dGvJp4GD5-7W32Vnp81n7tJt0/5/f18dQhb0S9r29jx9nHN81SjwlHyjJqMQKcjvcVQTgW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F30c0W7_jbGP7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S378fg6W4rM2Gd2TYzyQW8qYfMY9hK05WW6n3R5w1wr9lKW7cjwwZ6NMcbDW3gg0gv7YPn7HW5jVDsl7gsk8XW8w-1KK95Sj3HVFRBHS6btT5LW3gJN5B15RmKpN3MjZ2fXNJC5W3SD9YS2pL-sDW2J1DSX49kJ93W6fVZ9g1Q68w6W1MMh8v3gvt5mW63K13Y60T-4TW3KhhMh4J35SnW2N3p-l8WF154W9g6NSs1_QGvlW5CncHc4yBt_RW21PcjQ5yMlGxW8z0_wF1MWhN-W1MKdb26SQDv2111)  
[Nashville, TN – Nov 17, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W2lg3-W8CYvrzV_3_Yj9g14wD0/5/f18dQhb0SfHG9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591SMW54GvYq4cPqd_W55p8sw1TxP-_W2M3Mdw8WxW-ZW1WvCy62Mn1sBW32NjZl58jPbMW58Qcc77tCxswN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2G2MjWN1pqBNS9HPghW73JmwH7P1-wKVxc8Ft1NC3KcW1F6KSL92X2fTW1Xx14M54F_klW1YvVS08RnjG9Vz8FQj47jGJ8VB8GZd7l8Py4W8Q5rfj8RzlRmW4kcmZX1LjVxxW8Y-FDd4b1VtZVsf0Gl1Cq93qW2GZxtx6kLstTN1CqL1LxbmBGW1v-BjY7p6NcTW7ZjRCN1BxxJmW7cNnGL73R1h2W224mr56pHKM0W770mwh1YYyGTW4502qq8TbH5TW6zpTZb22m1ptW337VYJ5wzwZcW4Hm06L6zDfCtW6-lc1f6rYvVhW2pglVT6vc-Z6W8cdKFr5yXs_P0)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W2pbv_K40Xw5VW1D4nhn7Y1YMj0/5/f18dQhb0S65P6tQ-5wN12PbKvFPmdPW1frPXR61Dz0tW1My7222ZXQt_W3dKJ9b7RZ61LW8p08Rr6WSWT6W87tcKr9hdV_WW68yWpz6b5dp0W45VrvT3fXnFfVsZmsH2YMPlFW8pljVn4z7w4ZVsGn4h3vGgK9W91F_jr6zt9fXW8pghnt93QwXwW542pyh5BbjxtVJfp6m2vHx1NW3h59S12Y_Dd7VkVhHW1ctS7gW4QDdKn3zJRMYW2tQS1q57lMQMN11Fr5t93sNHN7w7bNw_L1nWW8MzXWn3mXpTqW4ys78W5DdPwHW7jksQr3yKDnjW8ph0YT2Jx487TKZL71Yv2GnW2J1pF-5dmCtxVnjtxd8Gc4WTW2h0FNs4J_7T6W1RJ_C61WrNRxW2tyqdB3dW0vLW1RkLQd6LWSrMW7HV_-12_7MkSW7b30sn24gw2gW6cFt2g865hBVW7G4L6J97s1l5W4q6Kgy8C6KGGW84RHlz1Tt9MHW1BMNRx6fFK02W2SKJbt87FPZgW7yWPRx7rvlZHW20-SLx6lb5KYW58f_lc7T1PTRW7wvpYM7ZSGYmN65Ws3v6-JztTCwGW7wjzLfW2DDqwy4Hh8rrW9j68n_5wxCfTW9f7wQ3939_gCW22v7ZM7LTn2KVrxW8K8s2MfkW6D1t0l6tf6Bq0)  
[San Francisco, CA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W124kZN4yxzB7W6rdhLy37jq1M0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5RP1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558TKLN8WmnZWJpcdrW55px6t55p8swW1TxP-_2M3MdwW8WxW-Z1WvCy6W2Mn1sB32N5KyW58jP8-2Pj992W1CXqHG2MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj20MW3dv1Ss3M3Kx5W60Rkcx4Dk-X2W1R4LwN2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NNXmVTz0183J5dqNW15VCFM448D73V-sH-b2_ZvFTW8GpVP-8Cl0lpW35VytG14_xd1W3hnLQK3-YcK-W8KlPmr448D8bW3yBTkR3jfYHzN8nw-TzDK9sXW5w7mlM5jf9xgN5w5gBbLHRvrVLxywp2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798zdf4H0zzgW5R1nfC1TK5lhW96bkp84nBkDZW1VbTL76N_HwJW5NNm_H4Pv86fV5X_Rg7xT1fV102)  
[New Orleans, LA – Dec 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W67W--C5Pd5SlW19JX8F6wdL2Z0/5/f18dQhb0S8369dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5S-1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ5591TYW7rs05S49zs3kN53bkfXKnkDtW7JfySk4gsg6VN6xhb7MqCqbzW5pqZhQ8z2p3LW7w3K7F1GnK60W8HbRxP8k1dMQVpSBF38Wj1L_W3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6n8CJCW5TY7bP4Dk-X2W1R4Ltp2gvtCXW3Ndksl3ZQ23FW8vr5Ss61NNXmVTz0183J5dqNW15VCFM448D73V-sH-b2_ZvFTW8GpVP-8Cl0lpW35VytG14_xd1W3hnLQK3-YcK-W8KlPmr448D8bW3yBTkR3jfYHzN8nw-TzDK9sXW5w7mlM5jf9xgN5w5gBbLHRvrVLxywp2280s0W98hlf74Pw1VkW2sbPxn1m9YXBW3W18Ph3W4TCKN1phNPdWDM01W798zdf4H0zzgW5R1nfC1TK5lhW96bkp84nBkDZW1VbTL76N_HwJW5NNm_H4Pv86fV5XJq-5Db9Bm102)  
[Phoenix, AZ – Dec 3, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W3CYbYS7nD2fsW2dCs5H4QYS6c0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jHcl5v6ll6W1qM-c43Q0TWRW61LjRJ558GvvW8T78B01BL_ZJVKnkDt7JfySkW4gsg6V6xhb7MVqCqbz5pqZhQW3VvsF17vRG8jW7vB0-d8HbRxPN8k1dMQpSBF3W8Wj1L_3381T2W36Q7Px8WxhnBW1VbVZG2QrmCTW8h6MtR5mK36JW5hQNW07JCxGlW81bhDK7N_KqMW12CJpd3VKVtLW6mGW-j2-rD5BN2kGgc6W3jdGW18dKPT1VD8HQW6GsfdK8XNh8_N7JrRpnrg_-cW1SyRsb5ftQgTN224wM-vdlv5W1v-Mkr4lJcG4W8ZLGWH6cwrtjW5d2JyK1FJmTvW20snzK92KCn0W2151TV1MQGqkW1G6-nG4bf_rhW4-qMqz2NyZq-W7jJ2cr7s4FbKMnRWbfmNv1VW5HFsHj9gHVjTW73Qsnm1d5pgbW5m7WT66DzwRSW1YQ3zH5THL04W5hfR428k3J0WW8pjmL95PZw9mW1vhjFl7Cnt7DW5N0jgN1vPxK1N98jfDjmRw0WDdXyXb5Hk7f9dnZ5603)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*N6kJXVlZrL1JW8xSSbF65m-PW0/5/f18dQhb0S2C82nRNKtN12NntdF2sS0N2xHgNqLC3wcW222ynK5XJhDXVMdcHY4hcFPqW9jCJ7s4kLGWVW5HHqF35gSR82W55v1d788vv-lW4-xbbC19TGYhW2_XGDz8hMwvQW74GjRz97LyD7W70gJ5c1j7YtSW8WSxXW8DyRXwW7wW-9y2L1-pwN5p5J-HvfwQ-W1qgWls11b0znVWPPwt8xvc17W4ZDckQ1fG2PRW50NT0n53x4l4W4hqw-d3zX3B9VWhwF98Bm15BW3H5gXn3z_5VjW8SVHhB8TQt66W2sPlbv4zHG63W7Sg6Bf4ctjZsW3GLK6S1D0wxDW3CL-Mf2nxFZ6W4_H5zr1wSN4vW12TbrJ6QLFLwW8pTjMJ6JNKMrN5cm6LMmsNTvW3FgLl97_r9t2W3K5l6F2gPQslW1Bysh66YSF8wW12jdrC1DZRSqW3BXxQX81DZ7JN3V0Y7JnqQ08W2bSwZD2zZ_QSW6n1zD06z6sPjV6MMV52fpKsmW6s-tgB7gb4SWW77B1Fq7rRz4PW68TBcF1GCBxFW2g6BYV4Z3J1LVHs4X38M_r3CW9880DS72FgG1N8-MWB5B3KYSW55pqTL7sbKPhW8kpXXy5yg3zBW8xCwxq7KtssTW17K8p98k3hwv103)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W88Wrd12vYf0PW6L_H155tx1pQ0/5/f18dQhb0SfHB9dZyjHW6KB8JF1k63-nN1Dq07mrNDDPW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhWY4xsx4zW5FjLPF2ykvDjV_dKH54qbmzpW4ZF2Cy6LcPlfVhBkYf3H4pgyW4pyKH14pj5WpN28CWg7TGrKWW4vtC0S6NzV9HW4XGwh85sNx_0W60xvv138TLdYVPdj044ZFn_6VLw0WV8n65TbN8GclM4PNtBvW3CVWzH8csLSqW1036f73bSmn0W8f36bl5G0__sW22w1cc4r5l5jW3hbYtC5JLs7rW6c6VmH7rlbsHW70Lrw33hjR_HW3v9jMr7XwsDYW5V9WFR3f5_rbW2H6wV15yXs_P0)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6MMFtb1Dky6fW4JnY_r52Qm3k0/5/f18dQhb0S2C82nRNKtW12Nnwx1g4XFRVLPbZs1tb6-2W426qd_2xfpTgW3SyVl36dn4QtW7xc3SB6zzyLwW7ZvgjL2s1kLvW6XB-665pNnXhW4pp8Yn88vXxZW1n2xXl8YHj10W4qKQNw4pzKL8W7VNrsG66txP9W7nyYYj4KXcmDW3LHbNR5dsQV-W627Sxb8jhZQvW6gBPdl7JbVD_W1bpv9r1jTblMW492FBh6cZSbbW5ggmHg4-w89GW19lygx1ddR8LW4gYdY-3mBfk8W1_2g0d3HbJt-W5JmQQK82ZXlHW6ff4Z72sH9qKV4lVsB2Lyj5KW30WnMt11Hf82VsR8tQ84R66nVkYD746h6MF8W6XQFKW3TYwJKW5K0d-w6nx-RpW7N0HxH3bKzfMW5G5sJ47YQzJ6N1HGnXLnDwpwW3FQShL8yjm5XW8vqwLR6ww4H5W40y4HY78lqyQW3zTPFl3mpc8pW5ZW7sh7FsMsPW97__P44LkcpZW6L_jYF9grxz-W8NS5pk5s0-VPW90tSgP8pyMSNW7x6wzz5H6gb1W6zz_MS4wzp28MvP7_6h18cnN2MQnvZgmmMcW17pF229g9hS1W5lD_BN9c8khNW8Ng5g751XYMhVV5Jfb1slggkW1rt8Nw7Hbbxqf5yXs_P04)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*VcL7dW48K0qnW52T9812KQry50/*W6szj3J6J7khKW3VTNLv2LyL9x0/5/f18dQhb0S65P2dYTssVWnCxp2vPyltW6Lmp2b2rX24qW5_Yll13dKWMdW9h2b4c2JPx-6W6DyV4S8Kbf7yVSX2Jn7MRCYJW49R4gf7x05fhW2Ff54R2p6t7RW8gRPl48NN6dNW8MwSM89j513bVY9H9963jrsMW2Jlyds1bTJz8W7y9w3m2B6RgHW2lqYQJ4rXv0nW4gJGY-5CJkhKW1HpNmL5Gsm_wN7fbQQ_52wHxW8Sk4sX6nTC4XVhpVyl1ggvCxW5B2V6V7vrTLnW5FWhYY7XrR9MW2mvCyM3H6BDWW3Zm48K8g6jwPV1PwkQ4lgF89W2dwn966d8VzMW9cCy0l6v59W3W71LfjZ7ZstVhW5S2wH27MYYQhW4DZ8zh3BNLtDW3fb3Qg8Bg2y5W38Q7KT81vFrtW3rN4qq4VyJ43W7GlRSh3w5xzNW5NyDKK63J6m9W2MQM283mdB7gW1Csdw-9376kvW7KMxvy4PW3_VW3cyYlp2KPL2xW530lXB6TNPjdN80DdNPJW9QrW2lWfpS6H4-xDW6sfQh03N-QrTW6C7tL98FXQf_W8VnCg-15gKf7W4Fkpc12hygkjW4Y66vZ5xvhs_W3y-1Ds6p8-Knf8mc6K011)

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**04/03/2020**

**Rick Skidmore; 1 Priority; 2 Videos; 3 Complimentary Resources**

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink the crisis.

|  |  |
| --- | --- |
| Excellent summit. Loved it completely. Took notes, prioritized action items, shared with friends and colleagues. Super pumped. | |
|  | Steve Siglin |

**Inspirational Story? Timberlane --**Rick Skidmore, CEO of Timberlane (wooden shutters) in PA. With his core business sales down 75%, he was looking at furloughing 60 employees. Now about 50% are making masks, intubation cases, soon 100% plus hiring more this weekend. Revenue is about $50,000 a day. [Check out his website](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*VHhh5h7tD6rTW1dQw8_54QHDH0/5/f18dQhb0Sjvb8XJ8K-N81SjwlHyjJqVRJv4g1q7q6FN3hHhcDXL0jYVp3s9r7s5LskW2Kpr7530TSgvW8W5hQR8Wm1whW2MznrN5nbq6BVGXpVf3-CjdQW6z3Lqf58j71DW52H-cX2L445zW70v_5j5LrK1dW7Mz3yd14qL52W7JCxGl81bhDKW7N_KqM11GtpLW520N2H7v70tSW2Hyb609dH8_6W6V4mf77RmgZ8W8QKpyr4sj3hVW2BcyM91mGWlYW7n6jfj2-nZ9dW3z-_5R51lG4bW2HL4gf3s6ZprW6NBLny8y8Kv1W4WSjDr2q17TKW36RRyj8JPs9BW4sycHb8n6LYFW421XNR41-DnvW1J6Bkh4V7_WpW6cq4z_6mTxb2W5XDY4K1pxgvJW8dJxPx6SSJNcMcb0DqVzQv-VVn7DD1FfrM6W32Shfb31qMQ1N1RT7v4CjYjPW8rY3Pj991sMBW5NYQ-q5H0HYPW2QVm6Y8xjSPtVbZ1BJ38X6-lW5YYkLl73yKD2W70RWHw79ch_5111) to see how he’s pivoted to medical supplies (along top of website).

**1 Priority – Remain Ambitious**Noted Margaret Heffernan on yesterday’s virtual Summit:

|  |
| --- |
| Don’t lose your ambition. Situation is unparalleled. Many have the instinct to hunker down, think small. When economies shrink, there are opportunities you will never find any other time. |

She went on to explain that you can get people on the phone and do deals you wouldn’t normally be able to do during times like this – so be bold and make things happen.

**2 Videos – Get Lean (maybe a week too early)?**Made the tough decisions? Ready to move forward in a leaner way? There is no better time to get lean in everything you’re doing – time to prune!! And best if everyone pitches in during these times. It’s about seeing “waste” everywhere and eliminating it – so when we come back from this mess we’re prepared – luck comes to the prepared. Here are two outstanding videos by Lean guru Paul Akers who beamed in yesterday from Japan:

1. 13-minute video – [see what a Lean Company looks and feels like – total flexibility](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*W1GqSkZ454RmdW1kmTqy8rw_Rf0/5/f18dQhb0SbTY8XJ8QKN81SjwlHyjJqVRJv4g1q7q6FW3hHh9c2P7_nXVcnTGj992gLmW4tV42X1nh0pZW4vgKM19926BGW7lPDJ36GPKDwW5tSN5h36TxCgW3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1D15bKvbPW3SQgn23_CV3gN3V_TcnxZ29gW41TlcR3Tx3JbW5ThdHg3s1XjFN51GcQzz74JcVYSX-57m_B1RW5c8d-S3785jJW7f1xCt2JwgFJW7yFzsD4WxmBZW3gkSsF36M369W2Jk51r6P_8SjW26dsSG8pmTnfN5jgnlFXn0vfW8xmhpm1n3y0YW4L8tJR4rvMyjW1KbyzS3st2JwW9hk-zF2BFzVBW9jlH-g2BVLd5W3zv85y49kJ93W6fXB_K11rnNbV4Vjhv6PYmz3W54GcH67K-c-gVQmfpg1Ngx1fW519Y7Z48V8t1W56rjBw56fwBsW9cJ0RH63kRNHW2B9mFc7BkXzXW32wFFH1NsfDKS7r_4GPsxt102)
2. “Lean is Simple” – [Paul’s video viewed a quarter million times – the best 97-minute training on Lean](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*W41y-QQ81k7l6W5-BLQQ6wC4nc0/5/f18dQhb0SbTV8YHrG2N81SjwlHyjJqVRJv4g1q7q6FW3hHhbQ5zh-NRVnQ9Qq8--HBkW8ZLLFc2Mz0QWW8-y10r8--nnGW5ltnvL3-KRQjW4c9txg8Xkw50W7PSlVG1GTPm0N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fMqxw8hTJV4W8lwVXY8hS296N7bj1_4FCG-jW5rC5Q63l6ccQW8mQMYT7NM5zGW73fc_87P1-wWN33FK-yqPkxDVnjZC81GX_S3W9dtlD64C7KbrW5LXKck3nGkjjW4bnQyC2t4Kf6W5pGWTk7qFwxKVqKs175N50bLW9dXMdP2LVX4hW2Qx7bP4jyX1kW3pdFx22PHnwYM605SW6z9GrW1SmSgb5Mj43DW13R6wj7LRlrbW2p8_TT7-cq4VW3d0zvx4p7yDTW2zQtzX36_zytW23N6GJ8qBNsTW6mrVH45mSYQ1W24r0Tn92zMyJW98t7xN8qpJN7W6RPKVt7lF6TqW4wmfJk5G5S7PW5V9WFR3f5_rbW81LT_g3mxHPH0)

Paul’s team does 30 minutes of training a day – start with Paul’s videos and create the right mindset around eliminating waste!

**3 Complimentary “Must Use” SaaS Tools --**Support People – Emplify’s free employee health survey tool – [5 minutes to launch to survey and monitor the overall “health” of your employees](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*W15VgHc5hrLrCW50wySM1p5JlB0/5/f18dQhb0Sjvf8YHrG2N81SjwlHyjJqVRJv4g1q7q6FN3hHhdQVMsQMVnQ9Qq8-2BS1W49krGH8-y10rW8--v0Q4b39WLW8X4yS92MTPSyVKng6q1Wg4bjW77pcX94cdslkVs7XWz1WfNksW53hcrD7P8XtYW7NqRXg1fvT_nW8hTJV48lwVXYW8hS2967bj1_4VFB03P5rC5Q6W81M1-p2przrYN6W3RDgHd1fdMz74JcYSX-5W7m_B1R5c8d-SW3785jJ7f1xCtW2JwgFJ7yFzsDW4WxmBZ3gkSsFW36M3692Jk51rW6P_8Sj26dsSGW8pmTnf5jgnlFVXn0vf8xmhpmW1n3y0Y4L8tJRW4rvMyj1KbyzSW3st2Jw9hk-zFW2BFzVB9jlH-gW2BVLd53zv85yW49kJ936fXB_KN11rnNb4VjhvW6PYmz354GcH6N7K-c-gP6GsxW1Ngx1f519Y7ZW48V8t156rjBwW56fwBs9cJ0RHW63kRNH2B9mFcW7BkXzX32wFFHw1NsfDKgWMf3GKpJB02)

Support Execution – [Align’s free priorities, data, and meeting rhythm dashboard for supporting execution](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*W865Zr41dKVhdW45z3qZ89VmF60/5/f18dQhb0SbTJ8Y9-zHW6KB8JF1k63-nW1Dq0gt2PhTmcW6Blzlq5Cgxh0VnQ9Qq8ZyZtsW7Mby7n31WXb5N5mZ50NqNSjLW2L7LJl1VbQ62W49zCCQ8VmyjzW8_dDry4bJ02hW4b_rLZ3V_CffW3381T236Q7PxW8WxhnB1VbVZGW2QrmCT8h6MtRW5mK36J5hQNW0W7JCxGl81bhDKW7N_KqM12CJpdW3VKVtL6mGW-jW1Zbk0w6pzHWBW7bnmJy98jR-SW94q7cq6VKJl2W1hC_8g5lppH7W3H3Vqr67MY4hW1PvvyX2wHky5W5_YbRd6qCHW0W82mxqM8Y80Y6W77ZTw05TB1r1W6d-7r992rrh4W6WRl1_8TD56SW6KyZQ16KxjCmVSzvYR2rBcb0W34K-NK3bXxSDN2ZQZ__KMDdMW8NXcVY3qY36qW4P7LhT6hz0s8W2bzNQY5ZZHgxW1ywKMZ11VNzGW8VSHSQ1bDs3cW7zKRbp8Y-w6BW2dMKZv20WsWdW5DMKfT7Lvn5_VpW3g66hShZVW2xMPBh4Q-5SVW4HzlXG39cfYc111)

Support Cash – Cash Flow Story’s free Cash Stress Test – [3 minutes to enter six numbers from your financials and then play what/if scenarios with price, volume, A/R, A/P, etc. to understand the impact of COVID-19 on cash](https://hl.t.hubspotemail.net/e2t/c/*W8nDYJH5x50fFW7-XktG4XCRdK0/*W8JZGQy1wj374W54KBwN8Z51KC0/5/f18dQhb0SbTX8Y9XHdW6KB8JF1k63-nW1Dq0gt2PhTmcW6BlzjT1Nvw7TVLDpF18DsHwnW1r6F9q8pCfNfW5yJrh78y_DL1W8yVJg63NpHCRMSc1LDMLFjZW3h6HFv61SSZmW7mG7sD51vX4yW6HSmjJ7YCxrCW2z90017cVJfVW1nxjQn3vgcQ3W2TKMpl5H1DLrW47YlYy4bfcHbW47Xx4z3C810nW1Df0XL6yBPHzW1ddcKh3bPyFLW3BJxM32tk5vHW2z_scn6x2RKSW5-lMJc5tk_xgW6vjKsd5mqPmgW4db5S03zq358W5vFpjm36s-_WW5lVCB86njd81W2TS4rg6PnYgtW3Hljh12zDtlqW4tTqXQ2JhBZ5W3xzkDk3sFWlVW555RTp3bpC26W6_phLf2_b5YMW4GTM4k2-MN84W5z9YMz82G-VBN8yRB9nfTlLHV1KsWQ1Kdy7KW8g0Jpl8Z3S_lN2z5s7jsk4dRW3BBjWL13cn8wW3DVrcS5_5cWpW2jXp4t3SDpbMW2-BnxP4cDHpTMLG01PrTzpYT3yVx6s2bDY103)

**04/17/2020  
Wit’s End?; Brutal Sales Facts; Shaquille’s Happiness Coach; Murder Mystery**

No time for amateur hour – here’s several #1 resources to help you outlearn/outthink the reaction to this virus. Hope these are useful.

|  |  |
| --- | --- |
| Dr. Lombardo is my ‘Head Coach’ for happiness. | |
|  | Shaquille O’Neal, 4-time NBA Champion |

**Something Fun for the Team? --**Virtual Game Show, Murder Mystery, Clue events for team? See below. But first…

**“Brutal Facts” Sales Assessment --**OMG (Objective Management Group) has formerly assessed over 2 million salespeople. As we recover it’s critical to drive sales correctly and thoughtfully – and requires specific sales attributes to be successful (only 26% of salespeople have these). [Dave Kurlan, author of Baseline Selling and founder of OMG](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W2yJXrt32lLWvW8-Ztb476cZpr0/5/f18dQhb0SbTZ8YHrXgN81SjwlHyjJqVRbxWK1q7wKTW3hHh9D5Cgxh0Vp3s9r557SgQW2L3Zhy1TxP-cW8Vmylx5mZ50NW8HlgW32NX-WwN3_99C7KnspHW5VKmq_6PsknNW3WqF_m8S3yR5VbY02S4s8d5QW6c6M6X6c-1nYN4sglY5XDnt2W64gq0k47zndXW2HT1Bv3_YPCDW2-J-SL2z_tPYN41Q2Wg-zf-MW41TlbF7Dc2whW5DFWr25mKjF6W3m2shp53X_ZpW52Ylfx3_8mplW9fgwMT4gDV6cW9dtMm92Rp65SMvWR3QKwjW4W2d4z9H1SfsbtW1h421z1ThlLYV7w8Jx4yF9Y3W1FQWYV2sj7BRW7nGzS_1gGKgMW49ss8l2cx4zrW7qzhpF2sKWQWW2dHQV652FdHZW3n91d74fNgKBW7p3C-_3MYtL8W4Gsj5H45Ly2MVkwRPg8cKL3TW1Hnwhl2RyhkDV7YtQb4QDcJ_W1vs-_j2WBpDdW6TnX595_5hDBW4cBfjY8Rgm07W79RmW18sB24DW1NwBMn1MVsRjTcS582MM9R-103), has created a $100/salesperson sales assessment tool to help you get this right and quickly. BTW, he’ll share next week during his 10-min the #1 sales opportunity right now – excited to hear myself.

**#1 in Virtual Teams – Fast Company Article --**Keith Ferrazzi spent $2 million to research virtual teams; he’s coaching some of the top firms in the world right now (didn’t ask him if I could name); and Zoom has named him the king of virtual. Here’s the best article on the topic outlining the [**four keys that help virtual teams outperform traditional teams**](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*N7lKVMp1wHG0W8HRjK58m_r1w0/5/f18dQhb0S64z2nRNKtVW4c2S4S10STW79ffkW61DKRHW8y4VS02N6gmhV4N4wV653fJ8W6M-vLd8L95sQN6-tnyTTrnj8Vz5Jc08FXVHHW31FFcc44N16mW5dw3Z02cjJyGW67qdXN8SdtQ-W3yhfK34nGtSWW1cRB8S3fwFC_W5SlRGX4F-_ZSVywpBs5xcCyWN5xMCkzVL9YFW64Kfst3jQZw7W7nG-xH1PNtdQW4LJ1v-1-BnynVjxzs08PJ5S7W14RxG-1y-8TCN2q-QQJL049yN1zpqHT895vwW7kNq6r5q2YFgW2BLD-H6RxrKYW7Y9M8G2zLx5CW2x-9Dy2_62SCW50qHDw5YPYmYW2Vtc0x4zmLRpW4qDBgc7F8q1FN9hfLy_8ZycgW5dKQwH8ZR1VXMZ4Hs5D5RXfW6HXhNG2SvMwqW4lK-KM3gTShNW7vC5z-86YCPBW8L_9y36hc6VZN7RKG-D_DKYTW2t4F3f40S7CTW4c6DDF234gCRW7J9bR28nQylSW1K8n1N3z8sPdN8_LS_JJcFZyW70hxDK59Bvf0W8DQrl72BmfpMW8XYM_r8JfxQLW94fStB7tQ9y5W88-Fw45MM3pjW4y5B0p955ShdW6PrSlq4mL8x-W4Bp9Lf7tR0kcVVbngS7mYdTx103) -- in case you can’t make his 10-minute presentation.

**Remote Team Resource Center – Re-contract Your Team --**[Ferrazzi has also setup a highly useful landing page](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W7r3PsN9d_FmNW65FTY66g2hMy0/5/f18dQhb0Sjvk8YHtvCN81SjwlHyjJqVRbxWK1q7wKTW3hHhbJ2P7_nXVcnTGj992gLmW4tvYQQ1nh5_hW1njNY97dtblfW4vgKM1999f65W6PVKcr6N3nBLW8xGZPk6bN1mwW5tjgSC5PJ0kcW8wXNtZ2mzcnKW4rDgrj2HCrMJVZTlT_4DqHqzW6dgmw34yv2r0W3LmJLK20Y98hW1YfY8Y711PzfW5Rpkcd3bqp8HW9grm6p2hBQwBW1MqhJK7ldyjxW608vBd1Pc3RTW246k7p6xQV8qW80v6Vq7BY_nkW1tfHCR7KQz6xW774Yyr7k00gMW1srzK32k-R8WW1S1FF41lhSq0W22Q-MH7jXC4nW1zpT7h6CwJvsW796pwT1MrXVdW727BSC6CKw8NW6Lz4Qp1R0pP-W3bwBFy3xkmQBW4Pw1Vk2sbPxnVb2sQG3W18PhW3W4TCK1qLvSrV42cYP3nNLM7W26Y4Kt4xy2fdW8HJMZ13PR8VhN96RHgkwNdS8W4j4m1B66_qjXw3xWwfqbb-f8N2cg102) for remote teams that includes a critical “re-contract” checklist which he’ll explain next week. Please download the “team re-contracting guidelines” – you’ll find them critical either way – and they align with the article above.

**Resilience -- Series of 3 Short Podcasts --**The former head of Executive Leadership for Nike; author of The Good Fight; and author of Leading with Gratitude are featured in [three 30-minute podcasts](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W4356M42PRQtXW5fT8468dmQG30/5/f18dQhb0Sjvb8YHsrKN81SjwlHyjJqVRbxWK1q7wKTN3hHhbrVMsQMVnQ9Qq8--HBkW8-hypC8--kC7W6xhj-x8Yz5Q5W7JtTqn8mnw90W7bjnYC81ZVSFW8FS_nk1h4KhbW8hvP3F5lRCWmW1M7k4-1slWZlW6DHVvx6Gy31PW1tmXX45-2t5mW20WxqZ1D-L0gN5lN3j7pVkrBW5sz6Q_1BqcjBW6tpDFG2Z605kW2_1rp53ZQ23FW8vr5Ss61NydnW8d9-sH3TXBHfW3QkL655z5p-3W8hG9c65sQlM9W17jflX5w7H7FVW8NFG8cPzhyN3ZhzHkW9nV0N2-CLF-Mct7zW5nfJ3L8k3T0bN3cTLMqXxTx7W8KcNRR34zV3RW8p1fJl5WTLdHW37Q5Bp2280s0W98hpMN4Pw1VkN2sbPxnb2sQGW3W18Ph3W4TCKW64g0dK6mkh80W12qclB6RBvnmW89Ky603BRmKCW7fT2qQ4F4jQhW6XY5Bj44L04KW8v3Wwg1MWhN-W1MKd981rrVlW111) with team coaching guru Michael Bungay Stanier. Michael will summarize with **three questions to build resilience** within your company, teams, and family during his 10-minutes – in the meantime, gain deep insights from his three podcasts from the past week.

**At Wits End?  Head Coach for Happiness Dr. E --**[This 5-minute Fox interview](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W7FBMj-21bJJlW42ZRLm2zgHXr0/5/f18dQhb0SbTK8Y9Xq0W6KB8JF1k63-nW1Fp3KH2RgD2SW6BlzmC5zh-NRVnQ9Qq8--HBkW8_1GgG57kqdQW1SPxHQ8Xl-wXW4dQ70T32pV6yW7x31PJ2Q29y9N2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL2qttrNW6pzHWB79p3p8W4YFc4457-WqMW3H_Pty2DzCtRN1zBkVdkMNVHW2FcgG92rdTb8N7j8m27JD1qWW683GBg9lb78WW6zM_Mx7h7s4VTLBWw3HV6N5W71sbYV56DwPCW5_G0SS5SqH8PW12SRrj76FR83W7C1Q154f_6nMW66gfTs1zxNVlVprQjC6s7SnNW6Pc2NR7PwxJLMVzQv-Vn7DDW1Ff1gv32ShfbW31qMQ11S8PkNN3xxDzQJhhyJW9666Wm4vTXwKW3NnZkK4dMcGDW2107fS5hP-dpN9bYKT19XfwsM7s2GR1Vhc7dxmCJP03) with Dr. Elizabeth Lombardo outlines 3 specific strategies for further coping during quarantine (most of us have a few more weeks) – including her 3x5 technique (I’ve been using). Little do we know that we’re suffering variations of PTSD that clouds decision-making. She’ll dig in more deeply next week but wanted you to have this important five minutes. [There are also excellent resources on her website](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W7mLYHh2sCrMcW6D7wbK6kyCp50/5/f18dQhb0Sjvf8XJ8hgN81SjwlHyjJqVRbxWK1q7wKTN3hHhdQXL0jYVnQ9Qq8-2BSMW6fy8zq2Mm-BjW4d22hN31GXJMW8Wm1wh2MznrNN5nbq6BGXpVfW3-CjdQ6z3LqfW58j71D52H-cXW2L445z70v_5jW5LrK1d7Mz3ydW14qL527JCxGlW81bhDK7N_KqMW11GtpL520N2HW7v70tS2Hyb60W9dH8_66V4mf7W7xzWXH8QKpyrW4sj3hV2BcyM9W1mGWnD4Tz8l_W7cR2lv5v_kbtW7ZfVJh4CWK9WW2nVtD45DSl3VVY6mt72plRtWW2glCp09jKHrLW5vZWVn1p9kTKW73mTlb2zClXGW368qPp62BVlkW1qbPjN4FpTGGV2BkRF5WkDLmW72-vx9513C6HN6SSJNccb0DqMVzQv-Vn7DDW1Ff1gv32ShfbW31qMQ11RT7rKVFhtQ-8j1VZFW7W7gKL812VHGW3ZVX4H23nSLRW7zT4R44mXjj9W6mhlyg2dpqD7McTSRKcShRFf73xJgN02) for dealing with our own Inner Critic and pivoting to Inner Light.

**Free Kolbe Student Aptitude Assessment --**If you have a 13 – 18-year-old, [Kolbe (the only assessments deemed legally valid)](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W3nJDBQ7LLnxwW36P5JG2N1SBw0/5/f18dQhb0Sjv68YHsrKN81SjwlHyjJqVRbxWK1q7wKTN3hHhcDVMsQMVp3s9r7s5LskW6y4B4T2_Vw5DW6hhcPZ4dQb0wN2MTPSyKng6qW1Wg4bj77pcX9N4cdslks7XWzW1WfNks53hcrDW7P8XtY7NqRXgW1fvT_n8hTJV4W8lwVXY8hS296W7bj20M3dv1SsW3M3KtL34LfmYW1fB4pg1ZY5-PW6t1Bd53jxWlJW3VVkFJ4LG55JW3yZDCl4yql59W34DbmL4Z8333W357Qpj5hm41NW4wjFks2Jk9KnW2mjVH23jJgpFW5CvHR75f7gY9W4Jl6Tx4L4-PyW2p6g6M5D03RbW2FKZ4Z49M7PkW5TMCG668cF11W2y75S72xZdcDW3W0MdK41Q1FkW7k-2C-3m2qZ_N7y6mBsrX3l1W6Vzt2R4yR22DVXrN7Z6bnYZqW1KRl6x7mt3V-W6kbbjR8_dQt9W1Cfkwx3-j1sGW8pDjjr7RJC7vW94-Nrj4XC-HcMdSQk91_P_Sf3lV24711) has a student aptitude assessment that is free until the end of the month. Kathy will discuss the deep impact quarantining is having on our youth and our relationships (she has a great tool to help there as well) during her 10-min talk next week. BTW, my daughter Jade (16) took it last night and she gave me permission to share her results at the Summit. Further down is an insightful article on how teens can best cope right now.

**Why Teens May Never Be the Same --**This [CNN piece](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W60r0ST8PKJjkW4gH0516lgKw50/5/f18dQhb0S3j12jW0-sW11MbPT4_Bf29W1t1Z2F1fCh-nW1M5v9x6kC7hvW81vXTh8HfNXMW1W35TQ8XfgwKW3j3Cy27xWJYTVy36SD5P2_NHW8KCp9t89L9j_W46FFy022Klt9W2gbb6x8tqd5tW83jMD56ddcFfW8rqsTd9f1PpwW9313hK2xNGbjW1wvJyx5jfJm3W1mbLZ_6cBhwGV6x_TY42NsX_VyGgry2dZ1MpV5v9Gv5BshPlW5gvRTR1VnqVWW1DSG2n2RYPtMW6HpGlt6t4lVSW1yMDLH3-NB5wN3Dlznq1P93KW4hyMTb4KCtQrW8zbwjW9cF_DGW11p9tJ8YC5VWW8nl2XM8Z5dFFW8z6kLx3WmXb1W94NQpH9g0FhnW6GKRqk7rYCyTW2-9GLT3WB6YJW1Jr6h17c8zjHW2JDBKG96yKMlW332fg48F6xr3W6Tg_z16xRqT6W3N2pKf5rl92vW3950xB6yZJ6JM5N1m3WldGdW5504bd3x9N2CVqp8vQ67NC9tW92l_GG6sfQh3W7cNLwv1Tl8fgW4mNs2P9ccGgSW8TRKgP93dVZxW8khzck5cWCvlW2fBzpM4SfY46W8TwdHX8TK_1R111), from yesterday, does a credible job outlining 8 reasons how quarantining is impacting teens – and strategies for addressing. Kathy Kolbe will address.

**Virtual Murder Mystery, Code Break, and Game Show for Teams --**If you have teams that are working from home and feeling disconnected, Outback Team Building & Training, founded by Scaling Up fan Murray Seward, has 3 new fun "wfh-friendly" morale events to choose from. Clue Murder Mystery, Code Break, and Game Show Extravaganza are run through the Outback app (iPhone and Android), and can be purchased as self-hosted or virtually-hosted by an Outback host (using Zoom or your preferred video conference platform). These events are a great option for your next quarterly theme celebration and are available for any group size anywhere in the world.

Special 50% off discounted prices (I’m getting no commission) vary by group size and start at just $125 for a self-hosted event and $675 for a virtually-hosted event. [Click here](https://hl.t.hubspotemail.net/e2t/c/*N1ZQFq74-kCMW10sP-l4l10kl0/*W5MfQ1T6tT-q1W6WsCDn5xhXBH0/5/f18dQhb0S9r59jW3CHW8Jtnqb50RnyCMq5gsmK3MTrW1FSlRS2P7_nXVcnTGj97z5xtW4vFz5h2J5dvJW1njNY92JjQwQW1x4gZV4vgKM1W982Vfw1nh5_hW6QdZF_2pyVhMW6Qh7jp5CR35VW85R2Gs7sGW5pW4CB5ys83_PyqW834DLz8XWFDFW7NYs6s2KGTHcW7BVKlW8YwR7jW1bNnrZ6Vn4KkW5_TVzs58S3ZCW23-nGK265VBJW22-vhJ1Q468pW2-lD311YTF-HW7TVphb1pqBNSW1ks0Kj38yZL9W1gvjSz8hz0YsW806yj370ml3sW85-g_Y9lrC-MVJCZxz4QNHdLN78-wptBwfVYW2Q4RPG4_kCk_W7tWr0w2lHsnMW3tJcZT7qyf4xW2XVbGb1SHc3KVj9Gmt83bq1TW7CbkY28S-VZ1W7D1fvx5fczytW3CrLBx7VT3xqW85MDYW4b2m-5W5DhyW91cNSvqVrX3l16Vzt2RN4yR22DXrN7ZW6bnY_n7p7BG2W61lPZv266pBjW803z467bTLnpVbhyhq6TShnDVBq2FW4kPsX8W2123th2pglVTW6vc-Z624ZgLSf4bXfmY04) for details and to request more information and a quote for your team.

**04/24/2020**

**Role-storming; Top 25 Heroes; Meeting Reminder; Mark Cuban May 20**

Hope it’s been a productive and purposeful week. Here are some insights/opportunities to help you outlearn/outthink our reaction to the virus.

We may be in the same storm, but we’re not all in the same boat.

**Insightful Quotes from Summit 2.0 This Week --**

* Leaders absorb fear and exude hope. Greg Brenneman
* Resilience isn’t bouncing back; it’s bouncing forward. Michael Bungay Stanier
* Strategic distance, operational distance, and team distance more perilous than physical distance. Keith Ferrazzi

**The Importance of Equal Talk Time and Candor --**Just a reminder, as you host various zoom meetings, Google’s famous 2-year study (Project Aristotle) looking at team effectiveness found that equal talk time was one of the key factors. Please be aware of this – and take moments during the meeting where you “go around” and elicit input from everyone. And use zoom “breakout rooms” to put larger teams into groups of 3 – 5 to ponder “what is not being said that should.” Keith Ferrazzi, the virtual team guru, suggests that candor from all team members is part of the re-contracting we need to do.

**Role-storming vs. Brainstorming --**As we engage our teams in coming up with creative solutions, serial entrepreneur, VC, and innovation author Josh Linkner noted at the Summit “Brainstorming leads to mediocre ideas.”  Instead, use role-storming. Have each person assume a fictious person – say Steve Jobs – or like one Sony executive who was quite stoic – once he assumed the role of Yoda, he transformed and became animated with ideas. We’re more likely to think bigger and be less inhibited (and judged!) in a role-storming vs. brainstorming session.

**World’s 25 Greatest Leaders: Heroes of the Pandemic --**[Fortune released their annual list](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1KnpLN7nrCrqN1l7pYyZ7HML0/5/f18dQhb0SbTY8Y9-zHW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5SC5Cgxh0VnQ9Qq8_23P3W2KBDLR8-y10rW8--M3N49zFt7W7LpgpJ2MDkWVW4fNn9_32pJZxW8_dDry4bJ02hW4b_rKw7MbC5JW32q9Ym1yxyT-W2dg7Hh7KKD-zW4L6qT88VdxTCW5mbVqF1ZJff8W9dSlS635rgClW94-4T07sLptqW41TlcR3TwTqCW4H-6D-2kGjZwW6qQkKC98jR-SW94q7cq6VKJl2W1hC_8g5lppH7W7ldM6Z8TQ_0GW5KLtBl2NW3wvW5XPqyl8FGqbnW84ndw94q6x8GW4H7_hf3225X5N7PdP1D7RQtTW7DJztJ5-SG9JW3v6r_M615zW8W3C4Gcl5V3RPRV7vwZT7LWbMLW5pn1py1XTv9YW7Bg8MC3qY36qW4P7Lk26kxyZlW2bzNQY5ZZH9PW1ywKMZ11VNzGW8VSHPf1dB_zpW7gYszf8BGpcBW3bBlDs81Gnd0W6H4GWQ86wxT3W790S2V5LMKHqW5NNm_H4Pv86fV5Y2YB4VSRg_102) of the greatest leaders in the world with an emphasis on the virus response. “The Mayors” would be my vote for #1 – at least those taking an active leadership role. Anyway, it’s a strange list from my perspective – worth a glance, but that’s it.

**Mark Cuban May 20 – 3:20pm ET --**Summit 3.0 featuring Mark Cuban, David Gardner (co-founder Motley Fool), Raj Sisodia (Healing Organization), and more May 20 – 3:20pm – 5:20pm ET – more rapid-fire ideas and inspiration – mark your calendar. And for an [on-demand replay](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W3xk52d8yn56bW1sZKjg5-YQKm0/5/f18dQhb0SbTQ4fpct1W8c_7ks4T_wynW3MqgL-5wfqxlVscRCC1SddPTW53DQ4N55p8swN1TxP-crBQfkW4dQ1pX4cPN-VW52B6ll8vXlTFW5t73Hb8tZZCqW7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl56HKR5W96zRPS6bT6L3W8RRjRD5CkvrlW1fdmZQ1x4lQBW6Hdql67nwG0kN6bnMRgRTGGCMMNBCZMMQxXW80gSRf97rB1bW8xqVcs396dp9W3Ld1806Sw1TbW4YWwJw93VcqVM8YMzYY0CCwW3KtHRQ1q95MzW6PZQRP3cBc84MgTdnTbypzJVPmRmC3hMp0DW5vwy7p6R1R69W36MfK04Y9CGdW2B2rz-3Lcw9hW4TsxqY29qLblW7wTZy29jW9LLN8csGDVD2JBLW74kBm33jPt8dN5G484VkS4mLVd8rw02-XvWhW70HVX84dQ8CKW2B6drZ10MFYbW3T5m_x6wbPBvN5ykppPVMPVbVVrLq84XnD-Yf3hBBPj04) of Summit 2.0 plus summary notes with recommended resources, divided into 10-min clips (General McChrystal’s talk worth the time alone – plus 9 more) purchase at this link.

**Fun 2-minute Musical Summary of Summit 2.0 --**Andy Sharpe’s company SongDivision provided live entertainment on our virtual Summit. Top musicians on-tour, one of them [wrote and performed a song](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*N6B3t8MVtgRFN9575ltPqvM60/5/f18dQhb0S9r39hhvKdW8Jtnqb50RnyCVq5mlm2MzkHLW1FSlSr2P7_nXVcnTGj98P_g1W8x2Dd95DpS2kW4rJcyL6PZs8kW50MRvS8y8_3BW6RqV_Q5CnvjKW2zV7v162q2t0W3ThWnt3LRkQ8N6vzDp5gPfZRW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QN2F90VnW8w5sW6dgmw34yv2r0W3LmS2W2PQtQdW3M3KvX6dL3p0W49WVtr3VVg3wVcKs6Q2x-ccwW7d094f6G7FblW4DFfS36R8hDmW37yTVV7Z757cW428Jsb3zwsL3W9hPSmV73z6z9Vd0RGd5CHsPvW51Ccm88KzMycW36bfRF742KLVM374TJb5xvPW5vvPKS8nt84PW8JSVcV5tdr0bN8fnbJZDNS8SW5DStRl1c6K1QW5brc741VtdWZW2jLVjf22TNxnV9Mb5m46SFhxVRb-Ys64RB37W4N0CV62nRylcW5rNJ1N1M9PTvW3nvBN12-zn_XN7g1kncZxXnBW6jSzff8n9xxpVcYJKQ7dJ18nW5Fk1dl48YJTM0) summarizing key takeaways from the keynoters. Enjoy!

**We’re Still in Business Coaching and Training Firms:**

[Minneapolis, MN – Apr 28, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W771wh12VrN--W7KXgNQ51dy8V0/5/f18dQhb0S65P1QdPdXW12NS3S4_B3bNW52QjPy1xpgn6W6ymN0S2Df7YgVMXC7G7-WRdqW5xXync6SW4FWW8MPQjS8myzqWW43bxNw60tZvyW29j-3L7RCr0sW1QJn-J69h74PW8SgmFL7hzGFRW8NVcNp9f-25nW3R2Yvq30QsJyW3JW-QR57gv49W3hXYv61FnFp1VHlWJ85gdX-ZW2lP1fJ3pM96bW3V4KPg5hbn2HW3_nJLg2HmtPGW5XnYlf76_qDfW1pPBqC65fYgpVBBddY5ydL1vW1FDP2z96HlqjVqGVlP6jBH3STF3QS22pRWxW6v82781dyHC1MVtVpxt6wkYW3GjRN22d660GW9kxzS77S--79VjjVKV5HHddPW499FGP2YlPP4W6bRn_C3zDwBRW67lVk_5jjGG1W3WPw552HnyzwW4fQ8XK4jqNwzW7c4SrV7Lb2t2W9fykbX6l0JyGW3W-pRN8Jh5MvW9dyyRn6zCjB3W36Dl5l2SRMBvW8h1GdB7fpt9kW3hRnn06zm08NW6g2_1m1BGrC_N6QpPjN64GNVV_qkXF1P03s0W10fK064BxzDVW8tr_6V8M5WF3W18Fn8S9l4XXfW3X4mqJ66RFV7W3hrzBR5fqL_pW7RZcbc5SJS1g0)  
[Atlanta, GA – Apr 29 - May 30, 2020 (VIRTUAL / INDIVIDUALIZED SESSIONS)](https://hl.t.hubspotemail.net/e2t/c/*W5vyFNM3mSNHFW7rprBk7p7zx40/*W7gdxqj3C5qKDW616W8B9fG2zH0/5/f18dQhb0S65P6_rDdyW12NrgJ2vyh5kN5gh2VPLCnmRN44XFbFjTCh2VDX3Rp4MVC8wW57D7Rc7jlZy3W8sd-7D9hdz5mW1wZZh217dl4xVr_DMv1_mcccW1wxM9z3bYydlW5FMGc98tFzp9W9gTvBp8Jd0VyW5-fKLJ7h5sS4W27xWz31FCwFWW3ZHTXf58Mk3WW4jFJxK99YFf2W8W2vbR4LLHvzW2yqhbX4DCFstW1g7Pm45G1FKJW2TgY9n75mZx8W3yXzVK8X-9lnW50sNJr390WvMMGPCcjcXcBcW40t1JR6FSbnbW7kCD-f1TN0nBVSF0d765LDjQW2Ynj8k2KTkjpW1w4plb3MQ6X0N3QjQjj2xB4zN4GQmygN4LQXW8P70mC70x4KMN2gFJbFVTlTZW4n0Zzz5C1xGFW1438BM8bYXySW76znZ94Vch-gW98ctJd53zJl7W1RnLFZ4-PQ6zW40qn3Z55tQxVW6qN3wX7P6xB2W5mTt5T2sQT_qW2bj9CJ5Bn4CTW449T0g5QYSDPW8pbvp-6qLcJsW44nbZq1Gv0CqW7S_-dL8hDZtKW6T-q2H1Q81_4W2fhmDr4HxFWXW5J9KBt6fFCtyW6Fsmmk1JDwCPW4Cgfrt3NtnMrW7MxVk15vrBk1W4FC3rm1zP1LZ102)  
[Los Angeles, CA – Apr 30, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W8Z2nZX2VfMlWN2T5BDcyQzrS0/5/f18dQhb0S3j46_HXFDW12N_rV5VRxBbVCBtP07CH0ytW6NMxKc6JYW61W8Y3D1k7WCNDVW4bnRWR4xCpRYW4Cv9m889QVC4W6LZH6Q4kJMknW82dFzG4MCWHyVBDSGZ4Qp3xHN5_jx91ghLhDW9b3YvG6P534mW1qTjBy66kpgbW2-w_Sn10Y3vkW2n4P6c55P0q7VnC4cW91wDM4W8Pj2vC1g1qZWW7HG7ts4t1WW1W4-DwPp4-SD0-VblGdN5BJ3dMN2QT1sw23k9LW3VP6hr2Q3x97W3r-hYx5Z1slNW5Z3yqY2zMFtyW3MQG2p30z_MpW7QNwTW2FfLntW6WYy024Q8Z2nW5ty3968jyB6MW4WxsGQ3W02ZwN2381f63q0CsW5g5XSL4BT3VJW2kLqmv17MmbyW77-K2b30HSzsW19C-jk37WcKvW2FTJ2f2868x0W501Yk78zx_zdW41Zxx-4d5mBBW5GPSHQ5F_-XSW5wB-YH6LS4b7W8HxWq16lrttRW9jljZd7r-rSYW6lrqy381n0kxW7tL_2L8LsKsqW6FNJ6y3cb0VrW8HQc0h2D8-8FW2-fhQk6Rpl2VV7pK414yNVM8W3TNpRB4nLqqWW7B8Z4Q5PLnrNW968Ky18VqDYVW3bRsGy87DhyxW15b3zb82ttCxN8ql6MHchHdZf5hvN3v03)  
[San Francisco, CA - May 12, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W7Zrsjw4sm_MlW2_ybGM5FdnD00/5/f18dQhb0S2C82jTrhwW12PfwL2vPR3TW3VCJjH52lQqtW5bW3b723B4D0W1DGry2691F0dW5Rch679c8kXnW29x0_S3bK3n9W1Khg7P12x75SW7TnKQR8y0wJ9W342lHT6Q-2TYW2l8KXH6X5h_bN8p39_ZYynDWW5dT3tb3xfFQJW1-kD8832S68pW2qtXKZ2cBR5gVwGTMW66nqtFV403Bl5Y18ZHW8fYtwC2Mg4j4W5bcVWH5ns3VxW5m38kh5qVKLdW75Y_Gq5jTm95W57MmTT1D-ydLN1LWG-BPV6W4W5L8CZl8LCdy3W44wjQy1gFkGMW5mfLd_1xWkC6W7btnF147cZC-W5PFGwq1FLFVQW46w0j84D0_-cW8js8m13ZXYtkW2lDBt46Hb3hqW3dZrNc18WL10N4nqsjVRRT1BW8GtsMR6dSftRW6zdpbP8pjm1ZW26LNSB22WVn7W43XwwD7Y_CpbW6vRjvZ1_WSF-W3SVj3S4nLNXpW7P8lcg6xcZ9rW4T508585BptfW20mM6S2gjRXbW6-7n3v6f4bxRW3kJN7r5gSQzFVCYNTc26j9NFW79QkSS2khBSRW6WpPwG1_Hz_4W4gMXBG96QBYLW1WhKmS8M39BkW6BrTZf8fDNlLdRGGZF11)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W5vyFNM3mSNHFW7rprBk7p7zx40/*VV6Tcz5575ggW58lY8X3QL_1y0/5/f18dQhb0S65P6Xvxd9VWVGLB2vPLv9W1kzpDr4-pRm_W4dCKPq2NTYKjVFQll_5HDhhNW3vmMT15CCHvXN6XqLnWq33dZW2s8-8R8DL_pTN1--2tz9nzF1W6dMb0B2N6yvXW7gHhqL8sM4h1W3fyv7S7YG4cfW4D-dSt6gy8zVW7JCgdb1jpcg4W1z1b9c2yYt8CW819g8s6wTsxsN4T18gRsfbCXW8GSrSF2vjXNPW8vQCKM7bVW3hW5kpD6f6ncLzhW2w32PL2zVh4VW1Z7Yg02KcKRQW1GfYn37vhTwFW6G5Qv-9k8FQSW1nV0NH93xsWkN3wrrd7_7TQVW7vFMs72qlx0hW5p1h-H71L74jVg8nB04j9rC8W4FpHwr1LfnJKW7nnKhM5Pd9T6W7_KTql48LtDQW266v1z8mqY55W7fkDQH5h28mnN3FXJ5nbvNgmW3lK7rM8T_MyVW99cwyn3XPRchW1Lj2HN1BmF51Vf2bc-1GlGqJW3LHM9_8J7_wZW6YDSD78Kf1HKW6yRJmg6DWPNVW4GqNZ78DHjsmVCBcSc8rTKVtW6JC7hf6_t2PlN4DxdS0yz74GW7jjfkS6KQ301W7XNGMm88Q1vhW7Sf_Y67rTQG6f6xP5T011)  
[Cincinnati, Ohio - May 21, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W10hKST6WtYCwW969LZZ1klLJ70/5/f18dQhb0S64C1Qg1MfVW466_2r_b-8W6tmnwg1cvbXSW5gCfYH2xHGkwW1nrjH-33D3NQW42_B8m83hWmwW3MX94v2Lb_TxW2W4p8x5lmC-lW97mf0K1mCvjMW7JgWqf6x3YYXW8PCVTZ2dCb-yW5C3CHc20JWlBW1W8R3-8GZhdMW3fbWRH9c-_bnW2757mV2Ldzz9W22wgTL5lVxYrVm5Tdy95JT02W2l-dC-8gtmP3W22yk4T7-XhFDW42krwv629vWmW3nzwY73HBcd8W2ym1ny1_XpgdN1p2YFqYZlq-VSFsVt6xdghtW1_KvqL7vZGbFW5rp2DY99fgyzW3vYbbY2Yb1XQN1yHh4TPslyvVSYgBm3HY2FGW33-zr88hVG79W2tmcXS3tkgZBW54sBlp4CvnJbW1GLDJs8dpyWYW6pxWs11gXp8HW8qmlDr905Rv5W6TDWqz7GryLrW2dN2FD444FkyW4S7D7C8CPlLRW5DKNW77Q45KnW5Nq_X_1bwJg3W5bJrPz8_Z5hVW5m1-yw4R8JN9W7T1SHt8qCq1jW8Bsb9P1p3xCjW6t_NLm1ZSb-8W3DZ59J2ph2flW4Jj8lL2NwNxsW7Ny_Qk3cknvbW4Hy4x38HjvDgW9g-BdQ42NknKW2cgSYt8S62wsW6WQmGv7hhd1WW1gfH3w6J4pCx0)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*N50ZL_ZNG33wW7CLCdk7xBL2d0/5/f18dQhb0S65P2jFLW5W12P7X91WTj1zW3Ds_965kyTSzW40NKbK2pgxb_W3_FtFQ3nV3f_W8L1lts6XQhZXW6fWTHd4jZDPjN79tkKMvbt13W2xbLLC3WwPr9W7m16bC8VYycGW2kRjB-7BTybQW5_3T0K3wY03kW5n3sKF1-_DZwW1JXn2z1t00x8W8T1sJm1kYJT1W2pkkLn2RFPcwW2h8c8C6RtzW2V4k19453LZB-W65jWjz4gYC3kW5m6v8H5QldlrW1W0qzQ34sPzCN58q7GTlwdcGW1Q18Gk56rnbmW70d1976z9HrKW7f6VX-4VqntxW7mdZX23X66JDW6GXwWn9kFmtbW9jCLD499601cW6LTLmY4jxzscW4TWqqK5_N31PW3RTn8M8zlc68W7P-7SX4jqzG5W5YQ0kc1BfhkPN3hVbWp4Vk9GW2-wBqd8y_sSJN4DBsT57_HbqW1VWj2s92yvQBW3Zyb8v5sCHzgW8g1GXT1GvTb9W5xsM-X3ntwCGW7sBpG37M-hjKW9fPrqK11rGd6W7y8CSZ3QFcMnW9c7YsD9b7CCqW4zkHT323-4ljW97MBRJ2PGXqTW6-5DRG4Rw-wFW8TwDLg2vyZSb111)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W49PsNx35Sd4WW2kzx302M0X8X0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVRbKHK5w6GmsW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rjl64Dl4vzW3sxGxX8NbSh7W3X0g0y6bp1cMVbq5fx4TKc2lW5w4zSV8LmvpcW4D2ZHP5kg26pW5jF04q2_vBgXN3zRyB8SgtNhW3NcJ6t64QWBxW4DXBxN2gnN17W5WX5Bc5vwbs5W16GMCT2xKjvtW2_lyJd1cDfnDW5VKK7V6PjqmrW15vm0f9h-BTDV3bGC21bBvW3W3_5Xh923byK0W1NFfl48P4pWxW8R9kfx3NGSVWW67h77-2bLRrgW1ny5pj8SktG9W84L8346-BhfKW6sH6ct7VX-7wW5fGNlg3vGf6lN5w9KL9dSQk9V1_PZB7Pv7rm111)  
[Sydney, AUS - Jun 11, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1_chDG1s9xt1W2mLv9-4H0yPW0/5/f18dQhb0S3j46tQ-5wN12PbKvF2zt_W34QyLl52rVfWW6-NCkf7617m4W55Vq0k2RNjGFW5yw3xQ1LGCX0W4zwtKr7dc-rhW4fLRqF1fYgpxW8vvFbS5LYd4VW4kFp4z7Ny0wyW1K-W7q9799wvW3xj-VJ6NZ6FvW4x2yrj5x0jG2W6fTybC6Jswp0W3dZJRL3TmvZTVCMnZC1z6kflW3zVskR2Y0gf7W2ZDJHj2BRl6-VdlQc92DpxpPV-9p5z2-WFgvW3Fshlt74PgXjW1gqkmB2JSHC8VcvfQl6q57BnW2HpLkk9gGFWlW7ybCkw5XrDLQW3ZLQ1B99fltvN1Gy80GmzwkWW83CG3K1f4FN3W88XtT44526PwW3cN52R6LSsvWW3QlmgB2p5tcWW51vqJr43Cv63W8Rj24Z712D4PW5Jd1cZ2wrGTnN7wnF_X5N5cSW5Bf7qV8-w0y9W6HK7rV6lb1PzVKbCln3gDkbCW2qFjVD7w4HQgN5NbNpCZ3szhW8GH--q8GSjBwW5tQSVH4BhVgbW5VBvlY3XZR27W4n7H7M7KV5hDW3YHMxP35Xw2yW4Bp8718dPwfkW57Z7HS39Wm3kW7tC7Ds9g-PckW8tqjw13pvmGBW67kpxw5f74BPW9h2vsJ7BStM9W3JR1Mh6w5shgf3v7-rt11)  
[Melbourne, Australia - June 4, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*V-cwJk2XTtZBW3cppYZ3BDNJt0/5/f18dQhb0S4006tQ-5wW12PbLM4_B8RGW2-VXcP2K7GGxW8STgYQ237VjbW5rcd1R7N3ycjW8tnH0r6TVmkYW92YMgJ7JMh92W6pV18y7JKB_FW3w99ZK2L9sDrW1QJnZB4p4QzhW2hhV-l6_R29MW9bKXFV2kNYsfW5QksVF2N6K30W3nd3mv7QnBDlW1v55d51kCdR8Vnfdg763P9QkW2c9-r77kbSB-W5CMlcF5YyJtLLkjbBbXYB7VH2pfl4PCqyvW80CMzp2mlVV8W7b1tMd3xHZC1N4LGx1FqLpfLW2Nn5ww2Llk4fW3l0_7P1jYHJlW7CgWLL6VfSjrW3mQQbt4TZndCVL_DHB6pVv69W7D6x3W6KfGKrW47pc4J7VrMvlW84JM-4278twNW9h1pFQ63TJM-W4tg-rC1sghcbW1WsZT97h-jm-W5H6BQs5HZjShW6VQxg38-gRDKW3CFf_G52RgT8W1dWWnS7fxdgyW6d3KCZ394RybW7NJQ-P2wJXNxN3TBM6y2lpwfW7pkn735cLp9QW7L1bRx48f7v8W88LxNs394ylKW17_KvQ7j4CRpW36B8DY73XYVmW7R8jtJ5kj4T7W18RPf99j6KH4W6_SbZ44Hv9yhW8N4xrQ7RbkfyW6NcTTX4WPJVMV9kPBq1ZTt1K103)  
[San Francisco, CA - Jun 10, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W3mN0P_217L3zW7663Dc1ycblW0/5/f18dQhb0S1Wd1Qv4L7W12hNBB2qyg4PN68G7S6DVGtmW7mxwFf91rkZVW5YQBm05WwtLSW8nN8kX6N-B7XW8N1yPB1JzmZ-W8yZyZd6M6CCmW6MSV7x8cNjP0N1HQN71h0KXtW4zx1Bh87fKJTW1FNMxj3CNvFKN3TW6x4y8dNrW6fbpcp2S0z_4W6g4ZQd5XGst2W64VQqN2KhJ_0W34PcPD5K9tLfW754Vdy1JnZc9W5r1Lv838YvpGW1yW0kV1fmCw6W4pgCRH5gNK-YW75hwhx6LBVFKW1w4Dtn7YmStmW67hk2p6SVxYsVdk7_z5lYy5WW7cxtgD75RN2lF7DBjXtk5TyW4lFSFz3Tnl2NN27FkRxfmWhsW3msQXq35MjQCW2tLTp74dtJl-W8LcZjV3bR5yXW74nYL58LXL1CW68VbNw715DF2W29_BJ12By4dhW4RcL936y3h4cVgT8Q33k1-tjW18qG6f4VScjlVpTgtr4MQ3wcW13HMFZ4fRkZqW8GbXH15HwKkZW7H03Wd7Wpv2gW1_1Fnn4v3DCVW64TX2m7F68VyW64VlxF2M5hkfW6HrbVX3zPmQfW87xnWk8vxqGMW8bV3QH7n1qlpW8fFWTw5SbLkcW4FyJVp8k42p5W66mT4497cd1SW9797V17BWJsrW6j3zZP4wdv7fV39dvs92LTTR103)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W4-8Jp969nz62W8MtybV69ylH40/5/f18dQhb0S3j42jTNyzW12gPy72vPRMWW2W4Y1K2y8_GCW2c1wM15SZRcWW7-jz8f4jWn--W1-00VV52d0JPW3hMVTL47F955W2jS4zx46DkWJW1FWFPb42tR90W8Bt5Mm8JtzcTW29Dsxz8_-TqNW97Z6J28K8fj2W76S1nq7Nk1QzW4jgD2H4y67BLW5llMWc2lQYMXV292yT1SkmLrW1Fdh0G2XWYWtW6dZZMR8bb748W2P-J8T5h3pf3W1hlkLh4MfRG1W2SJYkZ5s8z7DN7fvnFsn5sLkN6tj8G9m_SpgW35sKzn9d_HPzW1Lmw-03cwGhPN4JBh7l9fKY2Vzmzy58KtwB-W569k244JpkMQN97JCmQwljp7W17V06X8sx021W5CdMws8CPRytW7WlRK06ggPzxW4lgY4B1JrcyhW69Sg--4smhRtW6DWSD21qpQ_4N34plYzC-F16W3FPWHK5tlZ9HW8nwmD66g5qLGW1hRvl96p-WC1W3Mvz8_9d-CkmW1_JkVx5lw3mZVnPr7k89cTglW3MxKbC8B0mjDW6XwHrR1DfsqyW8sHf6X46hqCBW8DtPmD8pysRVW92pqls978CMrW5_1rsZ17bd63W66CRqJ3zbSPYW32W51H7z48m4f5yXs_P04)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*Vjfmty7Pd78SW1GyRVG8X30Mn0/5/f18dQhb0S65P6_cXM_VWVZWr2FDkBxVrYLNC5mvdZPW6lQS7p5383YRW58xV7h4bp2DrW6YMvdB4CdJTgW3BNRv97c2R_-N54slBmdXscsVQHwzk5px_llW4xz6tj7nn8wRW7TYsG57lxrlXW8spKhY29Cd9RW7gxS6X2pbHmFVXdDR01Fly9JW750zVv8DPTnDN85slwjCBjq9N1ZFWBQMp51tW6ZscwN2tdK8tW4cxM7w69crXnW1xY5tT2lCpzxVXVRg11z9vG1V6Hy0G4L8p_ZW1x13p122YpM7W6pZgvK6ZfQYWW3mbsFh7KVBrZW6J4xk_1Q27ykVwX7jB7Gf7hlW65HtLs9hWz9sW1fjQK36d90CRW981VDb2FQDKVN19PLNTmbkP5N8nsgxKvMT4fW3SrdSD2RZdFyW33wj1s7fjyWLW3fjt3H1Dw_P_W9cp0GC2HYRndW6wW5G11mhDvqW4cw0Wv4TYbY3W61GFr36ZX8B0W7ffr2t5H26JrW4NyY7G2491GXW8FNVDc7_KhQPVqyDyZ8mRJDxW8h6Ft47HTvnLF5rSt0BqbnCV6-6pp58gHXfW2dnYzZ18pq7JW22jkjG14lqJSW6gMxwy4Rg1BGW7stKXX5pS7VFW1wZ2PF8NDRvnf1vtnwL02)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*V1nnT05KBdJWW63Kd9V2t_yNJ0/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V_tq6n3jNjzhW3fjd6Y8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qMTRPT84Dl4vzW3sxGC-97nZ3RW8QKpyr4sj3hVW2BcyM91mGWlYW5kn1T68nxwDxW26kDPt5wQ929W2xrwDL7YbZC5W6QG0wR8Rf2q2W9jkr82644cLsN6cn5MbfHF-XW5WhHFl2zDjy8W6-dtr72J5gWXW7d7rmw2p1PP_Vf041G64KpJdW1pH2W63SKy-_W5QqV0H6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBX7x2t9_cxW5bN28m7RbXyNW6r6R9L6Kcj2dW4120lG6XW8KPW50WlLy24rrrTN2dpqD7cTSRKVcSBB-8XGBd5102)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*N3lrW4Qx8kjFW58glsy15fJHx0/5/f18dQhb0S1Wd7zN009N12NKJQMP_cxW1kzDLt4mnMd3W9byWVL3gmCQ1VRT56D4kPqkgW8r5zP17j21ksW8yZmsv8KKSF_W8v6v-C5m7GS_W4x9rN78LqZcNW32_P_t64PWMHW4DSjfp4ZtldFW1R-sxt1F5KsHW8y8GBx2c7785W2vkBRp22ykDJW1xF3T74y4FDwW3N2jNQ2P5ThTW8TPW2W2jQpL1N3Zxk0Z322Y9W2KrSPy5gfNVYW2svRht42rPkMW7YJYfp1qGmhmW5KYljb3jPd0gN1GQVJmtnz68W3CjF_s4KnXyHW1mVBhJ7b6535N7dVZ0s3zvDWW6DQW6Q7Mj830V-KVyL26vKJLW7Wvwr_71BgHjW8dWrcQ3fb7b6W20ljkC1RxHFNW5hhhKV6W1_WfW6jJv8k5MGYvNW1Skjwj5rQ3ZWW6sGK4Y3BWRzmW69XGnt3gdYWsW7TFtl_6g2GVTW6rX7BH5H8RQ-W8-K58x6QKr5HW5sx0V17pl3l3W2bH98h3TDv5sW1M78GH2_MrnqW7sqmDj5ghrpQN5sB92LvRGBlW1pW-zD3v1B0JW8BV9-K9f7YDKW4s8VV_3YbHgPW842BzB5NdVy3W88tnCp3p2_QBW3SHCbB4Sr2Shf8ZnTPy02)  
[Melbourne, Australia - Sept. 8, 2020](https://hl.t.hubspotemail.net/e2t/c/*W5vyFNM3mSNHFW7rprBk7p7zx40/*W3vVY1y4bT-yzW7fFBrt8WRTrN0/5/f18dQhb0S3j46tQ-9ZMWVwkPG1Q0pV53Xl05TfydvW4lCPXk3blf8ZW56ZFy_4P67t1W8Gdtfx5cDvPhW7xVRvT9hcMRdW1wZZh21LhT_qVl3_d56kHW7rW54X9M22Ld4f6W4xFh6R92gZ2zW99LLSS6-lx6_W2cBMXJ3-whj5W4j47Lz4k5PWPW71TqQ96dLFQvW4M8Q_c1Y-M5CV-2Yd41qlXWVW1RZj5c4t0d_wW4-Dr7Q61KbmwW1zn_Rm4_kTm_N5xwjm7d1xDlW1b4x3q1ZVqkgW3NywsC5vNQ9RW4hyB2Q4j_Ms5V46tB48mdFfCV3CkYs4XBsNcW2b_kQ08kXc32W4M9QC24Z4Y5zW1WtP962mj0d3N7gHw6dN9xD2W5J0xk37NjN94W1VwfXp6yJ3n-W5Cz7D510klGFV955JD6MBb2GW6FmmmC8-GqGBN8HhBSsTw5CrW88zjCw95tt2lW6J_PSL1hd9_fW3cvqnS4ly_KPW3Sv7fF26QY9_W4n2vr53wWBxcW4j0GcS2VzdkXVKq4wK1nrbL6W6CF7QF1D0DtRW8rkhcX9dK4QgW6wd_S62hhNRbW2cmjvb3S1pjNW7ZTG_599dv29W4Fzxv77R9wH3W4GWthX8swZtJW1_RRhh7848KFW3tPqfm1zbxTR103)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1bWvc71KZrjKW5n9mMH6P6hZX0/5/f18dQhb0S2C86v3gBLW12PbMJ2_V4ydW4-V7cn5W9dykW5LpxWv6q8jSLW8Y3P6j6BMzxFW12qxqc4n82vQW85TMHr4trfssW4g-N-D82DdNZW2ntBdc4fM17NW73jy2G68D9WXW811BzM8thNCkW8hTtlN7CmYDJW1BpcNk4kZQDMW6k13jh4GjLyPVRdpLj7Cjy2KW7j71Sv2_Wwm2W3JJlBX2sXkm0W2r8FD44KRyt8W12p0bf2PSrrZW2cy4wC30PDXLW7240Jx4RvK2fW518VJT5JvJzYVdcSst8Fm902W1YPcKc41VV75W69SzK55WTdrRMblzFbw4p3NVBVhVx1_Z-lgW3zGCs18F8JqvW7CCS6738ZX2nW71W8HB7tQ4rmW7N16fl2lHzDlW6g2Hdz1xz2QZW2VHhcz397NkhVyR3dm6Qyn50W7jY9lt962NLBN6WnCyHx9l1DW7g2bGG5YRmrpW928xs74zdySxVV0kly7M1jGYW7fFqsV2wZCRyW1fp0Kl39dBJDW24Rj3H7YZt5GW7W_N5M86b0khN6KRM55TFxTXW3Hhh0B3Qq5NNW4GkYtt3tPkl_W3_753J8VTkr8W5sRgH75vYQxsN8_ffWBT68m3W7nYb1g9k6tQtW8yp69J6pNx31W9jy_k83mZvnvW1PGYSR2M8wb3111)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*Vn5Rby98H9dbW5QtT4s5xtGZ50/5/f18dQhb0SfHq9dZxZKW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Jb1F8dhpW7B_zMw51dCKCW4d_SLK1zLv8bW1HRvfS6kLDkqW92X5TZ6JGJPfW1ZsQvZ7wSdxkW455sLQ58hvbMVn3l6x4jfkJCW2Kl-K67S7FBBW1zb7nk6rmvvtW7wzGLP7n8hwDW1TK2hT7tqB73W5tb4QN3fBJpBW53NYtc4PLwTVW7pzJGt1T2M3kW1cxb7G1KVDtdV42cYP3nNLL1W870w774jFs7XW5MT2JJ99HdCSW9gRrCR3nht5QW7YxhHp1wgyzMvVL6QTm_9dnK7jp02)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W3dKmk96bHHJJW6Vsm5l4kf91h0/5/f18dQhb0S2C82jTrhwW12Pfyt4_zZBSW69CWjY1tsNvtW95JMpt237HCmW6vT_Z27FHl65W25sjCQ87v33jW92YMgJ8hKXK_W81DZl-4769H5W24jl_F62gkLbW5XvZc365d4PmW194msR5PdwypN8tM3-NxdB1vW5dQl1F1qf8psW6B21-J7jQx-7N55P0q7nC4-nN4f1PzRhR5L4VGdPvl28hCSHW2tlkyl2Hsk3vW1YGmBb2P-ymcW3BBDYD60bZZmN95xz9xXxQ8-N1WX-fKH1HBrW3rPhLg4XkPhpW60bC188DH4_wW4lSV3p3p88JnW97xHkb7Kp3CBW3W3lg65kp-LPW2G0Sxj5GQq6HW8Gg90_72K1s5W2m7-Px8BsXSMW3WQc8j8Q1gK-W6lfPzK4_Lzp0W5JGG2J79HDN8W8KbDtB4t9sDyW29KkwD6WCnYfW2VSF416SnfNmW21Y5zf3-vQ6HW44B5mM2NdvPbW7SWjYD86vF-KW40r-c08YgTVBW5Snjgy8J853qW20cznx7n3JW3W3f1-hQ6f3zRmW3bb_z35TZpnnW4M8D3Q26hkN2W8wwtkf92Rx6wW1Jf7ML16MH1ZW46Zk2R8N9-cyVKhyzV4Dzx96W6zpK9C5hx0d9W48S4SX5wYXvC0)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W8dsLck1TlYrsW36BSvw3YJbxx0/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVRbKHK5w6GmsW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rjl64Dl4vzW3sxGxX8NbSh7W3X0g0y6bp1cMVbq5fx4TKc2lW5w4zSV8LmvpcW4D2ZHP5kg26pW5jF04q2_vBgXN3zRyB8SgtNhW3NcJ6t64QWBxW4DXBxN2gnN17W5WX5Bc5vwbs5W16GMCT2xKjvtW2_lyJd1cDfnDW5VKK7V6PjqmrW15vm0f9h-BTDV3bGC21bBvW3W3_5Xh923byK0W1NFfl48P4pWxW8R9kfx3NGSVWW67h77-2bLRrgW1ny5pj8SktG9W84L8346-BhfKW6sH6ct7VX-7wW5fGNlg3vGf6lN5w9KL9dSQk9V1_PZB7Pv7rm111)  
[San Diego, CA - September 18, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*N3WRZPzMwsZVW5Vv8pF2NjcXZ0/5/f18dQhb0S2C81QdPdXN12NPdNF2sRgW2-VXd01ywgH1W96SCC48dj-4lW2JpH9Y2zKy1NW4bT6sB6WnLWwN4xxNF2T2PxkW43btFp4_5V_qW5Tx97W3qYx0QW1W0WZR1qHSvgW4Ft7Fs41l7c1W6cdJG58lRBpGW3GzvZK1dHsH3VlfbQw1c79j2W7x0C8d4L99RgW13S-Dc7Mdn76W7c4J4p20DK78VqdLqb2DhQfzN11YCv3pXzJjN8vDL9_B_HlKN2Zc8LlZTjmkV3sWH11C8VvHW7nnl-P2zpkH9N1Y2-kbR2BPtW12GTFF7rkgz_N3JmTz6PvnmNW2qK_NY3MHNXQW1qgNHQ73bZbZW70LMz71hHcTNW8YrQ0B1QzmjLW4QdfbR80kyYXMdNwN8PpCXRW2-z15f5KTZ6VN1XGDF8sczM_V9P8F85x1vbcW5Gc0bh2_9FTyW70kXDt8ZZfWNW1h_7KC4CkXKDW818pQ63V61SJW6XZ8qY2fnLx1W49dQMg587t7BW3P6s0_2-dwX-W82NWNR30msVwW6J8h9D2g4Mp3W1Dz9YR3n5gckW22WMD39bSGd3W89tJvK6LCNgqW3pdGGy4y5VVQW21v_Vv9f1DL0W2HLBgR2vqP0PW939mnt5wYXvC0)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W2bgsgN30GHyrW3dtkV52SC_Cs0/5/f18dQhb0S2C82jTr_7W12gPXD2_jFtcW8ln_2H2YnfY4N13Rft7QB5rLW5Yc1hf1qzn6_W9dXhXf88rdpJW5mM10K12X7N7W7Wr7l853z5MlVgv9Yt7wp2XYW2rBbFq3GfhVPW8P0VlX4-glNRW89RBWc8cBwLXW5vgrqC83P0cjW8N07P15D3bngW5nkDQl1QK00TN6btw1Gbz5kjW81-yq05TTYTTW1DDldP1b9Pt3W4fw6sX2XhNDkF4pQqW0hSz6W6vjbRJ2ftggpW4s3Rtk8r5fKYW6yjPC86Cvy_LN7Mm-xy1Cl2bW3FdTkK7N96VTN54PP4-zdkJSW8vG7Xv4c6fXSW5z1SXl4GnfY4W3QqT1h7DCb-KW5-dGMk7QWh_1W4z8HJ74STc04N31Gd2FCVpGVW1hwf7H6-jZn1W7fxc2331nhlGW6TgmpC8qg7mNW4_vG295ZHx0cW2sCZVp5sJ6dMW1GsLtb1dzswGW1ZzVfG6m58QQW1mZwN48JNNJpW3T-lxB5rHG65W5bwL_898y8jHW6pD_Hk63fTWmW97Mv2y6M6MhKW2FxcNZ5rg5KKW4LMzsV8s_4wyW89-d1B62xPR9W4vFJQN8Zh2_ZW7rgQV86ZHng1W2Hz_ll7nWy5vdHtJ9h02)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W8ML9X570MhN8W6mKL198GPWYv0/5/f18dQhb0S2C86v5fl8W12gX1R2FK_5HW6b5p_j4HVtysW4SV3TC7SN2WXN7GHZ7kjXq5VW3jKfYF7sVqHyW6-NlB43mTyfjW7py_rQ3yYzjtVv1W2Z1MZRZqW4fW6fK72lBm_W90CtBZ4BBlzBW8kfJ0Q7M7mG-W7H0Vyf58lG5GW80xDjg4h9vCqW8BC0Tt1t_kY4N4PSMNLtk5M0W7VsM_J19XB2YW6NyPGb1TFr5NW1fLlBH1VJbNqW1MKkRJ2nmGMyW9kfFyz59Wx4lW61fZJ95bl0-HM_rxKPlhmwcW4BKw4C5md4JQN8dXqcTYJ1wbVfQYZs6Vvf02W7CM9N32hrwTjW4dZTzR6dBvwxW7G3wMT45MP9JVzg-dJ1Gstq4N3yRXnQRzNqnW5zQ55f5ClbsGW6cGZJz5W0b7HW8X0dyY8JpgCVW234tSr4H30dSW9gxLpG3rLJ_yN7FrDh87kLLHN4LmVpSmrCWNW90hD4t3sH5KJW7Z4Jrk6dpsvCW1YtxHq5ccR7bVB15W2219TT5W3XDvXn81GHVlW54GmK93HN9w0W3_MbSp2g0_VMN8sRGvwvJQNKW7mHH398TFBFZW1V6hL899b9LJW5HJcXj8pfmlzW9l69zh8ypVSMW6TzCR670b0NJW7TzlL07RLls4f31bR8102)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W56S0d94yRcwwN4LrWPDHF6tJ0/5/f18dQhb0S65P2jFLW5W12PfvS7JmTzfW3BvrGY5kyTVlW3t9wFY2pgxb_W40Hgck3nV3f_W8LvqsY92YZGBW6hqN237WL2LqVCBBcd1YN12gVQF93m6BkTjrW5RHKVf22f5wCW907-MZ8dp_yYW2l0Vyc6sfKXlW225nPZ1QR1PVW3LWyC453qlCsW1K4j-R2nW2nxVMLsKF7ZHcZlW8w0PWj50pHbzW1jX3yH5Z9NsWW3W4PMb2wBxm7W4StV0s2VP6sHW5PY1xy5_qJKQN3YFcQrnKWHhW1q_9H1633Qj_W8J78F07MlF-jN5BLsZhSr8BKW1pFsvp50hY1qW7WtHsc9k8YdZW3gpMGY8_6-hNW2JHQkg8B40r2W8rKCSf8dNpzYW5YHxj77QqsG-W7qcd1L3WjGm7W2zt6Vs7TNK1vW1ZbJYn2ck0n_W3t7M2X3VHK0HW98JR4512VRGTW2BdVMD4slMBrW6MPQT-1s6l0sW76027w3nXFcNW1JQFQD7-34fCW3mh7926vKg8SMh01jtbf193W85sYNz7kqM_FW8Nxfqc8Lx3HgW8p75v94rD-gNW9d5ZdT1XzqBlW90hNns8k9c2zW7jr3VG3lgFxdf56dWZz04)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W7Y3-q57PBx_GW3sWJm61Z4MB80/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzW5F29ls7-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rnW49WVsf7DLYQHW6VLH--6b-vF0N67h1zcQC5z2VPC2cV3j6yLsW6Pb4Vw9c0NkkW2xSsRL2xk5lCW2CTTJT4-8V5VW3f7T8J5GNXKqW5G2g-99bx9WmW95vkWG4ZpFKkW3cRX4N4qJ4tRVQJtYz2CfXpWW4YpG-t4WC9zTW8s-tmC4pY_mVN98z7mr8RhYZW4PkBg56BkmNHW8bQGpz72zrXTW712jpZ7cn4YgW5Ly6145PYGWfVn9b9C1wlbN3W5bT9RG8G6kmfW8_5-5C4LYd3NW70N8fm4p2DCfW9jXcWZ6B3nJ2N1WPqF4pV_Ztf8_1fx-11)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*Vf6K3W7-pkdGVpqYqk4DxcR70/5/f18dQhb0S65P2jFLW5W12P7X92Fn-p6VVVtyb1lnCC7N3czBBqDjxQhW3_TZVJ3nV3f_W8L1lts6XQhZXW6fWPkJ7WL2LqVCBBcd1YN12gVQF93m6BkTjrW5RHKVf22f063W99DZ0946JH-lW1Pkhym6vdgqxW2kQC476XcdWqN7vNdd1LMJjdW3nb4ss4QvWwLW2HB_8k6zd_BFN7CZB-nGJtwLW2BSBHW2why5zW7P9Bvn4_b4RcW2GfyZc3dbnx2W3TDFwC2DLxzcW7VgrCT805WvNW5z3NSl2N28jYW7_bkrP67Br3cW1Pmg541KRTBTN2Sf1XDGt_g9W6rSv119hc_CwW6xQ4Tf53_HtJW1xykcl8B40r2W8mZw7p8dNpz-W5YCCJD6gKLNvW352G477MFlRcW4NJr5l6nrCCtW3YmZhb4sCfqZW6WjYCK7Vh2xWW8YQT9J23PJlXW58tsH44sq41yW4qsLXr2TknQ_VnHNgk5BhPKqW1JQFS_5DP8S8W3mjWH-1QlQpdVd2Dxk2xw_nXW85th1F8wq-bHW9m462Z85Ygt7W7rq3SY6x6mpcW8TntT22cgDTxW90hNnn8t3p82W7jr3VG5ZTKtff56dWZz04)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W8Sj1F52SMX37N5k6cXC3DPqR0/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V_tq6n3jNwQ5VX2wk-8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qMTRPT84Dl4vzW3sxGC-97nZ3RW8QKpyr4sj3hVW2BcyM91mGWlYW5kn1T68nxwDxW26kDPt5wQ929W2xrwDL7YbZC5W6QG0wR8Rf2q2W9jkr82644cLsN6cn5MbfHF-XW5WhHFl2zDjy8W6-dtr72J5gWXW7d7rmw2p1PP_Vf041G64KpJdW1pH2W63SKy-_W5QqV0H6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBX7x2t9_cxW5bN28m7RbXyNW6r6R9L6Kcj2dW4120lG6XW8KPW50WlLy24rrrTN2dpqD7cTSRKVcSzLN5c9tl9102)  
[Chicago, IL - November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W2Qqzk-4w6Q8tVfXz7V8Fh2K_0/5/f18dQhb0S2C82k5LNLN12PbKplMSPHMC4SLHn4jvxW7nmthJ8p-Ff0N4_3vPtmHW-xW24RzZJ87vk1JW831M158ytKMXN6MTtdwFqzdzW638Sz411-mBTW1QJnZB5zQLJCW8d1Ntf89k15tW6TXqnm6KVgPxW2f00cL1pwqvSW1Fz2dn1GkcxwW2NfKfQ5381d2VVVZxn5j7V5rW2KJnqK8hyWF5W44fMdH5-PpJfW232hs81lxxn1VC0Rr42qMy54W2Rg3Tx2y7YyNV8rSKp7ply6yVj5Rx_759vJQW4TKNMs6kt6YRW5n7Q2B94xzNsW8cSGV94SW00-N2wmW10BltQdW3M7CcF5ptKzsW4QdQX97-m75HW7V16jQ95-6q6N99Kl3dvSRFwW6DfJrp3DKCb8VCb17q7NCtqTW6yby-V4Q1DLCW2VzWLL6b8K5sW1W1jj-2yFd3cW4Pjgdd6Kx9k7W5pNHWC4xyMkqW1hsp3d60wg-VW5pnTlK5Qfj6zW81prGc4MZXs7W66YSdf2PGvZfW2g1VTT62MBSlMt_m3hlDLvVW1FHhbb6PtDdgW5FRqhr976fGBW7TRLP63qNs_9W3vqlk5977V-QW2D69cN87-mYpW3nGM4424F0fkV2Fd_f4QFS9K103)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W5cZXzy8VZ6CqF41mNxgzHdt0/5/f18dQhb0S2C81QdPdXW12NS3S4_BcH5W7MMbbH2KkQj0W4yCBJp237HCmW6vWGSz7FHl8tW8Vrjk96VW5yJW9gXdSz3qYqtvW85M8Lb1GqN4NW3Dx0Fv27VpKtW3Bqr3q5WZq7fW7gNg_D898JFfW8WZNnw5RN6B_W3LQlQt56DtcLW5QY4ST7XSBYXW5sDCCr8VKZZpW602rtF2Y0kkjW2pjPlj1klwGvW1j8QgN8xv_hpW2lz5zF8tt0d9N5JT5RckW3YFW2T2_Bt4MG0rGTbYPJ7FN21lW36_MRd1-c5zJW3mQQ_M5kyWklW4T8bnP41zt9ZW3wbBCj2plH2RVwsvj87c73lpW7WH6yP6L7YMLVpF0KF8G9PZ1W1gb3_Z6g69wpW7PVF2117qJW2W2rVKJ96Qyk47W8C6xfG2XYFWVW1HzJCl30wJ95W7nvh3w5C2LLBW3nTNqq3hf7hmW83Nrk38HqdwQW3xjQcQ6ZRXKvVyd8yv5L0Tk5W42H4lB7pJqq7W2N1sw42mbx_yW74LGgG2H_r_QW9lQTym3LWXGWW3f3_t8863ND_W71Sy8F5P4g4GW7LB7Y76n9s07W9kDxVs8RmLkqW8Vdg6F9gXlkDW5dsfVB9d6mvtW23fWt37tMPpYMg4cff93sfb103)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W9j-KqF729ZzfW61bffJ1cvBk30/5/f18dQhb0SbTT8XJ8QKN81SjwlHyjJqVRbKHK5w6GmsW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rjl64Dl4vzW3sxGxX8NbSh7W3X0g0y6bp1cMVbq5fx4TKc2lW5w4zSV8LmvpcW4D2ZHP5kg26pW5jF04q2_vBgXN3zRyB8SgtNhW3NcJ6t64QWBxW4DXBxN2gnN17W5WX5Bc5vwbs5W16GMCT2xKjvtW2_lyJd1cDfnDW5VKK7V6PjqmrW15vm0f9h-BTDV3bGC21bBvW3W3_5Xh923byK0W1NFfl48P4pWxW8R9kfx3NGSVWW67h77-2bLRrgW1ny5pj8SktG9W84L8346-BhfKW6sH6ct7VX-7wW5fGNlg3vGf6lN5w9KL9dSQk9V1_PZB7Pv7rm111)  
[Melbourne, Australia - November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*VdFT5g5qK6yYW69LP2z6H6Jhn0/5/f18dQhb0S3j473qmlNVWVpJ61cpg4vW1MSRFs1d5M_SW3TsWRl26KKH0W2wBmdD10wsbrW7Z-TlQ6TtKGvW1J8G8k6BVNP2W1Pr16l84f7bsW2djTXP4HJWJ0W5Hzb0N2fdy9DW6KfbsL8VbTy1W4rDMdK9f6WphW7br2jY35bH7BN63c2hydhfTsW6BN8hs6Pd93ZVmJ1361C1p4gVVfYP75wcf2HW1rKqbZ3T9RWRW1PJjG73v-zdTN2Y1bzxbL-BqN2w1b8P3gHJpN1KwhWRSGCJYW3xHZCQ4N9d9QW315nf43sR37PW6DP28G4cS7K8W3vDB0d3yPPfzN4plSClgwGpWVlYRhq3YdwRVW6qT2XV1MLFsGW4mtRY922Ky8CW5HfSf624lnZ0W8tMB_t2jT8vyVwN_jZ2QvVqmW3cMl_L642G8VVnYcqy6LF1tZW6nZBrC5BLGjyW1dsQsm3d-bxfW3Wj3S34_nDx_W6FN4Qv7_gVvhW5907v04g503SW5hxjWf183hZrW8srP3z3d62p7N8sz6VQPhv7kW22V_ty56G5P_W4j5XSv3P9slJW3kB5kB28lZPCW4qlLvN933McGW69YC2Q88CD0vW23tBZ24DzSJGW8NnGXJ70JM3GW997hcX81Lf-BW4Lxb9Q8QMS1Kf2r5PlJ02)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W7wJxvX8FmHV1W6GY2nt1q3xyW0/5/f18dQhb0S3j46_ddJYW12hTQC50V7KkW7bf6_H1cnzdSW6YCl997HC8MBW45WXYx8KMLGRW6gmMlN3lx5PbW82Nx5j6vDlR4W1fSprS70lqNKW7WT_TM2J289_W8VfdtC7nn34fW6LFmSn5R1dQ1V6N9z61j7FdtVDyTcl12S7NxW5kGdnX2ZD2fmW56ns9f2FNg77W83hPFK8Pd5LxW9cjN373x9q2zW1bdM8R37tYqCW1pjQhW3JHTN5W89mcvB1XGz1hMtGstStXqZxW1SqbXz9fZ3zYN7sy2cV-6DpbW4-CW3l4YzxyyW7bGLXH3-dy9yW9hJVhH1z5Bz0W7VG8Qk7GvvkYW5TSVLn8yHdChW55HzSk8_cxLtW92rx2T7SWLCJW1Ln_VF4hzX91N6dPGgFbJMtdN7KcWxHSH99wW352HMk3hG5JXW6yDsSR6fzdtnW3XsNn95m4Q1bW4Vf_vd3q7hL3W3YFG1J6Rq_yXW6m8BJr1TVL0JW25Kw5r2_wvYBW721Wmq4LGDrGW2JhbhJ6YmtPSW8JB9mZ91fwcFW1mYNmR8Wlc6_W951jdP4D2lRNW2SRW1y4P7hG4W2jCK1n3KcymF103)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W30SYF212X9RDMNBrN0J9Hff0/5/f18dQhb0Sq5N8Y9-RWW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5T61SrC8dVLDpF18CZYGZW5y5wv-8p-G2xW5w5P_68y_DHCW1pNWLm8rBf2gVNgPYm8tBFnVN8r3ZFwQJgPQW8yWR425Fyr8-V_tq6n3jNjJnW5Gy6jq8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39qMTRPT84Dl4vzW3sxGC-97nZ3RW8QKpyr4sj3hVW2BcyM91mGWlYW5kn1T68nxwDxW26kDPt5wQ929W2xrwDL7YbZC5W6QG0wR8Rf2q2W9jkr82644cLsN6cn5MbfHF-XW5WhHFl2zDjy8W6-dtr72J5gWXW7d7rmw2p1PP_Vf041G64KpJdW1pH2W63SKy-_W5QqV0H6SSJNcVcb0dj3kYc04W4p7yDT2zQtprW36_zyt23N6GJW8qBX7x2t9_cxW5bN28m7RbXyNW6r6R9L6Kcj2dW4120lG6XW8KPW50WlLy24rrrTN2dpqD7cTSRKVcSnKm8Jr3_V102)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1J7d0N82nJkYW31JVVw1_dYM00/5/f18dQhb0S65P6tQ-5wW12Pfyt4-ZRwtW1t88125sDLxSW95K0JV8fd_hdN55wvjjKH-3pW8pPn464sGgJhW8N1zVL8yl_VJW48DvsQ1wrvPqW13bD886Q85gRW2xh5Nz5Md2-yW6Q-2X24TygLJW5dsB4r83jD7DW77phnr1hCtWRN2rhTTm_g14jW1B0zwc2qtXKZW2dgyjL5cqbnYW42z3Hv30PhvdW5MVWpt1mn_rKW5lZsfR4r0nCpW5fNF_67JsqcbW6ypW6f8gyczCMfSLZykCkjZW53KQT851pk48W5qCdYJ2c6xrGN4gkn678YL8MW1Rn5Xg8FgtnVW805N0x6YpBdgW5yB71c6W2n08W3JlF9Z4qC69bVDWHQd6C86TMW4yrn_03RJWrfW71XVQ417Xy7NVtbqfr2NKvmhW8kGKzv8y-MVjW97YJ0L34gb8pW54YWPP2ZfdyvW43rfGk22lqbqW6czdlx79nXp0W9jm2Gw1-MKm0W730TYk9fx_dkW1rPP_g3_Xk4TW4W_-vp5kzByYW8Ggvp144GrGxW8mW3HV8rL5qkW5HmBnf6gc60LN3_RZ3g7KJgtVh0T1z5GvczyW18nkhQ6RqKVRW8_hnnt66MCTGW9gsncS4G3TLJW2TTM7Z6Vq0KcW3Xv5T_1vBl0kW7h88m56rgB4d0)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1nmbbq8zVWqSMCmLxKdX7NS0/5/f18dQhb0S2C81QdPdXN12NPdTlgwm-W2Gld4C5VYkXyN5L8cWqSR84RW4wfXYd2wr307W8RpxQ34x6w9_W8tf3s_5lr3w_W5rTjkP4w0CVrW233Khm11t5D8W7QPnRp1r_z4qW17Gg1Y4BCdjhW7dT5Jf8s4xmDW2DJhwh1gB6lxW61LLZ826cLNhW52TsP41kC5p-N71D0MPJnJyzVTDmPp6hFhgDW5f1c3h1dXM0PW474pLw2-Yjs7W1mwFvT1r0G-DW16ZYDx5H58RRVTFY4_5y6RfyW6g56BY6W0qG_W3kcrg16zD5CwW8bXtV13d-gpwW3ZFPch6hVXplW5ggrk33SSByhN3HjKtbKskcKVhBTQB55d9h4W1T4r2G8bT6xJW1LxDGk7Gwk-nW8c6THl8_l7LKW1dLGl72BLSrJW5QHdkf57YCdxV__yFn86z3FSN3-zfv5f4y02W58G9XD2SB3TqW6KwYJ43ljh8BW4P_-F64dXybTW3jBT1J1mZKMKW90JT3c7RHyy9W7wHpLC4jNHRBW6X6QPK1tMws9W3S-6HJ7ZJvBqW7xGL447-2qm2W8TnGrW1JLmmXW8tCSkf7Vq09GW8G3dHB9l63L9W9lZsFM8ynbLfW5SCdG86xsZ58W8nkDHq5qfC4X102)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W52RNTW5V2gR9W44_w9T2QY2p60/5/f18dQhb0SfHr9dZyjHW6KB8JF1k63-nW1Fp0VQ1D8WlkW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rnW49WVsf7DLYQHW6VLH--6b-vF0N67h1zcQC5z2VPC2cV3j6yLsW6Pb4Vw9c0NkkW2xSsRL2xk5lCW2CTTJT4-8V5VW3f7T8J5GNXKqW5G2g-99bx9WmW95vkWG4ZpFKkW3cRX4N4qJ4tRVQJtYz2CfXpWW4YpG-t4WC9zTW8s-tmC4pY_mVN98z7mr8RhYZW4PkBg56BkmNHW8bQGpz72zrXTW712jpZ7cn4YgW5Ly6145PYGWfVn9b9C1wlbN3W5bT9RG8G6kmfW8_5-5C4LYd3NW70N8fm4p2DCfW9jXcWZ6B3nJ2N1WPqF4pV_-4f3l5ZZY11)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*W1sWHdH6pkh-jW5MKtCQ6_rfsQ0/5/f18dQhb0S2C82jTrhwW12PfwL1kNM5jW1PS8R55TMqcMW8tqn0c76pbtRW1LjLrz9dRLt9W47pH8p4xpZMLW8X9fY7609926W7cqnm95xzHs_W7GTQ5B27m9KKW54sFHm4Zz1McW6ZSPfS8fVzjvW8XKhzr8zxVvLW944rh_66xjZZW3F1b2Q5pn-F5W7WxmDX1WZspwW46GLF94SsgJWW2xsnkK1MT0NhW1Wt9Jv2rHRXvMx79bBxgzZsW1XHP374Wxk6gN2F1g--Df51CW7vpZ4g6CxhDWW6DPhGS7_JwtbVf6ynt5kDg0TW8LBbn64GBrTJW1JYNfM8QJYP4Vm-Fbj4pFY02W1NNqRM3qfhH-W1RG5T771jRHbW140vbh4ln4vrW6gDdvP8gsy2_W71HmN08pFNvxW1bRk_n2B3nShW4Bxryt59X7LTW3XSf988KSsTPW7sLRtC5-NN9WN5ZJBFjv3RNVW4ldN7c1jn9T5W2SHQq_4jTFbKW59t4qB7LP2BmW8LWdG56kgDh6W8Bp8256V5xSLW925KSx324tSZW622j4S1SgCDPW82cPh67-448RW8VmXvg4lMXLWW9k1V497TZgj6W6xYh_p17G8wmW94gNm94BzrFcW30L1xs1wRpCTW9h9pyX9kLD9B102)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*W2z96P12NRT9dW32n7j_2bGsfl0/*VFR-hH3Tb2h8W8fPqr66hGH2m0/5/f18dQhb0S65P2jFLW5W12PfvS1gp5wZW3BvrGY5kyTR-W7VY21-5VQkrTW6GCRSj5yMKtQW4x89sN92YZGBW6hqN237WL2LqVCBBcd1YN12gVQF93m6BkTjrW5RHKVf22f5wCW907-MZ8dp_zxVXbRvK3f67d8W2PSJWD7thq6ZW7YQBSM5XXy7PW7rm1DV5hN0v3Vbb3YG1_qy-8W98zyyW8fYBh2VkdSfr1vPBcSW5G474n7FL40xW3yNt6D5CzLLrW20XkFb2DLxzcW7VgrCT28qtZ7W5JYhX35x4jKCW6BjgCM2-1xMcW3xPW573rGL4-W5HtGmD1jZz7tW3xx9Sd9cl6dVN3KvLpsMYCtkW5pmb8X7Q2zB6VNFB3745gNrQW2_xjrg8zBjmDW81fVcB6gz961W58WQg46ns14pN3YmZhbcKNmJW6WjYZH3bdWbxW8QqFQX23PJ9rW5sfL2Q8k6N5-W8RCRSH85_N_GVNmZ1Z7JqqnwW6Qck_53J00x1W4226t562vdzqN17-d8JTTtMZW4gCjNP1jkndZW4CtR7y4nptdmW1LhkN77rHtGtW8k6wYB5XpVXfN6zCjzWVPkztW2dSxRw8bFJ3jf56dWZz04)

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**05/01/2020**

**Sweden’s Approach; YPO-Only; New Book; Flow vs. Control – What’s Next**

Absorb fear, exude hope. I hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink our reaction to the virus.

|  |  |
| --- | --- |
| *If stars needed the sky's permission to shine, the universe would be a very dark place.* | |
|  | Matshona Dhliwayo |

**YPO-Only May 7 Virtual Summit (3:22pm – 5:07pm ET) –**41 YPO Chapters have signed on so far for the [May 7 YPO-only Summit](https://scalingup.com/ypo-summit/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd). 10 stars, 10-min each, first class chapter educational event featuring Mark Cuban, HBS Frances Frei, Dandapani, etc. Open to all YPOers and their teams/employees. Hosted by YPO Detroit Motor City (Bob Verdun Day Chair), your YPO chapter, for a small fee to cover costs, can gain access by emailing Chapter Admin Maureen Panone [mpanone@ypodetroit.org](mailto:mpanone@ypodetroit.org).  
  
**Flow vs. Control –**I woke up this morning with a renewed sense that “control” is an illusion – plus, no one wants to be controlled in the 21st Century – at work or anyplace. Better, to let things flow – to find a flow state (focusing is calming) and to let things play out – not in a passive way butaccepting that most things are beyond our control – always have been – and that it’s more the feminine way which our companies and countries need a little more of. I was also reminded of one of my favorite sayings. What WILL happen next?!



**Calling all BOGers/EMPers -- Celebrating Entrepreneurs – Book Released Today**MIT alum have founded more than 30,000 companies generating almost $2 trillion in global annual revenues – equivalent of the 10th largest GDP in the world. Detailing how MIT became such an entrepreneurial powerhouse, my long-time friend, colleague, and co-founder of the MIT-EO “Birthing of Giants” Program, MIT Professor Ed Roberts has released a Kindle version of his new book today [*Celebrating Entrepreneurs: How MIT Nurtured Pioneering Entrepreneurs Who Built Great Companies*.](https://amzn.to/3bVTmom?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd) The web site, [www.CelebratingEntrepreneurs.com](http://www.celebratingentrepreneurs.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd), tells much more about the author and the book itself. All proceeds go to MIT’s Endowment Funds – a worthy $9.99 Kindle purchase and donation from all that have benefited from MIT’s support of entrepreneurial education.   
  
**Time to Re-Open – Lessons from Sweden? –**Anyone with political connections – please forward this [*NY Times* article](https://www.nytimes.com/2020/04/28/world/europe/sweden-coronavirus-herd-immunity.html?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd) about how Sweden has trusted “the crowd” to do what is right and has navigated this virus without a lockdown – and preserving human freedom. Maybe a better way?

**Brutal Facts/Data – Scaling Up Scoreboard --**The past few weeks I have been encouraging you to adjust, observe and prepare for a new business reality. Now it is time to execute. Just as you have hopefully moved beyond spreadsheets and professionalized your business with appropriate accounting and CRM systems, Scaling Up Scoreboard will get you beyond clunky spreadsheets to help you quantify and communicate your team’s cascading priorities and KPIs – finally an appropriate system aligned with all the Scaling Up tools for the CEO! Learn more in a [personalized demo here](https://scalingup.com/request-a-demo/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)**.**

**Looking for Some Quick 10-minute Tips This Weekend --**[**Replay of April 22 Summit 2.0**](https://scalingup.com/summits/scalingup-virtual-2-0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)General Stanley McChrystal, Greg Brenneman, Dr. Elizabeth Lombardo, Keith Ferrazzi, Kathy Kolbe, Denise Lee Yohn, Dave Kurlan, David Horsager, Josh Linkner, and Michael Bungay Stanier – plus Summary Notes and Links.    
  
**We’re Still in Business Coaching and Training Firms:**[Atlanta, GA – Apr 29 - May 30, 2020 (VIRTUAL / INDIVIDUALIZED SESSIONS)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-atlanta-individualized-sessions-tickets-93994440903?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[San Francisco, CA - May 12, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7DLbzR--vYCW9hPcjQ6vRn6t0/5/f18dQhb0S40028_sBBV110S-4-BHRCW5XWLfs1gBnBpW5Br_2C1Y3MCNW2t8cYQ5Jb6h-W83197_4x7dxzW5fNFv49cl4CmN6HMG97jJWk-W73pYF74TBX9dW79B6jN3xsxc7W43vH7p15yWc0W85PqhQ5CwmXMW8SrbdP4pCCc2W3H3wfH8WqWdYW91LBK35KmfbfW5bp-nX4WHRV6W24BSxx47jgczSv808nZ5DWN5g7YjYRG2KdN1Rq5dWMw0RWW1lBdfQ5Cyk5vW1S_BSl2PMjsGW4jX_l32pV9xqVRYJGV23DvzmW67L6Y752P3SrW1L43qJ8r3B78W22LbJv212n9JW5gQwt45b18PBW8-Vg484bddfsW8vVtX418v--NW1N-NM06p5ZsBW5T7vk66cgSt5W8mb7hZ5PtCvRW3mtvcv3s3-dKW41Zzd35J7gw_W5xCRXD3B-zTrW3pNszr1tWSwWW36JBsR7mxsMsW5Mrkhr5-lf-NW7Th--R5Wfm52W6NcGrw48cwc4W6xgkhw41ckc7W3SZxXQ4hJqC_W4k54Nx7kPZcDW75ytY375mccbW3NStV_7slgw3W8tnNrL1vTY0zW4FyKTd4dNBNjW6YlfBb6R2frcW3FpzGj7nYkBrf62PBpL02?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-now-virtual-tickets-90652252327?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Cincinnati, Ohio - May 21, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-rockefeller-habits-business-growth-workshop-may-2020-cincinnati-tickets-98291258801?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7qlnGK1HDxhBW4-wGWD3rFpHJ0/5/f18dQhb0S65P6_rVWdV11vrZ52xWSYVDK-zd2wCdQrW3XkKH98D1BcnW62d97V2N2lHmW25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yq9zV8wYZF46Ct-xW2dS9QT5f40lyW9hm9ln24ls4cW4ZDkNs1hmqzjW3JTZ9y28MCvRN7zKYTpWVTqPW1fSBTN4MgVwpVJQlyG8dJ2v6W4Jzkn43FlhsQW1qT0hL4M7cnbW6Jx-v84WQKHHW3Rz-BD6bd2J7W7p80gz3_zwq_Vdf-M64LFQ9vVzXM-l8fD6C4W9ld3yP48_cyBW7WMhpD6XWFGPN3m09pv6npLzW2xLPQq97N10lVG1bhv6mhn9hN58CMB4kqVy0W1CNvH83QY7ZnW7V6G3f97dhZ0W61W3tz1hPQjMW8zKZ9S2XsX5XW1WczCv7HXYMjW8Mn7MY44P9fsN8Wq5c0zwZchW3n11mr3ghMJ0W5FgsjG6lpwpmW6xDZvM5RC7SWW2JqNyW6vBhtDW3gqtz22GS1WDN6bPQjxZqkC2W74KTTH811w4sW9j8Msg3Rx9V6W4zCCMS496XjtW14JvyB2fj_lTW2x5kNS86nzx3W4R5fnC2Dp5WLW6RGWpT5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, AUS - Jun 11, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W53QKP07H0KTJW8BSHgx15xtbK0/5/f18dQhb0S3j47r69bkN12gKKgFPkrmVMBnKt2YXkGpN4r7Xz4dYfj-N3_BFBvJXrfvW964sw-3N57J7VB7prd54NFB_W2t_S-L42tHYfW8clVlK6Q3fCBVMLRDM8ftwqBW4Zth9y8PwbSWW96v7d796gGjCN5C6mS5MmWFRVWfdgy3FVB3RW51S2nq2SyYqMV18lf62GCYY-W7p_rbh4rM8C0W2X-1265ckG1bW4RYQwD33zBJPW8qQM6r4WXQ6JN5WKsw84kXRCW8z_93K72Q_05W3-GPzL4W91N3W3l766G8j5HDNW1P1z9z75F564W8gyzwg19c0L1W64g4mC4qdHp5W3dGzSK19rgPwW6nmK358cVTJLN5jHMDXQXkBYW7lxYbT1VdY6jW8pzGnV7SKPbVN1Gx6QQx0_XcW2wn-7D41ptXHW7nr2rh6NMzHmW6S9PnM3mXKT6W1cc6pS6gcL1cW3rc_h83691vJW4v_yY46wD4j1W6CMl1Q4n6kcdW6k2Tcc3K603QVhRl2Z1b3yvmW29yWg945YLm-W8L0fLH57sc_JW3WKMX038FmXFW1Yxv_X4256cGW4L_S1s222r6_W3MGhkf5-d2PqW9fDg7J9lSbz7W5BsX1p9c9Z4mW7sdq4h1TpRZ_W6mQrGg1qntm-W5Pw2Lm97Lq2Wf6rgB4d04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Melbourne, Australia - June 4, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-4th-june-2020-tickets-101162279100?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[San Francisco, CA - Jun 10, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-flexible-pricing-options-tickets-103372457804?aff=erelpanelorg&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W2nHsZ36Lbp5wW8FDkqN2NSMSS0/5/f18dQhb0Smj19dZz5lW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sn1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58y-Kb80q8p7W7Ych065t8chCW1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_ckcW7cbvQs32CQ2lW8jxMNS1Vx27WW6Pkt_V62_rT0V3cv8p2lWbHPN2jfFtzRFkGqW4fWvGL5kmcLGW2Jb9Nw4DVg9jW2vTkym4wZLQyW5jPvYr42sVyKW5WqCVh2TQ-SVW4dcplc2KQYDkW43wqMX5vvRL7W3zq-g_2_by4tW3QRJDB5vFnr9W3T9cv46yH-qsW45z5wW484jqmW3WyPLH3N-nJmW5WCz0B4ZdVMRW6p0MKL73DBQpVcWbVf4Wpz-0W4w2Bzn8V02F0VrLBtN1W5RDTN1FPQp010NbdN5x6QXXhFJG1W4FyfyZ5KrjH-N7VWM0VBzwh8W7c0DzZ8tLNDRN2dpqD7cTSRKVcSD_66WGRnk102?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N3nRpZ_9YqQdW1qr6mP74L6R30/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCTLt5t4tYqvR103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*Vj6V3r4_b7h3V2khFK3Ks6F40/5/f18dQhb0S82_9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW6FHmGK7tBPGNW6dhLl44hbk9DN4bz6KQy-fWMW1-8CGd6z48frW47xyQr8Sq4hgW1zs-yv1D8H_2W1L6bsz6pm0WlW1FqBJj45kBjdW558jPx50rc_7W7j-vDn8P6g1sW7ns-FW1B8dgwN8Sq7kxhvnG9W3Swq0f3CVWzHW8csLSq1036KDW5lPk4R5pfCQ6Mr_k757bkk6W70--8j5mSYQ1W4qDKsy8SdbJtW6T75hH5LFvgBW8yH7f_7wRVnDW4vDNb77NDgDbW5V9WFR3f5_rbVbWsQ35JQG0x0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1P0jb_90b327N13nNVc6D2vb0/5/f18dQhb0S65P6SyJVvV1xyhV5_S5YMVDK-zd2wCdTpW1T-CrZ6qYRmLW5dXj8P7K8PM4W2HpgWQ54VQ3kN2p6LFgTjq1BW2-HWwP1q_3nJW1CXZY47GQWJrW9f7gkk8RLcm1N5P0F3JT5h38W2G95Kd7kHxMYW2PwVFQ1JpJksN4dgFFd8xbjBW4_7H322Y0l6FVtbFxH3_Gc44W33njC91q1yQFN1N77J4jvRJ3W7LC3b83QsT_cW1_JGxN2Pt6s7W5sjDRR4j7YSKN7gJzrRCZcjhW7GQ44822XbzfW4GlCKD82DrPjW20bZfs7V0mztW1qkGht7jy8JSW2Y01nl8_vX1XW7bzGB78J4kRpW6vHs254KLxL_W2NbRGY6d74HlW8BqG8F5W4JHwW8yDh4n3618B8W1mPpzZ7YSQHlW64d4Wd3rR7vbW3qpSrf7twPp_W75MGcL4PcgTqW87k3Bx6hKH1pW7wQ4dN6R0SpmW6xDZ7P5yjqkSVm16Tz6syDszW25g_s62LP5wLW6bj_-04f4TQtW3yhvbc5NcGSWW8bB-ZJ8tyW9bW8_fc374sVDx8W5S9gGy2kKpLjW2qftMQ18kZn_W3zbSPY2sS-ywW5R3DpX5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9pjrgHA9selwdOwYn5dbuMSLJI-BsRvicLyV9ewK-aEseSFeYVLrM8uYiFW7DagKRseuXd)

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**05/08/2020**

**May 20; Jim Collins’ Thoughts; Optimists Suffer; Thriving Biz’s; 50% Wine Discount**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink our reaction to the virus.

|  |  |
| --- | --- |
| ***Stockdale Paradox:****You must maintain unwavering faith that you can and will prevail in the end, regardless of the*  *difficulties, and at the same time, have the discipline to confront the most brutal facts of your current reality,*  *whatever they might be.* | |
|  | Jim Collins |

**Jim Collins’ 6-Minute Crisis Response –**If you watch only one thing this weekend, pls take 6-minutes to watch Jim Collins’ (of *Good to Great, Built to Last, Great by Choice* fame) [video](https://www.youtube.com/watch?v=GvWWO7F9kQY&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) he shot from his home office and distributed yesterday. He’s been asked by many his thoughts during the crisis –[this is his response](https://www.youtube.com/watch?v=GvWWO7F9kQY&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV).  
  
  
**Optimists Suffered a Broken Heart –**  
One of the counter-intuitive ideas within the Stockdale paradox is that optimism is dangerous. Those in prison camp who believed they would get out “by Christmas” died of a broken heart. Thus, I go back to the simple idea: “plan for the worse, hope for the best” – another version of the Stockdale Paradox.   
  
 **Thriving Businesses –**This [CNN piece](https://www.cnn.com/2020/05/07/business/companies-thriving-coronavirus-pandemic/index.html?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) details companies that are thriving in the crisis – worth 1 minute to scan as an indication of significant trends. Are you going after the growth opportunities?  
  
  
**“Insta-Hit” Music Summary of YPO Summit –**Pls take 2-minutes to enjoy this [musical content summary](https://songdivision.com/ypo-rocks-with-songdivision-virtual-instahit-happy-hour/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) of yesterday’s YPO Summit – including a video featuring Mark Cuban, Frances Frei, etc. – thank you to YPO Detroit Motor City and Day Chair Bob Verdun for hosting over 3500 YPOers and their teams.

**Final Summit 3.0 May 20 – Mark Cuban, David Gardner, Raj Sisodia, Kat Cole, Susan David, etc. –**Registration is now open for our [final 2-hour virtual Summit](https://scalingup.com/summits/reignite-summit/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) this spring with a theme of “Reignite”. May 20, 3:20pm – 5:20pm ET and includes on-demand replay and professional notes. 10 stars, 10-min each ( – fast-paced, no fluff, “what do we do the next few months” in pricing, strategy, investing, healing, emotional agility, and leadership – including how to compete with Amazon!!! First class executive education to outlearn/outthink this situation.

**50% Discount Priorat Wines –**Priorat is the smallest DOQ in Spain and dates back to the Romans wanting first class wine and olive oil. Several 100 pt wines come from this small region. Surprisingly, these amazing Spanish wines are underpriced – and because I’m an owner of the Perinet winery along with Henry McGovern and several other YPOers, I’m able to pass along our friends/family pricing (OK, we want to sell more delicious wine). Rated 92 to 96 points – Jeb Dunnuck’s reviews [here](https://www.perinetwinery.com/news/jeb-dunnuck-ratings-2016-vintage?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) – and a [link to the US store](https://us.perinetwinery.com/Wine-Shop?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV) – use code: **partner50** for a 50% discount.    
  
  
**We’re Still in Business Coaching and Training Firms:**

[San Francisco, CA - May 12, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7DLbzR--vYCW9hPcjQ6vRn6t0/5/f18dQhb0S40028_sBBV110S-4-BHRCW5XWLfs1gBnBpW5Br_2C1Y3MCNW2t8cYQ5Jb6h-W83197_4x7dxzW5fNFv49cl4CmN6HMG97jJWk-W73pYF74TBX9dW79B6jN3xsxc7W43vH7p15yWc0W85PqhQ5CwmXMW8SrbdP4pCCc2W3H3wfH8WqWdYW91LBK35KmfbfW5bp-nX4WHRV6W24BSxx47jgczSv808nZ5DWN5g7YjYRG2KdN1Rq5dWMw0RWW1lBdfQ5Cyk5vW1S_BSl2PMjsGW4jX_l32pV9xqVRYJGV23DvzmW67L6Y752P3SrW1L43qJ8r3B78W22LbJv212n9JW5gQwt45b18PBW8-Vg484bddfsW8vVtX418v--NW1N-NM06p5ZsBW5T7vk66cgSt5W8mb7hZ5PtCvRW3mtvcv3s3-dKW41Zzd35J7gw_W5xCRXD3B-zTrW3pNszr1tWSwWW36JBsR7mxsMsW5Mrkhr5-lf-NW7Th--R5Wfm52W6NcGrw48cwc4W6xgkhw41ckc7W3SZxXQ4hJqC_W4k54Nx7kPZcDW75ytY375mccbW3NStV_7slgw3W8tnNrL1vTY0zW4FyKTd4dNBNjW6YlfBb6R2frcW3FpzGj7nYkBrf62PBpL02?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Tampa Bay/Sarasota Area, FL - May 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-now-virtual-tickets-90652252327?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Amsterdam, NL - May 15, 2020 (VIRTUAL)](https://scaleupcompany.com/event/masterclass-scaling-up-virtueel-15-mei/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[North Carolina Region – May 19, 2020 (VIRTUAL)](http://events.r20.constantcontact.com/register/event?oeidk=a07eh1g6lkle763c3e5&llr=emrchggab&showPage=true&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Cincinnati, Ohio - May 21, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-rockefeller-habits-business-growth-workshop-may-2020-cincinnati-tickets-98291258801?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7qlnGK1HDxhBW4-wGWD3rFpHJ0/5/f18dQhb0S65P6_rVWdV11vrZ52xWSYVDK-zd2wCdQrW3XkKH98D1BcnW62d97V2N2lHmW25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yq9zV8wYZF46Ct-xW2dS9QT5f40lyW9hm9ln24ls4cW4ZDkNs1hmqzjW3JTZ9y28MCvRN7zKYTpWVTqPW1fSBTN4MgVwpVJQlyG8dJ2v6W4Jzkn43FlhsQW1qT0hL4M7cnbW6Jx-v84WQKHHW3Rz-BD6bd2J7W7p80gz3_zwq_Vdf-M64LFQ9vVzXM-l8fD6C4W9ld3yP48_cyBW7WMhpD6XWFGPN3m09pv6npLzW2xLPQq97N10lVG1bhv6mhn9hN58CMB4kqVy0W1CNvH83QY7ZnW7V6G3f97dhZ0W61W3tz1hPQjMW8zKZ9S2XsX5XW1WczCv7HXYMjW8Mn7MY44P9fsN8Wq5c0zwZchW3n11mr3ghMJ0W5FgsjG6lpwpmW6xDZvM5RC7SWW2JqNyW6vBhtDW3gqtz22GS1WDN6bPQjxZqkC2W74KTTH811w4sW9j8Msg3Rx9V6W4zCCMS496XjtW14JvyB2fj_lTW2x5kNS86nzx3W4R5fnC2Dp5WLW6RGWpT5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Georgia Region – June 3, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-business-growth-workshop-georgia-alabama-illinois-tickets-104261400656?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Melbourne, Australia - June 4, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-4th-june-2020-tickets-101162279100?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[San Francisco, CA - Jun 10, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-flexible-pricing-options-tickets-103372457804?aff=erelpanelorg&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, AUS - Jun 11, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W53QKP07H0KTJW8BSHgx15xtbK0/5/f18dQhb0S3j47r69bkN12gKKgFPkrmVMBnKt2YXkGpN4r7Xz4dYfj-N3_BFBvJXrfvW964sw-3N57J7VB7prd54NFB_W2t_S-L42tHYfW8clVlK6Q3fCBVMLRDM8ftwqBW4Zth9y8PwbSWW96v7d796gGjCN5C6mS5MmWFRVWfdgy3FVB3RW51S2nq2SyYqMV18lf62GCYY-W7p_rbh4rM8C0W2X-1265ckG1bW4RYQwD33zBJPW8qQM6r4WXQ6JN5WKsw84kXRCW8z_93K72Q_05W3-GPzL4W91N3W3l766G8j5HDNW1P1z9z75F564W8gyzwg19c0L1W64g4mC4qdHp5W3dGzSK19rgPwW6nmK358cVTJLN5jHMDXQXkBYW7lxYbT1VdY6jW8pzGnV7SKPbVN1Gx6QQx0_XcW2wn-7D41ptXHW7nr2rh6NMzHmW6S9PnM3mXKT6W1cc6pS6gcL1cW3rc_h83691vJW4v_yY46wD4j1W6CMl1Q4n6kcdW6k2Tcc3K603QVhRl2Z1b3yvmW29yWg945YLm-W8L0fLH57sc_JW3WKMX038FmXFW1Yxv_X4256cGW4L_S1s222r6_W3MGhkf5-d2PqW9fDg7J9lSbz7W5BsX1p9c9Z4mW7sdq4h1TpRZ_W6mQrGg1qntm-W5Pw2Lm97Lq2Wf6rgB4d04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W2nHsZ36Lbp5wW8FDkqN2NSMSS0/5/f18dQhb0Smj19dZz5lW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sn1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58y-Kb80q8p7W7Ych065t8chCW1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_ckcW7cbvQs32CQ2lW8jxMNS1Vx27WW6Pkt_V62_rT0V3cv8p2lWbHPN2jfFtzRFkGqW4fWvGL5kmcLGW2Jb9Nw4DVg9jW2vTkym4wZLQyW5jPvYr42sVyKW5WqCVh2TQ-SVW4dcplc2KQYDkW43wqMX5vvRL7W3zq-g_2_by4tW3QRJDB5vFnr9W3T9cv46yH-qsW45z5wW484jqmW3WyPLH3N-nJmW5WCz0B4ZdVMRW6p0MKL73DBQpVcWbVf4Wpz-0W4w2Bzn8V02F0VrLBtN1W5RDTN1FPQp010NbdN5x6QXXhFJG1W4FyfyZ5KrjH-N7VWM0VBzwh8W7c0DzZ8tLNDRN2dpqD7cTSRKVcSD_66WGRnk102?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
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[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
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[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)  
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[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1P0jb_90b327N13nNVc6D2vb0/5/f18dQhb0S65P6SyJVvV1xyhV5_S5YMVDK-zd2wCdTpW1T-CrZ6qYRmLW5dXj8P7K8PM4W2HpgWQ54VQ3kN2p6LFgTjq1BW2-HWwP1q_3nJW1CXZY47GQWJrW9f7gkk8RLcm1N5P0F3JT5h38W2G95Kd7kHxMYW2PwVFQ1JpJksN4dgFFd8xbjBW4_7H322Y0l6FVtbFxH3_Gc44W33njC91q1yQFN1N77J4jvRJ3W7LC3b83QsT_cW1_JGxN2Pt6s7W5sjDRR4j7YSKN7gJzrRCZcjhW7GQ44822XbzfW4GlCKD82DrPjW20bZfs7V0mztW1qkGht7jy8JSW2Y01nl8_vX1XW7bzGB78J4kRpW6vHs254KLxL_W2NbRGY6d74HlW8BqG8F5W4JHwW8yDh4n3618B8W1mPpzZ7YSQHlW64d4Wd3rR7vbW3qpSrf7twPp_W75MGcL4PcgTqW87k3Bx6hKH1pW7wQ4dN6R0SpmW6xDZ7P5yjqkSVm16Tz6syDszW25g_s62LP5wLW6bj_-04f4TQtW3yhvbc5NcGSWW8bB-ZJ8tyW9bW8_fc374sVDx8W5S9gGy2kKpLjW2qftMQ18kZn_W3zbSPY2sS-ywW5R3DpX5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz--wRjyJIQ47FhpfWMysb01_SomFC7lYOKH7ip6_OFyBJtKSub2Tw9JlD1D9cFMn16E3BqZV)

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**05/15/20**

**Pricing in a Crisis; Bezonomics; Emotional Agility; Healing; May 20 Summit 3.0**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink our reaction to the virus.

|  |  |
| --- | --- |
| *If you want to get to the truth about what makes us different, it’s this: We are genuinely customer-centric, we are*  *genuinely long-term oriented, and we genuinely like to invent.* | |
|  | Jeff Bezos, Amazon |

**Brian Dumaine, Hermann Simon, Susan David, Steve Forbes, and Raj Sisodia –**No need to wait for their 10-min talks next [Wednesday, May 20 at Summit 3.0](https://scalingup.com/summits/reignite-summit/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl). Below are crucial insights and resources to consider, now, from these super stars among the dozen joining us next week – including a powerful book to read this weekend and a chapter from another on pricing.  
  
**Lawsuit Pandemic Could Cripple Recovery/Businesses –**Steve Forbes, Publisher of *Forbes* magazine, is right in his [weekly video message](https://www.forbes.com/sites/steveforbes/2020/05/08/the-lawsuit-pandemic-that-could-cripple-the-reopening-of-us-businesses/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl#4f22dec3677a) – we need immediate protection from the frivolous lawsuits that would dramatically slow our recoveries. I hadn't thought of it until he surfaced this critical issue, especially in the US. Pls take 2-minutes to get the full details of this threat to many of our businesses.

**New Book *Bezonomics* –**Released this week and subtitled [*How Amazon Is Changing Our Lives and What the World's Best Companies Are Learning from It*](https://amzn.to/2WzVWuT?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl) *–* this is the perfect book to devour this weekend as Brian Dumaine expertly extracts best practices we can all apply to our organizations. And for many, go right to chapter 12 “Amazon-Proofing Your Business.” With Amazon hinted at buying AMC theatres this week and moving into healthcare, is there any industry safe from their grasp?  
  
**7 Pricing Strategies** **– Chpt. 6 *Beat the Crisis* –**The #1 pricing guru in the world, Hermann Simon, wrote a book during the last recession which perfectly applies in this crisis. Titled [*Beat the Crisis: 33 Solutions for Your Company*](https://amzn.to/2WALgMI?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl), go right to chapter 6 where Hermann details 7 pricing strategies to use in a crisis. Pricing is one of the most agile and important tools in your arsenal of recovery strategies – use it extremely wisely. Then read the rest of the book!  
  
**Emotional Agility –**With over 7 million views, Harvard Medical School psychologist Susan David’s TED talk on “[The Gift and Power of Emotional Courage](https://www.ted.com/talks/susan_david_the_gift_and_power_of_emotional_courage?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)” is especially relevant now. And a few weeks ago, Susan, author of *Emotional Agility*, recorded a TED interview on “[How to be your best self in times of crisis.](https://www.ted.com/talks/susan_david_how_to_be_your_best_self_in_times_of_crisis?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)” Ranging from how to talk to your children about the crisis to keeping focused, skip all the intro stuff and go right to 4:30 where Susan addresses how “life’s beauty is inseparable from life’s fragility.” Enjoy the 16 minute TED talk or 45 minute interview.

**The Healing Organization –**Business is a key source for healing – and “healing needs to be the meta-purpose of our times” notes author and co-founder of Conscious Capitalism, Raj Sisodia. His latest book [*The Healing Organization:*](https://amzn.to/3bHCUqZ?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)*Awakening the Conscious of Business to Help Save the World* couldn’t provide a more prescient formula for organizational leaders around the globe. His [22-minute presentation](https://www.youtube.com/watch?v=H4OXPGR-zBE&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl) at the Operation Hope conference provides an excellent summary.

**Join These Stars and More May 20 –**Pricing, Investing, Leading, Selling – and more – [“Reignite” Summit 3.0](https://scalingup.com/summits/reignite-summit/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl) May 20, 3:20pm – 5:20pm ET – a dozen stars, 10-min each.   
  
  
**We’re Still in Business Coaching and Training Firms:**  
[North Carolina Region – May 19, 2020 (VIRTUAL)](http://events.r20.constantcontact.com/register/event?oeidk=a07eh1g6lkle763c3e5&llr=emrchggab&showPage=true&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Cincinnati, Ohio - May 21, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-rockefeller-habits-business-growth-workshop-may-2020-cincinnati-tickets-98291258801?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7qlnGK1HDxhBW4-wGWD3rFpHJ0/5/f18dQhb0S65P6_rVWdV11vrZ52xWSYVDK-zd2wCdQrW3XkKH98D1BcnW62d97V2N2lHmW25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yq9zV8wYZF46Ct-xW2dS9QT5f40lyW9hm9ln24ls4cW4ZDkNs1hmqzjW3JTZ9y28MCvRN7zKYTpWVTqPW1fSBTN4MgVwpVJQlyG8dJ2v6W4Jzkn43FlhsQW1qT0hL4M7cnbW6Jx-v84WQKHHW3Rz-BD6bd2J7W7p80gz3_zwq_Vdf-M64LFQ9vVzXM-l8fD6C4W9ld3yP48_cyBW7WMhpD6XWFGPN3m09pv6npLzW2xLPQq97N10lVG1bhv6mhn9hN58CMB4kqVy0W1CNvH83QY7ZnW7V6G3f97dhZ0W61W3tz1hPQjMW8zKZ9S2XsX5XW1WczCv7HXYMjW8Mn7MY44P9fsN8Wq5c0zwZchW3n11mr3ghMJ0W5FgsjG6lpwpmW6xDZvM5RC7SWW2JqNyW6vBhtDW3gqtz22GS1WDN6bPQjxZqkC2W74KTTH811w4sW9j8Msg3Rx9V6W4zCCMS496XjtW14JvyB2fj_lTW2x5kNS86nzx3W4R5fnC2Dp5WLW6RGWpT5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, AUS Region – May 28, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/virtual-scaling-up-growth-business-workshop-tickets-104261025534?aff=ScalingUpUS&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)     
[Michigan Region – May 28, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Georgia Region – June 3, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-business-growth-workshop-georgia-alabama-illinois-tickets-104261400656?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Ontario, CAN Region – June 3, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/virtual-workshop-scaling-up-your-business-through-the-crisis-tickets-103979936790?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Melbourne, Australia - June 4, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-4th-june-2020-tickets-101162279100?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[San Francisco, CA - Jun 10, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-flexible-pricing-options-tickets-103372457804?aff=erelpanelorg&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, AUS - Jun 11, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W53QKP07H0KTJW8BSHgx15xtbK0/5/f18dQhb0S3j47r69bkN12gKKgFPkrmVMBnKt2YXkGpN4r7Xz4dYfj-N3_BFBvJXrfvW964sw-3N57J7VB7prd54NFB_W2t_S-L42tHYfW8clVlK6Q3fCBVMLRDM8ftwqBW4Zth9y8PwbSWW96v7d796gGjCN5C6mS5MmWFRVWfdgy3FVB3RW51S2nq2SyYqMV18lf62GCYY-W7p_rbh4rM8C0W2X-1265ckG1bW4RYQwD33zBJPW8qQM6r4WXQ6JN5WKsw84kXRCW8z_93K72Q_05W3-GPzL4W91N3W3l766G8j5HDNW1P1z9z75F564W8gyzwg19c0L1W64g4mC4qdHp5W3dGzSK19rgPwW6nmK358cVTJLN5jHMDXQXkBYW7lxYbT1VdY6jW8pzGnV7SKPbVN1Gx6QQx0_XcW2wn-7D41ptXHW7nr2rh6NMzHmW6S9PnM3mXKT6W1cc6pS6gcL1cW3rc_h83691vJW4v_yY46wD4j1W6CMl1Q4n6kcdW6k2Tcc3K603QVhRl2Z1b3yvmW29yWg945YLm-W8L0fLH57sc_JW3WKMX038FmXFW1Yxv_X4256cGW4L_S1s222r6_W3MGhkf5-d2PqW9fDg7J9lSbz7W5BsX1p9c9Z4mW7sdq4h1TpRZ_W6mQrGg1qntm-W5Pw2Lm97Lq2Wf6rgB4d04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Michigan Region – June 16, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Brisbane City, AUS - July 8, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-8th-july-2020-tickets-105191518664?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Michigan Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W2nHsZ36Lbp5wW8FDkqN2NSMSS0/5/f18dQhb0Smj19dZz5lW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sn1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58y-Kb80q8p7W7Ych065t8chCW1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_ckcW7cbvQs32CQ2lW8jxMNS1Vx27WW6Pkt_V62_rT0V3cv8p2lWbHPN2jfFtzRFkGqW4fWvGL5kmcLGW2Jb9Nw4DVg9jW2vTkym4wZLQyW5jPvYr42sVyKW5WqCVh2TQ-SVW4dcplc2KQYDkW43wqMX5vvRL7W3zq-g_2_by4tW3QRJDB5vFnr9W3T9cv46yH-qsW45z5wW484jqmW3WyPLH3N-nJmW5WCz0B4ZdVMRW6p0MKL73DBQpVcWbVf4Wpz-0W4w2Bzn8V02F0VrLBtN1W5RDTN1FPQp010NbdN5x6QXXhFJG1W4FyfyZ5KrjH-N7VWM0VBzwh8W7c0DzZ8tLNDRN2dpqD7cTSRKVcSD_66WGRnk102?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Adelaide, AUS  -  July 21, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-adelaide-tuesday-21st-july-2020-tickets-105191919864?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N3nRpZ_9YqQdW1qr6mP74L6R30/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCTLt5t4tYqvR103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*Vj6V3r4_b7h3V2khFK3Ks6F40/5/f18dQhb0S82_9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW6FHmGK7tBPGNW6dhLl44hbk9DN4bz6KQy-fWMW1-8CGd6z48frW47xyQr8Sq4hgW1zs-yv1D8H_2W1L6bsz6pm0WlW1FqBJj45kBjdW558jPx50rc_7W7j-vDn8P6g1sW7ns-FW1B8dgwN8Sq7kxhvnG9W3Swq0f3CVWzHW8csLSq1036KDW5lPk4R5pfCQ6Mr_k757bkk6W70--8j5mSYQ1W4qDKsy8SdbJtW6T75hH5LFvgBW8yH7f_7wRVnDW4vDNb77NDgDbW5V9WFR3f5_rbVbWsQ35JQG0x0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9bAIJbYpcYH35EG7v1doxzVCDmyWtHv-jdRFG5jU4E7m7rMzLK9x0alT9mt6PD6h6vHQkl)  
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**05/21/20**

**Gates List; New Record; Top 5 Stocks; Summit 3.0 Replay**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink our reaction to the virus.

|  |  |
| --- | --- |
| *Focus on things that are small enough to change, but big enough to matter.* | |
|  | Kat Cole, President FocusBrands |

|  |  |
| --- | --- |
| *Discomfort is the price of a meaningful life.* | |
|  | Dr Susan David, *Emotional Agility* |

**2-Minute Summary Video – Summit 3.0 –**Enjoy this [2-minute sizzle reel](https://vimeo.com/user91045459/review/421114943/7746ef26cc?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) of yesterday’s Summit 3.0 – some wonderful content courtesy of Align5 Films (thanks Pat). Complete on-demand replay info below. Enjoy!  
  
**Summer Reading List – Bill Gates**Recognizing it’s approaching winter down south; nevertheless, Bill Gates released his [summer reading list](https://www.gatesnotes.com/About-Bill-Gates/Summer-Books-2020?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) (and other things to do at home) this week. Of the five books, I’m reading [*The Ride of a Lifetime*](https://amzn.to/3cNSylP?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) by Bob Iger, Disney’s only 6th CEO in history (2005 to 2020). And I agree with Gates, one of the best business biographies I’ve read in years. The insider and surprising stories are gripping (you would expect Iger could spin a tale!), right from the start, with great insights from one of the best CEOs this century.  Enjoy!  
  
**All-Time Record – *Fortune 500* Women CEOs –***Fortune* released its [500 list](https://fortune.com/fortune500/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) of American companies this week – with a record 37 (now 36, one resigned this week) women CEOs – up from just two women two decades ago.  
  
**Benchmarking Stats and Fun Facts – Fortune 500**$14.2 trillion in total revenue; $1.2 trillion in total profit; 8.45% average profit. With roughly 29 million employees (couldn’t get the exact number), revenue per employee is $489,000 – compared to $126,000/employee for mid-market firms. Scaleups have a lot of room for process improvement. Pick a couple companies in roughly the same industry as you and compare your numbers – profit percentage and revenue/employee.  
  
**Amazon #2, Up from #5 –**Amazon’s meteoric rise from #492 in 2002 to #2 is unprecedented – and has seen its market gap increase 22,000% during that time. With $280 billion in revenue, it’s just over half #1 Walmart with $524 billion. Important to note – Amazon still has just 1% of global retail revenue vs. IKEA which has almost 7% of furniture retail – so it is likely Bezos will be the first trillionaire (all fun facts for “gatherings” this weekend).

**Built for the Pandemic –**Brian Dumaine’s [*Fortune* article](https://fortune.com/2020/05/18/amazon-business-jeff-bezos-amzn-sales-revenue-coronavirus-pandemic/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) -- outside the firewall, so free to access --is an excellent summary of how Bezos moved quickly in the crisis – and also summarizes many of the key points from Dumaine’s new book *[Bezonomics](https://amzn.to/3d4UKWp?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX" \t "_blank)*. Dumaine notes how Bezos moved quickly to daily, instead of weekly, executive team meetings – and mobilized 175,000 additional employees. It’s a lengthy and detailed read, with lessons for all of us, but worth the 8-minutes.

**David Gardner’s Top 5 Stocks –**In addition to Dumaine, David Gardner keynoted yesterday’s Summit 3.0. Co-founder of Motley Fool, he shared his investing advice during this crisis and at the end shared his five favorite stock picks (in alphabetical order!): Amazon, Beyond Meat, Sea Limited, the Trade Desk, and Zoom.

**You Missed a Great One – Replay of Summit 3.0**Mark Cuban was hugely insightful yesterday, Susan David moved us, Kat Cole was brilliant, Jeff Thull’s sales advice was precise, Christo Popov convinced us how things won’t change, Hermann Simon’s 7 pricing strategies are laborious but effective, and more. The on-demand replay of Summit 3.0 is chunked into the 10-minute bite-sized pieces, so choose the topics that interest you – plus it includes a detailed summary of the key points including links to various resources. [Go here](https://scalingup.com/summits/reignite-summit/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX) to purchase the replay and enjoy this weekend and the next few weeks.    
 **We’re Still in Business Coaching and Training Firms:**  
[Brisbane City, Australia - May 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7qlnGK1HDxhBW4-wGWD3rFpHJ0/5/f18dQhb0S65P6_rVWdV11vrZ52xWSYVDK-zd2wCdQrW3XkKH98D1BcnW62d97V2N2lHmW25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yq9zV8wYZF46Ct-xW2dS9QT5f40lyW9hm9ln24ls4cW4ZDkNs1hmqzjW3JTZ9y28MCvRN7zKYTpWVTqPW1fSBTN4MgVwpVJQlyG8dJ2v6W4Jzkn43FlhsQW1qT0hL4M7cnbW6Jx-v84WQKHHW3Rz-BD6bd2J7W7p80gz3_zwq_Vdf-M64LFQ9vVzXM-l8fD6C4W9ld3yP48_cyBW7WMhpD6XWFGPN3m09pv6npLzW2xLPQq97N10lVG1bhv6mhn9hN58CMB4kqVy0W1CNvH83QY7ZnW7V6G3f97dhZ0W61W3tz1hPQjMW8zKZ9S2XsX5XW1WczCv7HXYMjW8Mn7MY44P9fsN8Wq5c0zwZchW3n11mr3ghMJ0W5FgsjG6lpwpmW6xDZvM5RC7SWW2JqNyW6vBhtDW3gqtz22GS1WDN6bPQjxZqkC2W74KTTH811w4sW9j8Msg3Rx9V6W4zCCMS496XjtW14JvyB2fj_lTW2x5kNS86nzx3W4R5fnC2Dp5WLW6RGWpT5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
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[Brisbane City, AUS - July 8, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-8th-july-2020-tickets-105191518664?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
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[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Seminyak, Bali, Indonesia - Jul 21, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W2nHsZ36Lbp5wW8FDkqN2NSMSS0/5/f18dQhb0Smj19dZz5lW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sn1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzN5wM7c7T9QvrW8vyBgV8CSbCcW4NNqxf1CKMD5W4g0HKr1Ww7fNW558-lL2Mm-L1W8Xlf6v32pV4KW32H8Xx5pqZgQW53b8ZQ57QLdjW58y-Kb80q8p7W7Ych065t8chCW1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_ckcW7cbvQs32CQ2lW8jxMNS1Vx27WW6Pkt_V62_rT0V3cv8p2lWbHPN2jfFtzRFkGqW4fWvGL5kmcLGW2Jb9Nw4DVg9jW2vTkym4wZLQyW5jPvYr42sVyKW5WqCVh2TQ-SVW4dcplc2KQYDkW43wqMX5vvRL7W3zq-g_2_by4tW3QRJDB5vFnr9W3T9cv46yH-qsW45z5wW484jqmW3WyPLH3N-nJmW5WCz0B4ZdVMRW6p0MKL73DBQpVcWbVf4Wpz-0W4w2Bzn8V02F0VrLBtN1W5RDTN1FPQp010NbdN5x6QXXhFJG1W4FyfyZ5KrjH-N7VWM0VBzwh8W7c0DzZ8tLNDRN2dpqD7cTSRKVcSD_66WGRnk102?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Adelaide, AUS  -  July 21, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-adelaide-tuesday-21st-july-2020-tickets-105191919864?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
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[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*Vj6V3r4_b7h3V2khFK3Ks6F40/5/f18dQhb0S82_9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW6FHmGK7tBPGNW6dhLl44hbk9DN4bz6KQy-fWMW1-8CGd6z48frW47xyQr8Sq4hgW1zs-yv1D8H_2W1L6bsz6pm0WlW1FqBJj45kBjdW558jPx50rc_7W7j-vDn8P6g1sW7ns-FW1B8dgwN8Sq7kxhvnG9W3Swq0f3CVWzHW8csLSq1036KDW5lPk4R5pfCQ6Mr_k757bkk6W70--8j5mSYQ1W4qDKsy8SdbJtW6T75hH5LFvgBW8yH7f_7wRVnDW4vDNb77NDgDbW5V9WFR3f5_rbVbWsQ35JQG0x0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1P0jb_90b327N13nNVc6D2vb0/5/f18dQhb0S65P6SyJVvV1xyhV5_S5YMVDK-zd2wCdTpW1T-CrZ6qYRmLW5dXj8P7K8PM4W2HpgWQ54VQ3kN2p6LFgTjq1BW2-HWwP1q_3nJW1CXZY47GQWJrW9f7gkk8RLcm1N5P0F3JT5h38W2G95Kd7kHxMYW2PwVFQ1JpJksN4dgFFd8xbjBW4_7H322Y0l6FVtbFxH3_Gc44W33njC91q1yQFN1N77J4jvRJ3W7LC3b83QsT_cW1_JGxN2Pt6s7W5sjDRR4j7YSKN7gJzrRCZcjhW7GQ44822XbzfW4GlCKD82DrPjW20bZfs7V0mztW1qkGht7jy8JSW2Y01nl8_vX1XW7bzGB78J4kRpW6vHs254KLxL_W2NbRGY6d74HlW8BqG8F5W4JHwW8yDh4n3618B8W1mPpzZ7YSQHlW64d4Wd3rR7vbW3qpSrf7twPp_W75MGcL4PcgTqW87k3Bx6hKH1pW7wQ4dN6R0SpmW6xDZ7P5yjqkSVm16Tz6syDszW25g_s62LP5wLW6bj_-04f4TQtW3yhvbc5NcGSWW8bB-ZJ8tyW9bW8_fc374sVDx8W5S9gGy2kKpLjW2qftMQ18kZn_W3zbSPY2sS-ywW5R3DpX5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9WHPqxcOyWEzcqdUBC6i2gm4tT6JwbBCykZo_FsIInHwGP8mn5rtsDQjiqct4XzyMLVSNX)

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**05/29/20**

**Bartering Tips; 7 Texas Tips; 3 Video Tips; Aug 18 – 21 Estes Park**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink the market.

*The biggest problem with (barter) trade is the fact that both sides need to have what the other wants at the right time…BizX solves this.*

Bob Bagga, CEO BizX

*This whole reopening experience feels like opening a shop for the first time.*

Jason Rappaport

**CEO Boot Camp Aug 18 – 21**We’re re-opening with our next CEO Boot Camp Aug 18 – 21, Estes Park, CO.  Limited to 7 CEOs (3 seats taken already), spend 3.5 days with me, including one-on-one sessions, to scale forward your business. [www.ceo-bootcamp.com](http://www.ceo-bootcamp.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)

**7 Tips for Reopening – Lone Star Restart**This [*Inc.* article](https://www.inc.com/tom-foster/texas-covid-lessons-reopen-business.html?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1) details 7 lessons from businesses that have already opened. Texas has had a head start on many states and I found this article helpful – especially tip 1 “Consult the Competition” and tip 7 “It’s a Startup, Not a Reopening.” Collaborate with those in your same industry to rapidly pick up best practices and lessons learned – it will get you quicker up the learning curve. And Jason Rappaport, quoted above, is right – treat reopening as Grand Opening. Please take 1 minute to scan the 7 tips. Thx to Andy Bailey, Petra Coach, for pointing me to this article.

**Bartering via BizX – Preserve Cash**Founded in 2002 by YPOer Bob Bagga & EOer Chris Haddawy, West Coast based BizX is featured in this [*Inc.* article](https://www.inc.com/lindsay-blakely/bizx-bartering-trade-cash-flow.html?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1). It details how BizX is helping companies preserve cash using BizX dollars, fixing the typical barter network problem that “I might not need what you have.” Highlights *Inc.*:

*Ted Dang, founder of Oakland, California-based property-management company Commonwealth Management, says that a sign company used to pay him $2,000 a month in BizX dollars to rent a space in one of his properties. He'd then spend a portion of that on janitorial services from another business on the platform.*

Pls take 2-minutes to read through how various firms are using BizX with customers and/or suppliers who are strapped for cash.    
  
**COE Distributing’s Videos –**$92 million last year, revenue is down considerably for J.D. Ewing’s office furniture distribution firm COE Distributing. Yet, his team managed to eek out a profit in April. J.D. has been using video, extensively, during the crisis. Notes J.D.:

*I’ve been recording & sending 1-3 videos a week to the team since then. The videos are a huge hit with the team & without a doubt positioned us to work through the challenges of the pandemic fallout much more efficiently & in a significantly more united way than had I only been sending emails. We are now sending videos to customers and vendors as well as adding to our websites. We’re already utilizing them on our social media platforms.*

Here’s a link to [3 of those videos](https://www.dropbox.com/sh/us5et257gv66qgr/AAD61JRm0o9HQn9oNKVljDkna?dl=0&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1), including the last one highlighting how he’s asked his team to invest in their learning and to focus on process improvement during this time i.e. “let’s have the best functioning warehouse in the world!”  
  
**Pat Taggart’s Feedback on Videos – Simple/Basic Lessons for All**J.D. shared the videos with video expert Pat Taggart and here was Pat’s advice back (J.D. gave permission to share):

1. **Conversational Style** (not scripted) -- so many leaders overthink video communication as a performance that needs to be perfect. You, on the other hand, have adopted a conversational style that I assume looks and sounds very similar to your face-to-face communication. I’m not at all surprised that the team has reacted so positively to these. You’re very good at this and not everyone is.
2. **Look Directly into the Lens** -- one thing I always encourage leaders to do is to look directly into the lens the entire time as that eye contact is key to engagement when addressing your people directly. That’s exactly what you did for the longest video and as a viewer it made a big difference to me when compared to the other two you sent. These phone lenses are tiny so finding the lens and keeping your eyes on it takes some effort, especially when we’re shooting on “selfie” mode and accustomed to looking at ourselves. I’ve found that it helps when the camera is on a simple phone tripod so that you’re not trying to look at a moving target.
3. **Good Lighting** -- I loved how you had great light on your face for the two shorter videos. There are no harsh shadows. Conversely, in the longest videos you can see the shadows under and around your eyes, presumably caused by overhead light. When you’re delivering a tough message, you want to make sure the visual doesn’t look dim and shadowy as well. Natural (window) light is the absolute best.

**Scaling Up Scoreboard – Slack and Salesforce Integrations**Get automated real-time updates on your critical number and your most important team metrics directly from your Salesforce reports now. Setup is fast, simple and secure. [Learn More here](https://aligntoday.com/level-up-your-dashboard-with-scoreboard-and-salesforce/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1).  
And streamline daily communications. Connect your Slack and Scoreboard accounts to update your Scoreboard Huddles and Top Priorities and read Huddle digests (especially helpful if someone misses a huddle) all inside Slack. [Learn more here.](https://scalingup.com/stay-aligned-with-scoreboard-and-slack/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)

**Networking in home office?**For bigger firms, join Scaling Up fan Christoph Drebes’ **Mystery Coffee** and connect with colleagues for a virtual coffee break. Sign-up for free here: [https://www.mysterycoffee.com](https://www.mysterycoffee.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1) – it’s a very cool app which randomly connects people in your organization that may not have interacted much.   
  
**We’re Still in Business Coaching and Training Firms:**  
[North Carolina Region – June 2, 2020 (VIRTUAL)](http://events.r20.constantcontact.com/register/event?oeidk=a07eh1g6lkle763c3e5&llr=emrchggab&showPage=true&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Georgia Region – June 3, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-business-growth-workshop-georgia-alabama-illinois-tickets-104261400656?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Ontario, CAN Region – June 3, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/virtual-workshop-scaling-up-your-business-through-the-crisis-tickets-103979936790?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Melbourne, Australia - June 4, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-4th-june-2020-tickets-101162279100?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, AUS - Jun 11, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W53QKP07H0KTJW8BSHgx15xtbK0/5/f18dQhb0S3j47r69bkN12gKKgFPkrmVMBnKt2YXkGpN4r7Xz4dYfj-N3_BFBvJXrfvW964sw-3N57J7VB7prd54NFB_W2t_S-L42tHYfW8clVlK6Q3fCBVMLRDM8ftwqBW4Zth9y8PwbSWW96v7d796gGjCN5C6mS5MmWFRVWfdgy3FVB3RW51S2nq2SyYqMV18lf62GCYY-W7p_rbh4rM8C0W2X-1265ckG1bW4RYQwD33zBJPW8qQM6r4WXQ6JN5WKsw84kXRCW8z_93K72Q_05W3-GPzL4W91N3W3l766G8j5HDNW1P1z9z75F564W8gyzwg19c0L1W64g4mC4qdHp5W3dGzSK19rgPwW6nmK358cVTJLN5jHMDXQXkBYW7lxYbT1VdY6jW8pzGnV7SKPbVN1Gx6QQx0_XcW2wn-7D41ptXHW7nr2rh6NMzHmW6S9PnM3mXKT6W1cc6pS6gcL1cW3rc_h83691vJW4v_yY46wD4j1W6CMl1Q4n6kcdW6k2Tcc3K603QVhRl2Z1b3yvmW29yWg945YLm-W8L0fLH57sc_JW3WKMX038FmXFW1Yxv_X4256cGW4L_S1s222r6_W3MGhkf5-d2PqW9fDg7J9lSbz7W5BsX1p9c9Z4mW7sdq4h1TpRZ_W6mQrGg1qntm-W5Pw2Lm97Lq2Wf6rgB4d04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Michigan Region – June 16, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Las Vegas, NV – June 16, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-las-vegas-nv-tickets-73496539127?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[San Francisco, CA - Jun 24, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-flexible-pricing-options-tickets-103372457804?aff=erelpanelorg&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Brisbane City, AUS - July 8, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-8th-july-2020-tickets-105191518664?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Michigan Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Adelaide, AUS  -  July 21, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-adelaide-tuesday-21st-july-2020-tickets-105191919864?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N3nRpZ_9YqQdW1qr6mP74L6R30/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCTLt5t4tYqvR103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*Vj6V3r4_b7h3V2khFK3Ks6F40/5/f18dQhb0S82_9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW6FHmGK7tBPGNW6dhLl44hbk9DN4bz6KQy-fWMW1-8CGd6z48frW47xyQr8Sq4hgW1zs-yv1D8H_2W1L6bsz6pm0WlW1FqBJj45kBjdW558jPx50rc_7W7j-vDn8P6g1sW7ns-FW1B8dgwN8Sq7kxhvnG9W3Swq0f3CVWzHW8csLSq1036KDW5lPk4R5pfCQ6Mr_k757bkk6W70--8j5mSYQ1W4qDKsy8SdbJtW6T75hH5LFvgBW8yH7f_7wRVnDW4vDNb77NDgDbW5V9WFR3f5_rbVbWsQ35JQG0x0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1P0jb_90b327N13nNVc6D2vb0/5/f18dQhb0S65P6SyJVvV1xyhV5_S5YMVDK-zd2wCdTpW1T-CrZ6qYRmLW5dXj8P7K8PM4W2HpgWQ54VQ3kN2p6LFgTjq1BW2-HWwP1q_3nJW1CXZY47GQWJrW9f7gkk8RLcm1N5P0F3JT5h38W2G95Kd7kHxMYW2PwVFQ1JpJksN4dgFFd8xbjBW4_7H322Y0l6FVtbFxH3_Gc44W33njC91q1yQFN1N77J4jvRJ3W7LC3b83QsT_cW1_JGxN2Pt6s7W5sjDRR4j7YSKN7gJzrRCZcjhW7GQ44822XbzfW4GlCKD82DrPjW20bZfs7V0mztW1qkGht7jy8JSW2Y01nl8_vX1XW7bzGB78J4kRpW6vHs254KLxL_W2NbRGY6d74HlW8BqG8F5W4JHwW8yDh4n3618B8W1mPpzZ7YSQHlW64d4Wd3rR7vbW3qpSrf7twPp_W75MGcL4PcgTqW87k3Bx6hKH1pW7wQ4dN6R0SpmW6xDZ7P5yjqkSVm16Tz6syDszW25g_s62LP5wLW6bj_-04f4TQtW3yhvbc5NcGSWW8bB-ZJ8tyW9bW8_fc374sVDx8W5S9gGy2kKpLjW2qftMQ18kZn_W3zbSPY2sS-ywW5R3DpX5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-9S7tG7MFAlNUcPtloWFs-yNkrFjqVD198yst08I8dLthlkzXJUtVDW8sSn7-kVILbnIYl1)

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**06/05/20**

**Inclusion; Learning; Liberty, Property; Love**

*The most important decision we will make – how to remove barriers to people’s unique capabilities.*

Dr. Frances Frei, Harvard, Author of *Unleashed*

**Thoughts/Reflections –**Ignorance, in my view, is generally at the root of most tragic situations, including the execution of George Floyd. This is why a quality education is such a sacred right. In that spirit, I reached out to several people much smarter in this space than me, to provide some direction, learning, and action.

**Inclusion then Diversity –**Diverse teams dramatically eclipse homogeneous teams, but only when there is a feeling of inclusion. Dr. Frances Frei addressed this timely topic, given the tragic events of this week (and centuries), a couple weeks ago during her 10-minute Summit keynote. Here’s a link to her [insightful presentation](https://www.scaleupu.com/frances-frei-unleashed?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_Bo27D6CxacYLkwa8P50hyHklc6_pkFrmNRbShRATNfgmMDcp8ZGzSiddguSNrqCXvC6sf). Change starts with learning – then decision and action (LDA). Please encourage your team members to review her presentation and then read her new book, released this week, titled [*Unleashed: The Unapologetic Leader’s Guide to Empowering Everyone Around You.*](https://amzn.to/2MyDfSs?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_Bo27D6CxacYLkwa8P50hyHklc6_pkFrmNRbShRATNfgmMDcp8ZGzSiddguSNrqCXvC6sf) Learn, decide, act.  
  
**This from *Harvard Business Review* –**I didn’t have time to seek permission, so I’m begging forgiveness for sharing, verbatim, this summary of an insightful *HBR* article titled “[US Business Must Take Meaningful Action Against Racism.](https://hbr.org/2020/06/u-s-businesses-must-take-meaningful-action-against-racism?ab=hero-main-text&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_Bo27D6CxacYLkwa8P50hyHklc6_pkFrmNRbShRATNfgmMDcp8ZGzSiddguSNrqCXvC6sf)”

If you’re a business leader in the U.S., no matter your ethnic or political identity, you have an opportunity to speak up and take meaningful action against racism right now. Of course, no one leader’s language can fix the deep-seated, systemic racial injustice in America. But the right words can be a salve for the widespread pain that so many are experiencing — and it can set the conditions for an action-oriented culture. If you are a leader who is not Black, don’t approach statements or conversations about racism with a defensive mindset, don’t make sweeping generalizations about people’s feelings, words, or actions, and, crucially, don’t rely on your Black and brown colleagues to educate you on the news or social justice initiatives. Acknowledge what you don’t know, commit to listening and learning, and pledge to use your position of power to effect change. Do the research to understand current events, using data from reliable sources. Give your Black and brown employees the space to be angry, afraid, disenchanted, or even disengaged from work. Seek out support and reading materials from your human resources team or office of diversity and inclusion. Create space for continued reflection, discussion, and vulnerability by making it clear that you care and are available. Finally, take meaningful action: Make a strong public statement, donate to Black-owned businesses and social justice causes in your community, form a committee on racial justice and reform — there are countless ways to help build a better future. Find a few that align with your organization, and make a commitment to them. Racism isn’t just Black people’s problem, and inaction is a tacit endorsement of the status quo.

**Fogbreak Justice –**Shanti Brien has a consulting company that teaches police forces and their admin staff implicit bias and leadership. She has also been an appellate attorney for 20 years and is about to publish her book, *Almost Innocent*. Her organization, [Fogbreak Justice](https://www.fogbreakjustice.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_Bo27D6CxacYLkwa8P50hyHklc6_pkFrmNRbShRATNfgmMDcp8ZGzSiddguSNrqCXvC6sf" \t "_blank), has been working on the transformation of the criminal justice system for many years and is looking to connect with people who are interested in the issue. She wrote a blog post about [what actions people can take right now](https://www.fogbreakjustice.com/post/four-things-you-can-do-about-police-violence?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_Bo27D6CxacYLkwa8P50hyHklc6_pkFrmNRbShRATNfgmMDcp8ZGzSiddguSNrqCXvC6sf) (besides or in addition to protesting). We must do more than talk, we must act. Please take 2 minutes to read her post – then decide and act.

**Life, Liberty, Property –**What we’ve seen this week, and over the centuries, are violations of three sacred human rights – life, liberty, and property. A citizen’s life was taken at the hands of government forces – without due process of law. We’ve seen speech censored – and protests prevail. We’ve seen property destroyed and people rebelling against the feeling they’re still property. I pray we learn and never lose sight of these fundamental rights. And that we continue to face these tragedies with love vs. loathe. Be safe, be free.

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**06/12/20**

**Toughest Question; South Korea’s Concern; WUSH and Bug Out Bags; Cash Class June 17**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink our reaction to the virus.

*By failing to prepare, you’re preparing to fail.*

Benjamin Franklin

**Jim Collins, Pat Lencioni, Ram Charan and Me – June 16**Join thousands next Tuesday from 3pm-5pm ET -- replay available for 7 days after for those not able to watch LIVE. For more info, [click here.](https://ceorisingsummit.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It#a_aid=VRN&a_bid=67ba2bd4)  
  
**Alan Miltz’s Cash Course –**Creator of Cash Flow Story and star of our various virtual summits, Alan Miltz’s critical (and accredited) Cash Flow Master Class (perfect for the CFO/COO?) launches June 17, more info below. But first…  
  
**The Toughest Question – Layoffs?**This week, zooming in to share my new Scaling Forward framework ([www.scalingforward.com](http://www.scalingforward.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)) with a Harvard OPM reunion group, I was asked “what is the #1 question you’ve been asked by business leaders during this crisis.” No doubt, it’s, “do I layoff my people?” Having responsibility for the livelihoods of your team is a constant weight on your shoulders as a leader. For those of you that have had to make some super tough decisions, my heart goes out to you. And my hope is that you’ll never have to do it again.    
  
**Run Your Business So You’ll Never Need Layoffs –**This [*HBR* article](https://hbr.org/2020/06/run-your-business-so-youll-never-need-layoffs?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It) highlights how proper preparation (cash management) is key to never having to resort to layoffs in the future – in addition to trusting your team to innovate. Pls take 3-minutes to read how Southwest Airlines, Gravity Payments (we use their platform), a home-remodeling firm in Boston, and a fine-dining restaurant in Seattle have weathered the storm. Thank you to Scaling Up Certified coach Dominic Monkhouse for pointing me to this insightful article co-written by the open-book management team of John Case and Bill Fotsch.   
  
**The Resilient Leader –**Pls grab a copy of serial entrepreneur Christine Perakis’ book [*The Resilient Leader: Life Changing Strategies to Overcome Today's Turmoil and Tomorrow's Uncertainty*](https://amzn.to/3hiUzt3?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It) (Kindle under $4). Besides scaling ten businesses, she was a professional rescuer on the mountains and sea. She’s weathered real and professional storms and details:

* The 6 Barometers of Pandemic Preparedness for Small Businesses
* The 3 Things Senior Leaders Must Do During a Crisis
* Creating a "Float Plan" For Dealing with Business Disruption
* Evaluating and Motivating Your Team During (and After) a Disaster
* How to Make Crucial Decisions Before It's Too Late
* Creating a Communication Plan (both corporate and individual)

She’s a wonderful storyteller and grabs you in the introduction – a delightful read this weekend. Congrats Christine.  
  
**Anti-fragile vs. Resilient –**My only pushback when Christine first shared info on her book was the title. Resilience implies “weathering the storm.” But those properly prepared/provisioned can actually benefit from the chaos. Next week, during my [June 16 presentation](https://ceorisingsummit.com/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It#a_aid=VRN&a_bid=67ba2bd4) for Chief Executive magazine (with Jim Collins, Pat Lencioni, and Ram Charan), I’ll discuss how critical it is to pivot your strategy/organization so you thrive even better during the next crisis.    
  
**South Korea Wants to Be More Anti-Fragile –**Politico's Christian Oliver examines the question of whether Europe should be building champions such as South Korea's Samsung or Hyundai—and finds Koreans are sick of their *chaebol* conglomerates and would prefer to emulate Germany's *Mittelstand* SME model. He writes: "The *chaebols* rebuilt a country, but they can’t conjure up another miracle to take it to the next level in the showdown with China. Korea now realizes that it needs to change tack to unleash the country’s bottled-up talent and pump more oxygen into SMEs in areas like gaming, fashion, music, biotech and medical services." In short, scaleups make a country anti-fragile vs. the large conglomerates. [Politico](http://links.info.fortune.com/u/click?_t=5c2d888702774d17aa3d0350287b6d73&_m=cd448e539e6e45aba03f407d309f6715&_e=Qp1R4HQBmkC9stnFxzG6T2Yj4kXRB7rQDROsOVIeal56vx7o-kIgWa63HcHVH4hja_F_nf4uLLHQSASiISWNXyq8i3tezTNugf2vVwSbsjBCSwFn3OnQL9oA7_dEHki1x-PFI5kBU4M9J9fD6MgPFPpLol89iQesZS63_5mZY8Ezeq4ziZOfKIgKkNG40xeoLYKuureuqy1a-B1u1HufwKjdlSzf-4Ut0_g5ShTrqlN92_ExEKKICWHsrFl5-OydvlzMYoj9qUwP2L92hv47nCm3M2hnSZsvhpheGe-M3xDdIfbJDioy_n7tF2p8YAXykPEGFW8EngVwcDt4oJ4wqgFhBZXJJIT2DWzJYoZABURU3PMKOLSG1P8S-9RBVtjcq9oW8GgulsGlTHk0fBzlvg%3D%3D&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
 **WUSH and Bug Out Bags –**I’m in the middle of reading a thriller (and real world scary) trilogy by William R. Forstchen about the potentially devastating impact of a properly placed electromagnetic pulse. And reading this made me realize that one of the simple things every family can do, to build anti-fragility into their city/country, is to have a 72-hour Bug Out Bag and WUSH bag. It’s the first 72 hours of any crisis (hurricane, earthquake, riot, pandemic) that is critical as society awaits help to arrive (hopefully your government’s are anti-fragile) – and **as citizens we need to do our part and be prepared**(I know, some will think I’m crazy; others, why it’s taken me so long to wake up). [Here’s a link](https://www.bugoutbagbuilder.com/learning-tutorials/wake-stuffs-happening?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It) to the few items you should have in a WUSH fanny pack  – and [this additional link](https://www.bugoutbagbuilder.com/learning-tutorials/bug-out-bag?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It) for a list of items in a Bug Out Bag. I have a special forces friend coming over next week to brief me more fully.    
  
**Back to Cash (which you need in both bags and business) –**Today it's all about cash. We are now operating in different times. As the leader of your business, you are responsible to have the cash flow you need to keep the company operating. However, your leadership team needs to have a deep understanding of the company's financials and make decisions that support increasing that cash flow.   
  
To help you and your team get control of your business, we partnered with Alan Miltz and Growth Institute to [launch the Managing Cash, Profit, & Value Master Business Course.](https://hubs.ly/H0qV0JF0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
This program will help you:

* Understand the 7 levers that can make a dramatic impact on your cash flow & profit
* How to integrate your financial story into everyday decisions that your management team can control
* How to make your bank & investors true partners in your business growth
* And much more!

This has been a game-changer for the over 20,000 companies already using it.  
The course starts on June 17th. [Would love to see you there!](https://hubs.ly/H0qV0JF0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)

**Order a box of 20 *Scaling Up* books –**Want to save 50% over the price on Amazon? [Go to this link](https://scalingup.com/book?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It).   
  
**Write Your Own Book –**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition,*Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!*Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W3TtB4w9b5CqvW6nFR9F7SGsW10/*W6YdjG04P_rSgW4hmjFx972w710/5/f18dQhb0SbTJ8XJ9l8N81SjwlHyjJqVRYQfd2BG1qqW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW85-kRK6_Lj7gW4Py7KP3nVpbxW55t7766k6gxxV6_Mzs77GbzTN52SCgxCr1fmW5SkrS58DQBRHW53NxWM7069vCW3335Rs8PjTVSW7j0b9n4bxxhtW2Z7ncN5LmCgsW6CyqbZ5Lq7BFW8XMX4L2mp2PSW5DhyW91mH1w8VrX3l16VzGBKW8gsj_c8y1LCpW8mZ2CV65k4mPW65Pw901FXRbRW5mRgWy8wH8yyW7z1nS54xC4yxW4ytyFm6SMChSW43Z1-c9l6hfPW64RwM473yKD2W70RWGC8MK1rb111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)*.*  
**EDUCATION:   
  
We’re Still in Business Coaching and Training Firms:**[Nashville, TN  – June 16, 2020 (VIRTUAL)](https://www.eventbrite.com/e/back-on-track-in-q3-a-petra-planning-workshop-tickets-106265563160?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Las Vegas, NV – June 16, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-las-vegas-nv-tickets-73496539127?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Nashville, TN – June 23, 2020 (VIRTUAL)](https://www.eventbrite.com/e/back-on-track-in-q3-a-petra-planning-workshop-tickets-106413577876?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Australia Region – June 23, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Western NY & Ontario Region – June 24, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/getting-back-to-business-90-day-planning-scaling-up-workshop-wny-on-tickets-106963627088?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Colorado Region – July 1, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-forward-workshop-tickets-106949518890?aff=escb&utm-source=cp&utm-term=listing&utm-campaign=social&utm-medium=discovery&utm-content=attendeeshare&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Brisbane City, AUS - July 8, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-8th-july-2020-tickets-105191518664?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Australia Region – July 13, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Michigan Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/west-michigan-scaling-up-virtual-business-growth-workshop-tickets-104793173202?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Southern California Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-tickets-107004236552?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Texas Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-tickets-108488622390?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Western NY & Ontario Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/getting-back-to-business-90-day-planning-scaling-up-workshop-wny-on-tickets-106963627088?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Ohio Region – July 15, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-virtual-tickets-107563639742?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Adelaide, AUS  -  August 4, 2020](https://hl.t.hubspotemail.net/e2t/tc/VWS6lM3KbYyQW3-pTDF21NH-ZW6G5rDL49J98NN8cZm3L5nxGLV3Zsc37CgM_rVR4GBm7TbvQKW4vdQLB4d6wnCW1nswtr6HVsftW2zHjQH70XYc4V1CY2H205Pm4W5QHZq54N1kTbN6Wj7_f1kj4SW6JN1Cw14wg9kW8hMscy1pGW-KW6qTRjq26LwyqW7vGTLN2dT2jFW78Tpj337BMHCN3FT7FBhNCSBW5lLPLc1lKnvYW4W9v2P3L0cRVW1JFwQs7dLBGQW8JJfhd3whtg7W4S4M_l4ZRPj7W3NP8Fl3YlNZqW8ht3g04DhL72W8glc9K8qyM3wW71PxDn4xpgtwW4Ksktp7NRhVCW1W0jZr7q6xDSV2tTwK3PzfmtW5-LbvZ6QkvJfW7fhxyg7_KcPVW3XVC_24cPnGwN4HnpDLBZp2TVx1_TH6zVLTGW7rV22g5ZH7sZN2txKq-XGNjwW7zZrT48p6JmtVNY6yc89T1pTW2r7LZt5kmsr_W63wK3j4l18J53hV81?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Australia Region – August 18, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N3nRpZ_9YqQdW1qr6mP74L6R30/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCTLt5t4tYqvR103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-87D5hL6RIdjfP2iWdrrpGJFEukqhZf6kixWWd5xwo67MWruhjmX9qXPVVwZgohha7Oc3It)  
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**06/19/20**

**Sentenced to 100 Years; Judiciary Mess; Country Names; Ambassador of Hope**

Hope it’s been a productive and purposeful week. Here are some insights to help you scale forward.   
 **Andre Norman –**Sentenced to over 100 years in prison, my friend Andre (Dre) Norman is author of *Ambassador of Hope*. Here’s a link to his [2-minute personal message](https://www.youtube.com/watch?v=-VSa7mLgKPs&feature=youtu.be&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc) to the leaders of scaleups. More below, but first…

**We Are Anything but United – and Other Country Meanings –**Tim Ferriss highlighted this [*Culture Trip* article](https://theculturetrip.com/europe/articles/this-enlightening-map-shows-the-literal-meaning-of-every-countrys-name/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc) in his blog today, which supposedly shows the literal meaning of every country. Consider Spain, one of my adopted countries – it means “Land of Many Rabbits” (the original paella is made with rabbit, FYI) – and Panama “Place of Abundant Fish” which is why it’s a major destination for some of the best fishing in the world. As for my own country, we are anything but a “united states” – which is why we’ve been generally anti-fragile and able to weather storms, but also why we remain so divided in other ways. Anyway, some fun trivia for the weekend.  
  
**Happy Juneteenth in the US –**Today is celebrated as the anniversary of the end of slavery in the US, June 19, 1865. 750,000 died in the civil war leading up to that day; a war that severely divided our united states. Interestingly, my home state of Colorado only legislatively ended slavery in 2018! In reality, slavery is rampant in my country and around the world in the form of human trafficking and other ways.  
  
**Judiciary Mess –**I place the blame for much of the inequities around the globe squarely on our respective judiciary (or lack of) systems. The US founders always warned that the judiciary would be the branch of government most likely to destroy a country – and it’s proven to be true. I’m sickened by the sad state of our US legal system – rigged by the legal profession to line their pockets and fill our prisons (another big business) making us one of the most incarcerated societies in the world – disgraceful. And our legal systems remain as barriers to doing business, in my country and others. I continue to work behind the scenes to correct the injustices of our legal system that hold us hostage to the whims of the most powerful who use the system to extort others less fortunate.  
  
**Sentenced to Over 100 Years --**Andre (Dre) Norman’s childhood prepared him for nothing less than a life of crime and violence and eventually led him to be sentenced to over 100 years in prison. During his 2-year stay in solitary confinement, Dre had an “epiphany” and he made the decision to turn his life around, and after serving 14 years he walked out the doors of prison as a free man.  
  
**Ambassador of Hope –**Now known to many as “The Ambassador of Hope,” Dre’s experience and expertise is what empowers him to help people turn their situation around.  Dre has become a friend as he travels around the world to serve as a mentor and listening ear for so many in need. He has made an impact working in the countries of Bahamas, Guatemala, Honduras, Liberia, Sweden, and Trinidad to name a few. He is a highly sought-after motivational speaker and serves as a consultant for executive groups, prison systems, and non-profit organizations. Perhaps most notably, Dre's work in Ferguson, Missouri and elsewhere addressing social unrest earned him a fellowship at Harvard University. He is the author of the 2020-released [*Ambassador of Hope: Turning Poverty and Prison into A Purpose-Driven Life.*](https://amzn.to/310fefM?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
  
**Message from Dre –**Please take 2-minutes to watch [this personal video](https://www.youtube.com/watch?v=-VSa7mLgKPs&feature=youtu.be&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc) from Dre to our community of scaleup leaders – and how we might address the inequality and racial challenges within our societies. Andre believes that there are 3 types of conversations that should be had right now around the race discussion. Conversations with:

1. company & employees
2. community & friends
3. family & kids

Dre is willing to help anybody who wants to learn how to have these conversations around what to say, what not to say, what’s enough, what’s not enough, and what makes sense. Email me [verne@scalingup.com](mailto:verne@scalingup.com) if you would like to connect with Dre.    
  
**Order a box of 20 *Scaling Up* books –**Want to save 50% over the price on Amazon? [Go to this link](https://scalingup.com/book?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc).   
  
**Write Your Own Book –**Whether you want to make it to the bestseller lists or just sell a lot more of your goods or services, with a profound competitive edge over the competition,*Book The Business: How to Make BIG Money With Your Book Without Selling a Single Copy is for you!*Request your free copy of this ground-breaking book at [advantagefamily.com/scalingup](https://hl.t.hubspotemail.net/e2t/c/*W3TtB4w9b5CqvW6nFR9F7SGsW10/*W6YdjG04P_rSgW4hmjFx972w710/5/f18dQhb0SbTJ8XJ9l8N81SjwlHyjJqVRYQfd2BG1qqW3hHhch2P7_nXVbxYmW50F4lyW4r1LBw6bgg0kW5CkzbT7nwMJHW7dfwDB5CRk-9VcNnNL6PVKcrW6N3nBL8xGZPkW6bN1mw5tjgSCW5PJ0kc8wXNtZW2mzcnK4rDgrjN2HCrMJ-zgZ3W47YlYy4bfcHbW47Xx4z3C8dd2W5-GNDd3VKVtLW6nGl8C2PS9sYW2HT8mr6l4W4VW1gvjSz8hz0YsW806yj370ml3sW85-kRK6_Lj7gW4Py7KP3nVpbxW55t7766k6gxxV6_Mzs77GbzTN52SCgxCr1fmW5SkrS58DQBRHW53NxWM7069vCW3335Rs8PjTVSW7j0b9n4bxxhtW2Z7ncN5LmCgsW6CyqbZ5Lq7BFW8XMX4L2mp2PSW5DhyW91mH1w8VrX3l16VzGBKW8gsj_c8y1LCpW8mZ2CV65k4mPW65Pw901FXRbRW5mRgWy8wH8yyW7z1nS54xC4yxW4ytyFm6SMChSW43Z1-c9l6hfPW64RwM473yKD2W70RWGC8MK1rb111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)*.*  
**EDUCATION:   
  
We’re Still in Business Coaching and Training Firms:**  
[United Kingdom – Jun 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W6v3z4q5FZf8SW2H1LqQ1WzcCS0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmL4JXQH_V1kbgd7D79W4103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Nashville, TN – June 23, 2020 (VIRTUAL)](https://www.eventbrite.com/e/back-on-track-in-q3-a-petra-planning-workshop-tickets-106413577876?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Australia Region – June 23, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Western NY & Ontario Region – June 24, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/getting-back-to-business-90-day-planning-scaling-up-workshop-wny-on-tickets-106963627088?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Colorado Region – July 1, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-forward-workshop-tickets-106949518890?aff=escb&utm-source=cp&utm-term=listing&utm-campaign=social&utm-medium=discovery&utm-content=attendeeshare&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Queensland & Brisbane, AUS Region – July 8, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-8th-july-2020-tickets-105191518664?utm_content=EBLinkEvent&utm_term=fullLink&utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Australia Region – July 13, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
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[Southern California Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-tickets-107004236552?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Texas Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-tickets-108488622390?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Western NY & Ontario Region – July 14, 2020 (VIRTUAL)](https://www.eventbrite.ca/e/getting-back-to-business-90-day-planning-scaling-up-workshop-wny-on-tickets-106963627088?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Ohio Region – July 15, 2020 (VIRTUAL)](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-virtual-tickets-107563639742?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W756BfS9k8vt5VhxjgP2g_JCM0/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NtzVZvljl80q8p7W7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCV1HtjG16q89P103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[San Francisco, CA – July 29, 2020 (VIRTUAL)](https://www.eventbrite.com/e/virtual-scaling-up-business-growth-workshop-flexible-pricing-options-tickets-103372457804?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Adelaide, AUS  -  August 4, 2020](https://hl.t.hubspotemail.net/e2t/tc/VWS6lM3KbYyQW3-pTDF21NH-ZW6G5rDL49J98NN8cZm3L5nxGLV3Zsc37CgM_rVR4GBm7TbvQKW4vdQLB4d6wnCW1nswtr6HVsftW2zHjQH70XYc4V1CY2H205Pm4W5QHZq54N1kTbN6Wj7_f1kj4SW6JN1Cw14wg9kW8hMscy1pGW-KW6qTRjq26LwyqW7vGTLN2dT2jFW78Tpj337BMHCN3FT7FBhNCSBW5lLPLc1lKnvYW4W9v2P3L0cRVW1JFwQs7dLBGQW8JJfhd3whtg7W4S4M_l4ZRPj7W3NP8Fl3YlNZqW8ht3g04DhL72W8glc9K8qyM3wW71PxDn4xpgtwW4Ksktp7NRhVCW1W0jZr7q6xDSV2tTwK3PzfmtW5-LbvZ6QkvJfW7fhxyg7_KcPVW3XVC_24cPnGwN4HnpDLBZp2TVx1_TH6zVLTGW7rV22g5ZH7sZN2txKq-XGNjwW7zZrT48p6JmtVNY6yc89T1pTW2r7LZt5kmsr_W63wK3j4l18J53hV81?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Australia Region – August 18, 2020 (VIRTUAL)](https://www.eventbrite.com.au/e/pivot-from-surviving-to-thriving-covid-19-using-the-scaling-up-framework-tickets-107641538740?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1z61wn9b7hfkW7vfXxc927cZ80/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5F2nz4W7Xm5Gq7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW1l71y84HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8wrKB16JjgPXW2ybvTF3XSBB40/5/f18dQhb0S1Wd7B0mbNW12NntM4MGPhVN3cN9Vqc7DRrW8F_HPC761Jt3W8ZZsrW7-Vr8XW3Zn-Pw7fVP1LW5MZF_h2fj98jW9csWRZ4npb4bW7hTH-62yYy2CVcZKYn7K61CRN4CmXDqSMrdCW9g6mrH1MXm5NW1FpQR07ZC-KPW3YNXqD6hxylwW6NLCF03hgx_MW7_7h1z5Y0QXBW2T90H28rCKMBW5nH0MF4Z44GBN8TdDWHc5WJ1W2S40Jy6twKjnN7MNf9-pFDlLW1Wl55j2fLyVDW8VmvP51t6cNPW6NclC04W6rHrW79vJgT4J96LmW3k5Hr17bdmQsW3BpGj_2nzCDfW4BjjzS2m14yGW4N-_WW8pJbLqW13mlNW6WvCp5W5hrndl2bhFKrW64dj0F2sDnvKW5syqQM7d31xTW5b8Jfh7L1FxZW96_2QR8HgB07W5Q2f7C3SDwj4W5WjXWq96LdVKW92qxTy4RHm57W8t0Vks7njkMVW136y-77YP7qBW5MQDPy46_psZW3-3f_767-wT7W3MKJMr1b2-lVW4hm6QW7SFcPGW5Nj1K95rrtHfW1n3j298CT37NW2PPcM72stnWVW6JzDms2dRlZ_W676Zy-86M5fcW2bF58r59qZ6TW5RYnqw3W_tt1W7d5nvQ83t8-1111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Melbourne, Australia - Sept. 8, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-8th-september-2020-tickets-101162836768?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W7knFsq5WLhmGW59v6B16LgDn00/5/f18dQhb0S2C86_HXFDW12hzl91vYxZBW30TfwC73qZLXW6Ps-6t6D_BWSW3X43XX3hPGNFVlXT5D83y951W88ZqKt7Gc5DqW5WhFzw19w0W5W3kHtzl6MvpcgN2xgBBfxltYyW5Qt-G_4-8jPYW8-B4Pc7srM8wW7mSP113mYs3mW7rtSP03tM7zJW6LMV_x7KK_XKW2gKbJX2vHcdZN6CVZpCLMLdTW75LTYy8zxw0dW2G6z8N65RRGLW1DkyLT12QhVYN72TWs0nxQ6nW6wQ2wN6H8vtmW1cqWHH5mWymXW7qkWxm3rpqmDW91snc-4s4h8GW4wS01K3Q3m3vVWrSKw8q0L5vMzLShyK6yL3W302xQy3KCNXRW21F4s016fQqXW7-l-Ky7H0rkMW7sfcB333xdZdW8LxPWW91mQ4WN6TH0T3Kpj4RW6MvtLd99Z1cBW8Lttwv7X700zVZGgjv3bX7BvW6Mjcv_14D36hW3sTKx_5Q73Y-W2nNMFn48zlDhW4fLVJX7VH3yGW1Qly495SSs7BW6hWgcs6l9-gFW34_-5B5m30t4W7bjKFt3rTlr4W6f299k6SrdkhW327d7V40gTYfW8WCkmk2pFl6XVgsss33bl3FrW1JLYCx9bqLbqW2jfK5s93d2tPW2CVFS69dVnRZW75_02w5z5F72V7vnjm6sDqd8103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W4g2pq819f46MW6pgRFn3pSDhJ0/5/f18dQhb0SfHD9dZxZKW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5Sx1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVzqlN8m7nL8QKk4PW3J4F3X5v7vpMN1p88VPQJPY8VQB-F65DJfHjW37TxqF3GCDtSW5v6GH65FxQBHVVyzkG5zCTr5W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LSkDW7MPFsG8W2c9WW32CQ2l8jxMNSW1Vx27W6Pkt_VN62_rT83DKLVN9dGZLlKkMPwW4x-xGt7zLV65W2NnQ5K4bQW_qW6c41Kj5fynnxW1t0Kkl5f2Cl0N1RM4tyvzGmlW1WJvCf7mbz-4N1JH0FgkTKYYVvZ5266wgGhqW7tn8012KXRDPW1GT54G8TyS9vW1HFJQz1-TnbZW2TZZTK1K7CLMN7xnKJftfxGgW1YbZH21NjJVcW5tb4QN3cTjzkN8csGDVD2JBLW7zKLDv5PXRFMW8dzt_P6dlfJFL8vgKsk4dRW3BBcZs6BFY55W8xGdw82B6h1cW43rL-Z9dGXvfW5-7Mm-92r069MLG01PrTzpYT101Z7ZhkDT103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VwhNrH8c8vSRW17__qc1JrHBw0/5/f18dQhb0S2C82WsqN3N12h8zzFPxFnW1wxMcn4MNphmN4kfKKNnQFq-W8kCTBw74k7QlW1srbdq6SqQFGW1VRH9n8XHXXgW14hkbL5Psd7vN1xPkjZD1188W8x-q5Y1RytLxW8T_mks5JWMdHW7qxnMx2gJVDJVvQnT06XlMjsW8L_1SC71wl7kW5Cp6gN7KPrY9W6d7Jrz8lfbfdW2YcVmf2CdBKDW5VWzQz7-LcwwW19rgXz2N7d38W1n_-yS5bCXMqW4fJ4TJ4KJ6ntW1t_8lg5qTBwMW3_d_Bc2vK2F8W2BQTXs4jfHqqW8Q5XnJ1Lnlv8W3v_Kx-2nB5zCVpf83_1BxBW4W23ZSVf8l_LcmW55vFSR7kD1tJW10P-rW86Jzw_W9frC-b6YXJHtW42bK1m26YnWqW6wNY1_6NMPQGW5wv8YD5dZKQ8N21CFz8Wk0Y7W7n4Nck6vFlngW2kqyXw58FMcNW7q4hwh4XbNlQW1Cr0143YsJ8bW7_mnnf2mlM8vV8KX1h4RlFNRW3bRCD85QVFw_W4ncHZ97whRGjW9gKz1T8P6C9HW1f0PJn5Zm2M7VmCKTh3Ww60dW6_3tVZ25YF9cW93cC_m1qXFnmW85-PWm7hWH6_W5kdszZ65QVwkW7_pFbw6MYXN0f7FPGyF11?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[United Kingdom – Sep 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3qJRwq2XwZx2VmlFNV9lylQZ0/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmB4JXQH_TZnMM5xH2bx103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Georgia – September 17, 2020 (VIRTUAL)](https://www.eventbrite.com/e/september-virtual-scaling-up-business-growth-workshop-georgia-alabama-tickets-109832947302?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[San Diego, CA - September 18, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-san-diego-ca-tickets-96518496421?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W72HBgY2bdzZ2W6mJPLX3fncpF0/5/f18dQhb0S8389dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Nvw7TVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW67jH911sLbGnW63nbP28v2QXHN3Q0gwxVbFJDW8p0cfb8vXzgZN3JsXVKV98_3VTGDgq65HFBKVZvG3Q8vXlPbW3Px1hK8Cn5nfMXwWyFY1g1-W81gM8-7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndn80W66LZL44Dk-X2W6lMt-c2gvtCXW3NnV4F1nJpwvW26pdfj35y0T8W2CPqrH5q34pYW2Dxj6F5BX-KSN4XS2Sb-ldhxW3HChrH5yn0gDN4Sv4HmdvgNtW3fFkFK3MHyZ2N1nsb3vQY_1yN4rgXF6SklTqW10qH2w661K7fVT3Qqf3Nbzy3VfD21T5GFtM7VWFRY07q7-QcW6hv4KT45Ly2MVkwRPg8rXRg2W2Xsb3-45h-fjF6DB8J-4fY1Vd8y6q1QNVHZW7-npxD8YVlq5W5_5lJW6KgQnQW9jV8Yq2_3V9_N99P8MbmRw0WDdXyXbCNn8f5WTtK803?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VGn5PQ3VzlHlW8lsPLt350Sw90/5/f18dQhb0SmhZ9ctzqxN81SjwlHyjJqVQKcjv7fZvgYW3hHh955zh-NRVnQ9Qq8--HBkW8-2k5W8W1QkjW1SdH2N5mZ50NN33GykkKnkDtW7JfySk4g0HKrW1Ww7fN558-qhW55FfHL8Sz_hpW8X4XYY32H40wN4fd6QYHq0C2W6jvPCP1DWqkzW31PQMK3pdww6W8Z0ByM5Z8ktlN9cHQxLJwNj7W2MDBft1hRLKFW5mNLNv7bqTzMW7vp5SX8Q9K7lN5Kn9757x5llW7vpdSR3BDc3tW6FBdh56Fpc9QW2G88lQ63-j-RW1tmXX45-2t5mW20Wxs758RTq6W20Y98h1Yg1QdW2Y7Dl76pkGpTW3m28Gy53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8VgvxD21NFfl4W8P4D7p50C4kDN8q4QYCLNrHzN13xzxWc6_pDW5qv4fv7hGg2XW5g37m-85wGH_W8bV0NS2SFX0wW420Tvn7GRplfN5YmLxtcYJKQW7dJ18n5ymWvFf67vc2M04?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7KXgmrbbWXVVW7rHY7KGj3p0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8W4_qcrF5Ym2VPW6kYBy78Cl_f_W69Jz8K62RMQ1W25Ctz64l-TbvVxF6Hb1D9zXRW5J4tCg93Yp4FW4MQJHK6LS-dxW15HGL61728r3W9fsnn14HdQjhVsBSfV6jBdnsW7pTyTq6FQjYxW5PkCxG1tvXk3W2vJH2f4KHjRVW5lnMb58xvfsSW5h6Wq41Qb4cDW569QZb2q0vsVW80Bt6l2sfxSMW4fhJq57LbPL3W1z_GVF8BjR08W50GL-j1bWHx3W2twsKm23Wx6yW4GlCLQ82D1jHW20fs9-2k43BZW1_WpnZ7bzbrDW2X_SbK8QF9x3W7bzGzZ8D60C7N77Gvkf42P9MW2M_0Zf5FC19LW4hF_6B2Z2yWBW8S8qvd2-6-zqW1nMPvr988ZSNW7QCd_11JYnC9W6HwcBK4kkQ3vW6r-bn53R8gXRVzq9f41GTSCKW6z_n3x1G23YkW7tTk9j3J0YzqW7pnPgj3ZpZF2W2V4ZpC31c-x3W5Z12X063DGDBW1NDng67RZQT1W6qNpxm8kJnpPW9747xL93BHZ_W2ckTPC6RZT88W52c48n703ZFHVf5znk5bQHp1W2J5hQq5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N5fXj8VYt90hW6Lq3wB3sNhcT0/5/f18dQhb0S4007r6vMsW12gPyk1jy-kfW1fm2kY5TMfMYW4BWGXV3RLN5wW3WslLZ7RSbm_W6_8x4d20ZlwBW4y0ctK54fM3YW1FwX387wWDP8W95zDmk4N9Rd1Vq706Q4Zth9yW8QvRXR9hjW5zN2j836yggC--W5B3Rvh8xm443W6Ttmdq8Tynf4F53xVCC7d3lVqgd_Y2WzJVrN1w_zWVKbvTMW859z0Z8bH-m7MBFCCS5L0bmN5V0v8CcmbC3W5ShM4b5Qj_hdW61dr0S8D8k7zW2NKKq-8ntHKVW7bqG6W6Ynb1TW6GC8-T14KkB5MXCbGLD30LNW2cvLG38yBbRjMSjNnfzbk09W8Vvk-q9fvYdYW8-Lh0-7V0dNLW4Yp65M7vFGv9W7WTstb2hr81fW6gSBc-3-53LtW8tqHkx1ncSvYW5QrwRm5vmylZW7PwwcJ5sZM33N6jp9pNLGtnMW6lKQlR3qQCmvW1Hslnp7G2_slW3p6dnP6LDX29W4W1qBl3lM_5sN43KDxPJyHNnW4RSbLY1B_PPhW5nNnzd6wHC72W4C3Z5Y2RGN0yW9bWyJX4rF8F8W4xBBHy8lkBh1W4wG10p4gRVpTVVbtxX4zB8QCW11TKcP1GkZ-cW7NQDZk5NMM0W0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N7s1YSgpg0SRW21JGwF77bLld0/5/f18dQhb0S65P6XvPVTV1x6Rf2vhW-8VLFD3P2wCs2fW3l7Pp37Sz4GzW2NYlqb1J2J2hW8lsnXZ82Q7dbW4g-Dh93P5vqmW82dxJt73PqgHVK0TRW73lyDsW91j0Pn92h925W8LJbgc9bDXFCW227KHT67fYW4W1Dr21-36Vm3gN8p0YFMjPyk0W2xH9ww1DrmYPW2S_Yg-7N7k7qW8bDcJm4cvvshW71B1W42P4v4dW8hbJbk72rBcRV6kYqW7KWczTW2SbX8M8dlS94W2Y3Rrl80CDfjW91WM92519FGKN4PttTvp8gPCW2m6bG98p9V2WW7HYLjs5ch3KrW8r2hMb152xRMW5x_tb55Gy3xBW7y_ccC2C6D-MN7mfhV3f8nZKW8kRsX43sKs51W3D-Xft3xHqNrW8nxWQ46HLsryW42r_fD3v8tRPW96ps8v4rxH2xW6sDyQJ58Zgd-W7Cm1gl7l8cdBW6l0bx833l8L0W1gmhh-6XL8SwN5zh6qbgFynbW5B1H_R2_7q5hW7zlw9D2mJpg9Vc05MP8Jk4DMVdVGQD4tYHhnW5RB9dP5dwQ97W7hWXvw6rdtfXW5xz94s995FtTW26Pdvh8QFB2qTnH1s4DJYXv103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1dj4NB3pZSK_W2F1Pgn5Q_bJk0/5/f18dQhb0S3j428_Ns4M11vrwC3-37W610fsq1fCpGCW7FXMSQ7RXwKGW6B-Mwh1xFs4lW3nqk476LtzmNW8v07wh85B36tW2nnhCD13bDV-W5H428h13Yr74W13JHkX4LqK4QW6N75Zj3tm18XW8StDd82TsJV3W5BG0Bt16kGdcW3N0p474m_rYnN4RSfp8dCv15W3yf5nW2lTN2CW6v_khD5h_HG-W2m0cX27NFNQzW8m6VGN3JChlsW6S4b2r7QnRRRW3_6ZGT22QL26VlhT658vD1q1W1qv_hG8vmRDSW7MmNVP36S-pQW6kDvWr3-N0yQW6mjscx2LFKNTVHQ21M28pyb_N60Jx-_QjHbZW6G2l9p1xbDqLW47Bn6P8WrntJN521LWCc5_x0W7SBqKQ1Fp1J0N3lVgHSS6kR8N2c_0kYDJFlgW6-ydzB6ccG55W618_j-4C0Y39W68K5Wy7RrVZ8VDdlN57QwZYHW6JXbQH5bF48nW4Vp_G98P_DNPW7mdbkS8nWJWJN45hwLY94nbPW8q7_742BDS2nW8K64983Hc3W4W9m3mvH8pB74VW8D-syj27q11GN4vGFwxvb9CGN8MLQTWVPlbDW2qBCMc8zYVRhf5d8yt604?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Chicago, IL - November 10, 2020](https://www.eventbrite.com/e/2020-scaling-up-business-growth-workshop-chicago-il-tickets-96511665991?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W3LBJht3p477DW3dRMSf4v1LGJ0/5/f18dQhb0S4002nRNKtMWn-yRFPxFnW1wzcly2nnMmjW84G7ln761yJXW1XqMvv743Zk6W2TnDck85glC_W44H0qY8vfYMRVzV6bK7QG76HVkw9x12r4tDsW8Q7Mf63QNQdZW1L5lfD7C5zKwW28pmFv81BHKMW2g_1Rm7P8-zBN5Bzs4m2FRrLW1W30CP1kL3kNW6nKVfN5hpwn4W4QHNVy26YXrSW56J5G83GNjzbV34_fW2Q5f7xW2YPTB-4P5DDGW2QZ0nQ2Z2hnlW2d-M2z96jkNgW4VHlhS7BZzZqW2YjhJR4dkK6kW8cW9jl2PXNgZW4cDljB6tlyDWW5ST3H59hlfs-W318b-x2m10lQW3tDBqh7cJKYgW8WvMLl2fltWgW6Jyt8y474WYtW4S7ry_8zJmD8W4l0r_R20sBwBVyNlqP4c-1r7W10jTz095215LW1cSq0h1_20l2W20F3dm6BhxPbW36WqgT897RlWW6KLkJb5Zm3fgW37vM9X8p4bFkN71y7PQ__8fBW4Gv9yS8Y6mdhN1Sp36yY98bLW7RrRc-7zydHHW527DPh8L3Ql8W8ZkyH17GPHfDW4YdGmC4Dl3wzW5QJkxk445Zt_W9lC9QK9dmLVQW6YlfX45F4yV8W1X3TrP1rcKGqf6zpzbn03?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[United Kingdom – November 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W48G_xL77XxQ-W7vdwzj5KLM910/5/f18dQhb0SbTL8XJ8QKN81SjwlHyjJqVQKcjv7fZvgYW3hHhd92P7_nXVcnTGj992gLmW4t26Qh5CRbZBN6PYX0JZfzkhW6bprKD6PZv-XW2yRl1Q95lxN0W61SSZm7mG7sDW51vX4y6HSmjJW7YCxrC2z9001W7cVJfV1nxjQnW3vgcQ32TKT0DW3Wgjxc5bNQ_RW3SQgn23_CV3gW3V_Tcn5bnH9YW2w15NM3M3Kx5W60Rkcx4Dl4vzW3sxGC-7Mq9YPW8QKpyr4sj3hVW2BcyM91mGWjzN96qFpmFkrchW8KKGZW2xYfWbW6RLGkr4XrffxW267DZM7yLj4zW1x7t1x6YWmGrW3fN_Dm4TDsLmW2BHhyc5WbXCXW3gkNZW61CryLW7xw5VQ736yb9W7cdnV-6c6Mz5W5PMcpc4WbvbPW16L9yq6SSJNcVcb0fv3f_5_KW4p7yDT2BPMnkW1lbBhW1kRDYnW1rfXn08r4BmMW4JwDpq19rcTfW7gxSMy9b_XMmN4Dxs3_LWC7cW4lsJjh70314fW2LWm_V708qz3W4L1MmV4JXQH_V1zFKH6d8qN2103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Melbourne, Australia - November 10, 2020](https://www.eventbrite.com.au/e/scaling-up-business-growth-workshop-melbourne-10th-november-2020-tickets-101162804672?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VD2g1C45BpsWN4l1M_hH4MQ00/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgVYxqxv5Fy0F-W7ZkG8C7d-tJnVQJ99n8tsM5NW64kxhF6cDM8CW8p-zTb3PmWT7W5CTjM57c7F4fW1njGYl1by7prW625bx16Gj8TSW6bVy-525cnVbW7NrMZs3ndms4W3Ym8Rg3s1XjFN51GcRTz74JcVYSX-57m_B1RW5c8d-S377W4NW5kfWDZ3JPgDCW5krV3V3LMZXMW8fN_mM4XFvtcW7Y-wkd61XqN3N5VY3gz2Ff9hMRpY1hZ8NRbW7nqX2D2ygqJmN3rCGXmbSq6vVd73Qw1w1RRJW2xk0vp7YFzlPW4LsSTf8qfMlvW7gtc7y49kJ93W6fVSyV1Q68w6W1MMh8v7Z2FTMW5xf5Lz3NGDbVW1sLbGn62L1KjW4N1x-X2LdjVlW8knzt87hC19GW8KkvxC46q_nkW65nnWB21_J_PW8wt73s2_9lKgW4Pxhj53DlwBbW2qPQ8H4HzlXl0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*VmxfJB8lSXYNW3lM4DN8ZctmJ0/5/f18dQhb0S9r59jx9nHN81SjwlHyjJqVQKcjv7fZvgYW3hHh9t5Cgxh0VnQ9Qq8_1WNHW7r6cbP8WxkrnW2MyWvz8-xQMqW5pr8wC8XkDrfW549CGt4dQ1nVN4cyb33pSSFcW4gZq217wtvLgMYxqxv5xvH5W1L4LKy2WtZKJW2GFmQX6yhlfhW7x40Sq1Y-8yTW1Crm8Q1tdY7CW9fRJ8r4cy4qTW30T_VY3Wd8JyW55nSC91VJH71W4c2Rr971B_trW1x4lQB6Gd5nvW2mlprg5mKjF6W3m2rYr53X_ZpW52Ylfx3_8mplW9fgwMT4fdw0LW1G9V064MRTK7W3pL5Td4PbP67W8440LZ2sPSrnW7KGSXt3qJV4qW2tG2Yr6dvCQPV41Jcp82GFJnW84nMwt1gGmfbW1fjl_J9cv4PDW2LMK2B1gsVSXW1FgqFB4Cw631W8VxZ1w4dm9xsW7KRxwG3MYtL8W4Hrzwj45Ly2MVkwRPg8rXRg2W2Xsb3-45h-f8W7v3s1S1L4q17W50k3x82cyH2GW4PxV6V92kQ9mW6Y6knn4gycJwW886vQH4F6WwVW6TML2v3rYMKFMtJCL43_BXCdRF7l811?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1vgl8X1-Vjb2VJdJxW1XtbdL0/5/f18dQhb0S65P2RwkM_MWnxJxFPxFnW1xx1Ky3Rk3N3W3LyXZz4RZjGXW2zVvGj1_LPtfW1ppS0P6mKt-QW7zq9m26TPGs4W8gWpCv8304w4W8psL9T2KQTjJW7JZx7d83_DTjW85PMTR8dqgpjW2D3YGp7hnBKqW5mfsZk7z442rW4YfFxQ2Xqb6yW5CzhGM7KK_XKV1jjvK1gkPSJN69chRKLwbRwW2qJKBz8z1rsHVjP8xK676N0JN7sy3Z1sLLD_F74W_G2DMv4W1TcKHx2R8f_0V71B5L1nFkMYW7psmWf3jt1vJW3NrCF16W3D2VW6S5rm32Dj9STW19mdTt8ZQ_dnW8smCR38CPyNKN5_DtCcPQwrbW11_1nx49vTFGW1gV8Lm26rgTvW6bWHp38lSf0dW6-Fjqd7WYyPJW5QhNtF7jts53Vv3-Xx8HPmW2W6t9QM933ZlYJW5JXJbK4rh7j4W86T7fZ4Hcz2QW6TTH5493_2vqW8zrcnQ7M1q43W5Ykr-X5Zcl10W6psmQC7Ts-_hW7TF0pS6jdPPkW8mzLm77bh2HrW7PrRCf3_L5F4N4q9QXBCTr16W9gZLWJ53_B7VW3WfJX517NdWJW4CBBtt89FTJyW2QTh5N96ZTj3W6fw-_y31RDNJW15qX8b3RBzV-W3B3Q_w65SJcN111?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W8CHKZp93BXy9N7hDptbDrSTy0/5/f18dQhb0S8349dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1SrC8dVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x4g5wKW-gW5sgNJH1sMYWxN1pNWLnNg_7fW5H1yxJ5J0bL7V-_9TK8mp2bwW8p-Vr065kbjqW66PvWh352JgkW4qyksw64kQsCV75xfm8pmbSQW1mhW2D3VpxwwW96zRPS6bT6L3W8RRjRD5CktzDW83KHrF7J39rbV1m57649WVsfW7DLYSH8sgt0pW7cvxVf8q5qBxVVQf4X5vDhTYW8lqgqv2BfSZrN6LCnHFRBKbyN8xNnk9Vz8dYW8qByYX27CScFW62Bjx899hNBVN3NXksvRbNJpVVFR4V4RDp0bW3P8Mmq5v7wMDN26G940h5rPHVSzhlW62m0BYN4qP-ZZMGpv0W4vVt118GclM4VPNtBv3KQy4dW8csLSq1036KDW5lPk4R5pfCQ6VvZPbq2ZJC_vW2GD9PD47qW-sW9j55TL89K7_hVbtp2J85YKmqN8Nls96H-JFzW1Myqsm3y19vMN3wMXFC1TdCRf6KhMc603?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*N3nRpZ_9YqQdW1qr6mP74L6R30/5/f18dQhb0S83b9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5QC1Qt2G2VLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMW1n91qL8yVv8rW8qBGv_8CRTwzW1q6QR38r4n2cW8CZxbk5y5wyqN5wM7c7T9QvrW8vXlPb3Px1hKW8Cn5qD5B4NsnW5G1Tg77-rCVZW7ZbClb8p63z_W5wL96L1sL3M0W3Mybvy4XH_kRN8srs54Yf-LZN3PwxLFLvq-gW6cc-4t69LPZ7W2xVZfZ96zRPSW6bT6L38RRjRDW5CktzD83KHrFN7J39qM1g5rzW49WVsf7DLYSHW3NK6537cvxVfN8q5qBxVQf4XW5vDhTY8lqgqvW2BfSZr6LCnHFVRBKby8xNnk9VVz8dY8qByYXW27CScF62Bjx8W99hNBV3NXksvMRbNJpVFR4VW4RDp0b3P8MmqW5v7wMD26G940Mh5rPHSzhlWW62m0BY4qP-ZZVMGpv04vVt11N8GclM4PNtBvW3KQy4d8csLSqW1036KD5lPk4RN5pfCQ6v-D7HW2ZJC_v2GD9PDW47qW-s9j55TLN89K7_hbtp2JW85YKmq8Nls96VH-JFz1MyqsmW3y19vM3wMXFCTLt5t4tYqvR103?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*Vj6V3r4_b7h3V2khFK3Ks6F40/5/f18dQhb0S82_9dZyjHW6KB8JF1k63-nW1Dq07m56Rz9hW6Dk5S-1Vq7GqVLDpF18CSvhfW8CZjSB8qZLHtW3KrVw-1nPLDMN67jHwLVyWksW1rfXn08r4KPlMSbFB3RcgcmMQB-HKV86B5N3J5rJ_T8FzQW8l2x3-1sLqjKW3HB_Ph8B-gSHW5vLFlQ66GK5yW5F3DZR5z59X6W5zCyqF5y5jh-W1rfXlz1kRpb7W7ZbCzl3N20qKMZvQzKPdD3DW5q9bk34DXyR1W25Ny9369_d7TW6FGhy32yJF1WVYT2jk6P4lCXW3xPtL65rC5Q6W80MMfG5DFWr2MHMB1wbdvWCW30T_rP2Vv3csW1G8Mxx1Bb4rMW6FHmGK7tBPGNW6dhLl44hbk9DN4bz6KQy-fWMW1-8CGd6z48frW47xyQr8Sq4hgW1zs-yv1D8H_2W1L6bsz6pm0WlW1FqBJj45kBjdW558jPx50rc_7W7j-vDn8P6g1sW7ns-FW1B8dgwN8Sq7kxhvnG9W3Swq0f3CVWzHW8csLSq1036KDW5lPk4R5pfCQ6Mr_k757bkk6W70--8j5mSYQ1W4qDKsy8SdbJtW6T75hH5LFvgBW8yH7f_7wRVnDW4vDNb77NDgDbW5V9WFR3f5_rbVbWsQ35JQG0x0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/c/*V855DQ8xG8m5W54L58R18tn-c0/*W1P0jb_90b327N13nNVc6D2vb0/5/f18dQhb0S65P6SyJVvV1xyhV5_S5YMVDK-zd2wCdTpW1T-CrZ6qYRmLW5dXj8P7K8PM4W2HpgWQ54VQ3kN2p6LFgTjq1BW2-HWwP1q_3nJW1CXZY47GQWJrW9f7gkk8RLcm1N5P0F3JT5h38W2G95Kd7kHxMYW2PwVFQ1JpJksN4dgFFd8xbjBW4_7H322Y0l6FVtbFxH3_Gc44W33njC91q1yQFN1N77J4jvRJ3W7LC3b83QsT_cW1_JGxN2Pt6s7W5sjDRR4j7YSKN7gJzrRCZcjhW7GQ44822XbzfW4GlCKD82DrPjW20bZfs7V0mztW1qkGht7jy8JSW2Y01nl8_vX1XW7bzGB78J4kRpW6vHs254KLxL_W2NbRGY6d74HlW8BqG8F5W4JHwW8yDh4n3618B8W1mPpzZ7YSQHlW64d4Wd3rR7vbW3qpSrf7twPp_W75MGcL4PcgTqW87k3Bx6hKH1pW7wQ4dN6R0SpmW6xDZ7P5yjqkSVm16Tz6syDszW25g_s62LP5wLW6bj_-04f4TQtW3yhvbc5NcGSWW8bB-ZJ8tyW9bW8_fc374sVDx8W5S9gGy2kKpLjW2qftMQ18kZn_W3zbSPY2sS-ywW5R3DpX5b9_ZY0?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)

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And streamline daily communications. Connect your Slack and Scoreboard accounts to update your Scoreboard Huddles and Top Priorities and read Huddle digests (especially helpful if someone misses a huddle) all inside Slack. [Learn more here.](https://scalingup.com/stay-aligned-with-scoreboard-and-slack/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-_vseR-oR9M8i0vNjDIciewalyy5s1XiroXGDInwpxEdjzSVT16bwpd1YNldFpaU0EyriSc)  
  
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**06/26/20**

**Wolfgang Puck’s Brilliance; Vacation Plans; Fun Half-Day; Namaste**

Hope it’s been a productive and purposeful week. Here are some insights to help you outlearn/outthink the market.

*...while the number of hours worked is soaring, people's capacity to focus and produce quality work is diving.*

Sabina Nawaz, HBR

*I’m going nowhere fast.*

Sabina’s client

**Take Time Off –**

Do you identify with either of the statements above? Are you getting the time off you need to recover? What about your team?

**Six Strategies for Taking Time Off While Working from Home –**

Please take 2 minutes to scan through this [excellent *HBR* article](https://hbr.org/2020/06/managers-encourage-your-team-to-take-time-off?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0) by Sabina Nawaz. She highlights research showing the damage done to our companies and economies when people don’t get the breaks they need from work. She outlines six practical strategies you can use for taking time off given the pressures from this crisis and the challenges if you’re working from home.

**Half-day at Least –**

Maybe this example from the article, Sabina shares, will be helpful to you:

Many have rediscovered activities within their immediate reach. On his half day off, one of my clients created a bouquet for his wife from his garden, repaired a bicycle, and read a book that had been sitting on his shelf for a decade. On his next half day off, he plans to go for a bike ride and camp on his deck with his daughters. Again, please take a moment to scan down through her six ideas.

**Wolfgang Puck on Leading His Restaurants Through a Crisis –**

Wow, this entrepreneur is impressive. Restaurants have been hit hard – yet Wolfgang Puck has focused not on just how to survive, but how to grow during this crisis. It’s his mindset I admire. One idea drove an additional $2.5 million in revenue in a weekend during this crisis!!! If you have time to read (and be inspired with ideas) just one more article this week, please take 3 minutes to read [another excellent *HBR*article](https://hbr.org/2020/06/wolfgang-puck-on-leading-his-restaurants-through-the-pandemic?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0) published Wednesday.

**Do What You Can –**

This week my 12-year-old son Quinn and I are immensely enjoying our time at a dude ranch in Colorado (Sylvan Dale Ranch). The time to unplug, have a lot of fun, and read some page turning novels (Olson Scott Card’s *Empire*series) has been refreshing. At the same time, I continue to feel the pressures of this pandemic – to continue to crank hard, be creative, etc. – so even though there’s been an “away from the office” message on my email, I’ve been keeping up by working a couple hours each morning before our 8am breakfast gathering. Do what you can – find moments of enjoyment – namaste.

**Order a box of 20 *Scaling Up* books –**Want to save 50% over the price on Amazon? [Go to this link](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWX3p_8SV1-WJV7CgCR5W6glF4r7GCmDRW2bPqGk3rbBNpVms4-41znG2cW3QrRpk10BZFDW6YDlDx92LD03VQmxbl2gwZScV5L-XS6CC0MrW83Cz2D4kmnbkW49rlPW5bKhXLW3HgSfx52j01cW82lG182B52CMW59F1fc75G190VdqZRs5Lv0ZvN2NR_5TTKbsYW4cM_vB1BRWwnW2Ktb5796J158W33Q-xc9kKxFGW1_FSTY8pf8qRN59KYm35zHdyW72j2Jr8_y_XhW1fXFRp9f8dQ8W73FKgM67_0ht3g-v1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0).   
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**EDUCATION:**

**We’re Still in Business Coaching and Training Firms:**[Colorado Region – July 1, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXc5nxHkV3Zsc37CgBWqW3_Bs0V8Kr1PJVVkGBQ3C5xPFW2cVYlq43XYPpVdb87V6X6L04W384Lwl7K1XS8W3y79Nb6ztC6MW11Z43J8h_8dCW87y7v54LmHLdW6F_ZFZ68K2ddW73Py0-8Yzts3W8FyMqy5gPlwKN2MgJr5KvnsCW1WqfBG81v9xGN1V0vnv_tDrFW76BVMC2FGG6zW7Q-fpW1PjWwzW1fR7QG2BnHW_VqWD-22jJq3nW74b2lK8jSz9-W6q_s894Ly_JCW3spJZN4NWwJQW3ljVM_1sPkDWN3MzWCh2McF1W1P-dq05qcSVtW1sJQjX9kv3wdVtmJX92c6C2RW7CPMsv88cxn4W7KC6mc4rH33pW2-GJxp4NDfy7W56nWhg7QxYDNW16xs8M6c-spVW5SrwfX2zN6G_W3C7jJS7J6Sj1VhNW1T8cWVP2W9jFpM95Rx5PZW2p66816NtxJjVFg2pF5Y9zx8W7HGM_53yKKkfW8TRTNd3H11gDW6lT0Fm2q0LCm3gxP1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Queensland & Brisbane, AUS Region – July 8, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37Cg-p1W8YrpYH5qWw-VW3hdpP63rsbCHW3722f_8shqn9W3MwRp68nF-Z7W4F2TLD6Yg6TTV8Cgbc1-bdpfW1YK2t851g9z4W6tPM5w18VCSMW4_Bj8J1DCq4NV3_W4K4w8pN0MqGsPLW4YrtW1P4YlZ2CmVKnW3wgj966M2lTJW8LFzJR5cJMgPVzyJ-s73Ns1sN3Z1MNPQ4VrZW5WS-kB7NFbb1W2gx6jc3bxm7nTwbF62FSvC8W6TK14G2b0hSqV6NQnP44XlglW765-598wFmT6W4ZFBk_6JgXQCN4xbs8l3RCVrN5nRTzpf5c3LVK57zF1S33z9W4WP5HP2N8NRcW5lTCGH6xr4k4W79l6qt5-WJ6pW3-Rh9N4M8hNjW7X2Trg4XqPVBW2z5PFy1kczWQN5LnlkkDNJypV4lWwW8fgXHK3bRF1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Australia Region – July 13, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgGXvW4q-XPD3MxNKRW8R3HgC6_P25SW3wYlYj6bymz0N8ngbQ6VncNPW3SY3T-4GDZkRW6j7zXw7qqW-dW7dHDLD41Zxs4W3_Fr7n71XXHcW2lsPyN3PQPstW6JC4LJ6HD9ZXW84L63g2vpyyTVtMPdm4C2ZbNV9-Dhm1NM4ZgW4w9Y_P441RzZW50w27K855GLMV6FZFQ7VbTk3W42m_M-2bqt1TW6nwgXq6HLGY_Vd_lMg1YKpCRW1LxNsT4p8bcWW5yCYBH3yyqv8N1glmQMMLHxRW7GG6Jg80l1rfW7TWNgw9cFvlYW42GHjw60rW3KW7ccQg21Wvbx5Vg1_bm2rdch9W7NxDy-5NSd_qW7DvKf45fhQV9W27l8L65pCML6W2sB6G24zC4LnW5G4-Zb5mWkK8W8lLZGT5vFc_7W13tBVc8w_Dh53nj_1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Michigan Region – July 14, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgYvyV9_V_z7Gf8vVW80WnDb2Fh1bWW90j2p28dQs9LW3xLtp63QhFRwN2Whq49M3GXQW3BQKN75ZxL4RW99623h6-xtc4W4YtbmQ6FRtHdVf3YWX7BRZBvW6r0nnX1VWBpKW4qt32P33z4CTW5H2NgG46yrB_W8P54zB6Vswy3W4_H8Rf6ZsHpGW7T04LF1N65dRW3qrNn672xk44W3Bm2qK4pJfvCW1swG_d6-vmm2W2y4P_h2p1sGTW2KWCGN4CKKHtW4yym8n12Dzp0VJlWLh1Qdsw_W1grT3_68ww81W2lFLk05b0LlgV4C6-Z50MWSVW12wjw-2h_WzWW4qD9BP2-jHPQW66hknl3tXK9pW6qgJyR2Mc1y6W7kmQKJ1r3ndgW1JPJHc3DY0srW7TTpWW1FC7-l3bFc1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Southern California Region – July 14, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgKyGW45LrcT4X8PqvW7C734Q680lTSW3FwYF449xv4HMVYQZk2NlZZW4mQxmQ3XMZfqW4KB87g5qw-hwN1y2q8X-c0gnW8LxWBb79B5kKW60rZRJ1vVdhrW4-TTQ949gcvrW7V1Ctx1_YxXsW8y8hr_5SkFJdW4Tkn_Z3ZtMdyV_SJDF5BdfXZW2qYjpM2NbLlFW3Bmc6l5MHxnDW1hQ0g96nvSNCW8DSHSz80q8hDN8LGLYPtSYJRW1SgM1F6rHfftW7lzn1P5wTTJNW2xQzVg6sxQZHW47sntC2_gVBMW2ZFf5m8z0STFVSv0cS3RDDP2V2HwPB5nRyxgW3-NdX-3_NsHZW3vGGgV7LB_YWW2gfrKt7LYcHvW1zty_431jLXY3mVn1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Texas Region – July 14, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7Cg_1-W2Db8rc6V1xw2N7pfQXWs9L_tW6yBDHR4H29kYN8qWBgRhV0mPW221Lhm7gqp_9W8gNpTk4lqs-1W336RjX3Dz1rRW78KbJm17LJnFN12KWp9C8nZRW5Cq48y7zJyjqW7z3xBZ13M-jQW9jTkkm6FRwM8W5JdQkF7sl6dlW1pmHj33TbwCrW73lWPk5ThFJpW5rVgVK5dFn-rV-xbqB6jTYJGW4k0_9k87j-35W93Kv5h66-WbTW1w2nnf1Fqb23W10tj7M8DY0D-W24kq7984xYZSW7XRKyx7HKY_fW3_p3Cl2wxggwW64WkYG5XGfnFW3tDVrH3x5SJdW55_9jg8MRd5ZW4d-MZj11JjHzW4z750F3Dxyt0W8-0gV32_RKcX33jZ1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Western NY & Ontario Region – July 14, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgPf2W244k5P63B39mVHXkJ34tpjslN5gw6DZKsZy-VQj4Fb1plcbDN65bXl8Bzp2nW95yvc84g3j5yN1Lm3r0BfRw0W6hGgy_8R0QH7W2tkR7z9kTgQrW7KjYPW5Vzs4DW3CXCSP60pX_CW8DY2f_258_XMW529cn06bMXc6N8xbkfcMDh0LW3VpX463MkzvHW9l0d1W5wHtjCVJWG6R7MjdB5W37sk7x51d-sMW1RVgyc89JnR0W3z0CQJ596PrzW2-Z8dL7hcsz9W1_mlNC2jMhMxW8fMJnW5-j1WqVMW-Ww4qjF1gW8qK5652HJnV5W1kVT0Z7kmvgtW2L355t3vRbsXW7qhNtx400YJJVtFgyd6JWjJ-VmWjZS8PQh8SW5SsNq43nZ3L1W5bJ4by8mD6SH3kRZ1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Ohio Region – July 15, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgGpLW5VJB9M8WhN-KW7J5vQV3QKFrmW7DljSn1rqQQ1W6rJw5C6981QHVGYmmk2zk-fQW535-b96bJkHfW6lr5R02dzHVKVyD5zc3Zz9V3VXF3_W3-PF-0N2t7NFjc6Tj3W2vBV2F41pQRDW4d3h338BlXb4W5g8l8k64H0y7W96Zqwt3_BWBLW5rBGnH4qkQx_W31BRL94ZMtlYW19-pQ97hV6QNVdK-kt2r033KW3wWYkQ5tt2cKW4p_ccJ7RnnmGW8DK79-88Nv9KW2GP8ZX8Q3WSxW3qd94K5bsJmhW2RvY5b6H6nmWW7sJjXd91GXZhW6ZnnBX4kHB-DW8ygcCx4f-VJ2N7xyDmHWK6s2N8_WZnhtFFyDW210wCc87t43z3fmq1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[United Kingdom - July 16, 2020](https://www.dominicmonkhouse.com/workshop/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, Australia - Jul 16, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgFq1N5mpLXDy5v27W6KPpG44kdc66W28m56H1cMRvLW3r8tzc2fpNvgW494ghW1t4KcMW8HRv--7Xvpw5Vmc0Kb6HgnlCW6sm7XR6k9__CW44TXrY4Fsbw4VJd3VC3dVflzW9bXbMK4x0xpsW7VKXPS9d9QZyW63LkmY7pYZtlW3nxqYN2B9HqDVt0VjS8yBL8XW1Ntz-B3Fm2DXN9kryZvy_rF3W4n2KgK1gbHd7W8j_pgs5NdRc4V_r_Gz6BQ1sMW28XXzq4ZsC_mW6_lJ0s8dYf1xW15Vs3K11hRQNW3CDzFS4PfWHjW8Nww1F4Bp27BW8pl5Vg2_9J3XW9gjc1k6dcjgLV46_285fnMr1W646rF41VgRpBW39PB_L6Xtm4G37-d1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[San Francisco, CA – July 29, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgJlCW6kY1635_BYD1W7JDf4n7g_g4FW4fw9v17nbnRLW6NQtwW5MQp6RW1wsdLR1KrbkzW8-4JD882qW4DW7fKy2w8LQRDzW3j8zXs1335KBN6g00TQTxrg0W7yPRKr8hNgPtV4K2DD8yTFg_W66yHM-2G-wn1W1QHsQR4l4f38W3N1p6R6N4QKJW7v0WFD7mXnsDW8Fg5gl6bfMVpW1_fgy21zs-fDW3JzRSs2NS5bwW88JR4h31tgm9VBhWmW5SSPXdN56nM7VLdf-hW3BqB5K42J1JNW49HWWz59wPRpW98Vj2d8dF1YFW3mz7D97PqPrZW4dghdH28x9YqN6ySdz2_fzK5W8lwF1Z1fG7YwW3wBrkB90Cr5kVwFYTG18gBqnW6yfw5V6nBPdsW3XK9Pc4fTcMD3c851?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Adelaide, AUS  -  August 4, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXccj99VV9V4KD7CgKX2W5_kcTg2x3DkpW7VpTxf5VDyGMW87bpnV4FJpdqW7WtZxQ8nSytQW6Q4gq45YQfF-W8PVHpk5JSN-DW5S7CQR7Rwk-PW2dJ3j-3cJ-Y8W6j_S5x41Bmw0W2DtBxn6ws6nxW54Mkz_21sw-hW2R5-xC8dlQbZW7BK6587RgS3KW7sG_pj8T55c_W1hy2qM6v-9xDVbwzdb5TrJq8W44FfHY6Ngq-0N5lsRbmwxpPXW33N9HL1RYxF4W6PXyL73QQTHCW8vSgZz5_fs06W7pv55r7MRfd1W30klQ5598_PrW5JFlKd5crxjpW4Nk-qP8qdz0MW3vBb655kkfTkVxGV817Mpv47N1GsyG3dpfFgMDHmyx-qbw6W49DvJY1cc9xQW6hngpD83dwzHW5SLxM64xKVPlW4ZJ0br1k5CPVV5HSr454wK7tW7VFY0-9cPcWfW5H_xqx2hww3RW6x6w7Q1pmC1KW11h_7T7mrJYrW3lc8fH4NhzqRTjfhF4qv7jMW4PcgzX24xg4FW4BkYh_56bHRRW7PFyxR4wPjBnW6KDsph70pvxMW3K_sQg2Z_K5QW1cPW1S3Z00NLW73Hz0J3xkKfLW184CBq5MCRzTW4rN16p7MSznVW8wTS4t60n3_2N8bwyqT4R92xW1qqPcx3QHvRsW1vtJl_67h77xW3zHzqq7GLHV_W8mjpLp8w_MD-W8DdPR21b7WL8W2lXFF76Yz4wVW2kj5cy6RydYjW8wHXx96VhgDKW6vbNF27tYHvtW3jNcgq6ZHGlbW6gt7L5137sWTV3YhTP6lsjPJM9mjnPYxxsPW16Y95b1LVMWGW1GxQN06RCQzZW44nkd190PrqqW89KtF_7k3xbDW4WBCSD3Nm33lW4ybsGb6kBd53W6VjK3X1Y1S-CW731bSz8jMYtGW6CynmF6-4bKGW7KV_BP9dF1WrW41qq2T29nyn2W93pKKS7CZgM8W14Fdfl2ZLGtsW95Vjdh8sMfLDW1D33Q_8lF8lvW5vYlWv8bswbCW1QmfK04zfmzrW2dK8SM14K4ktW3cvC7L2JJxw_VV714G565264W36xpRp6qHVRYW6dnFHv33GDSkW6Q-V8812jYrSW7pzhZV6nMQmv2v71?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Australia Region – August 18, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgH96W6B8ds671-6KKN7x3dtGFfSwdW77jc7G2JGYMtW8zRNWB6RRb2vW2j56tq38VtqyW7kWxbv1wHW2XW7XF61L1yZcLJW8hpGwk8dPnQ9W1ZPDvT690PhQW4DNThS4RVhrmV--W_q3c89B6W6GcDVR3Bl39wW2TnF3T13ZPzQW31YvZ77y0-P0VN2Svh3yM4VbW4mDnGp3HTYlXW35v8Dy37n2CQW4f63Sf1ny0McW62Qg0X4d13TpW8KG9K34x-RF1W2R1gzL7hzcv3N7WYb4ZJW9YLW578Wrp1SWcQ-W39D7Td49ksZZW5TQH5X6BVRSmW5d0sp13m_J6cW3wDyRX95wWNrM_NY4vtfs-ZW2MplqB6tDFJ0W6HKK271CXScDW3qHFXl8GHLrhW3M0pCs1xFTYVW4JwtD91_C7LCW8D0vQ53yxZ-63pVW1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Brisbane, AUS - August 18, 2020](https://www.eventbrite.com/e/scaling-up-business-growth-workshop-brisbane-18th-august-2020-tickets-110239912546?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[United Kingdom - August 18, 2020](https://www.dominicmonkhouse.com/workshop/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Puebla, Mexico - Aug 18 & 19, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXw3p_9rV1-WJV7CgV7TW3J5ylF4VKx-sW2Pvs2M3cnCfCW6ztPQ56Q-_rGW2NFVtB7Z-LNZW4Sgk2k8plM3FW832N3_50YXNLW6pdb-H6WDsMxW8cM2C_8Qrsz_N4jCvWGn91pBW2sKD4s3p8DGsW1PvSK92k5797VWk--S2YymwGN63WCW9nJ3fLW3GTvyb3hHL4bW960Cjs1JpFdJW51bwHf2-3H-NN90Hr275dYT1W8hNwP53LG_XNW7l-_PZ7XsZjnW5FkPTk4PsJsKV-QrvN6k65G3W2CdpN16Xf9J_VfXSsb86Wz6BW6c8csp6r04M6W7Hp1Tw89QcP5VslB4H4zdfD4395b1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Dallas, TX - Aug 27, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgH66W5X3jsl7BPS8qW8K64yV6qXNbLW7CMjbP88mQ_QN5NWytnvDxV9N7xbx_DfDfmCW1s1QtC4ZMZQ7W5JrbmK2mcLxmW2_GBPS6dq37zW53mnMz38h4jJW3RCxF53VrMXpW2BJds41Y2B0-W8l1XcC3LS-WqW1NzLK84h6QkcW1X7JH-7pTllPW1vNpDn4NHqnDVcgMwl3jwsnWW7MpM199lxQhQW59zNcg6DcwjyW4NBwVM55bspNW7-jBgs2LBxyqW94k6Kf5VM-M8W63Kvkd2Y6G3jW8Lxgb0937GSQW5D9pCs1TcBGJW9jRJGm3kh5nKW7f5fwg8yW2fhW8D-Z4T37ZLTRF29L6xQLtxZW1tJFjH11CfpkW8ZzGkD3X6pkSW6Ry3cJ7N5wrLW1dK0Z-67qHKM33zF1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Melbourne, Australia - Sept. 8, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgSVnW6sgtjf6Nd5t6VdZVz07sRwJvW1sNfRG8Cj7-NW5fYDN-25pgSSVvh31Z1DXFH3W94CYJp1FRpvrW1bGvJj2MLCRRN6MTj315tyx_N3j-xDPp_NCxW8_DNwd8-qMZgW40XH7031qs_jW7MCXwP1bvmbKVYlGkt8Nr-xzN2sQky7q5f7gVBmNyG8w5KKpVmt-ff8VXn2bM2knYcm60TbW1T0qNg72dt1VW5HDkkr6dyJ51N596q69xjrxLVGJFCS8NxbHJW567rjh4vdYH5W92f4C-38DSg8W7DK5116cLJwdW3zt2vq8Lwb_BW1lCS_b3nDHtsW58j7vr5qvfBwW6kM-D4440szWW3mVS8n4Y3BQ4W445b-947j0wkV3Zs892Ztz1_W7W7x276GJFDy3gvH1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, AUS - Sep 10, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgQy4W8lPRy-70zcw6W209FQx8V0ZkrW5sGz-Z6cPCXbW81ry652gGdn6W5ZvjNG5z13MJW8VWQrX8ZBk0RW8FPVKJ4BJ-25W34cfTP39h6P4W7Zdq465QcYbxW4xmtZH68D6-pW1dWnvD2fs88wW3WBhg06K79xLW9744t389pBX7W5hkPqR2NJfyZW4YdJqg6V5zYYW43vF8L2v_gJkW7d4gzB2Qg33TN4S2pT3gnW5jW6rjNS62kn1FxW962ftq5GTMLqN67HPPwPSH-dW5YC10n1jLgwrW29fXc-2tJKCqW1TcMYl5tZFVDVQX6yD1ZN787N7WVcYsnnX6sW2cmbdv92-xj7W4-VcHy8YB7_TVWSrkq5_qXX-V5hwCZ7qXrH9W29jGnl8Zyp86W1qHR-n1Ty8fmW6zXDcq4vF74RN4HP4Dzc7cgs3jk61?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, Australia – Sep 14 - 16, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgQwTVTZ5hB39NnpnW523grF7zBcfQW9lmtSs95Xf_3W7HglqF6DVr4nW8sdzbn4J6bG-W6J7Zmg8TLr6KW8NlbzT14kRm4VzSD9p7x9LNBW7yYfpH4CGgNlVNYhSG6B5BkqW4p9nj46kpWPSW7Mv9Ww4M7WJzW6Q6cmj8XMmTqW25g1wj3RL1WZW5Smw9w8wCRY2W2ckCRB9l0647V8hgTX8VJHQ8V-4SxG9b1nt7VPVDmK7QHLDgVhSRrX8sHdtSW8X4J515rBQN8W5kdh8K1-jlSMW2sCDHF5j6Sf9N5-WCsmDfDtvW97YZTp1dQ2s2W18zrtF5Gx04YW1-LMCJ8ksgvYW8XDqLK2CTV1QN9dgzqg9cdb4W5s-WxR8NgnWk35p71?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Portland, OR - Sep 15, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgNfFW8RYbrg2DH_wkW2QvfvX3Fj5pVW4dpgF78nhHBSW1_c5Fb7WDN9gW2J0-w_7fPQRsW6_jR0871FCX1W5TZf9v1R0XjJW3dKkwS3k2dNJW1LQNYr8smB7sW7-7BSy8WdGgwW9hZDqY7h8LL_N7SCmS-Rdq3KW3gRdjv5z3kmgW7gkF298hWnCmW5dM0K72595sWW6WMD8q4zcd6ZVfcwwT2bzJb_W6zb5ds6K4RpJF5xL0dDDlc0W3Spnjg1t_npXW1fw91F7yn2cPMYKX78VpmVHW4HmHqr8wsP3wN3F8Rvb6_n8vV92n-j6ggR9HW8LLF7v8243tDW5HBVXT8kTFLgW7b5Xgs24Tkn5W3lQzf83CBZlqW6wBhNQ7g2rbY38Yz1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Georgia – September 17, 2020 (VIRTUAL)](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgB-rW14NTcW4cM7Z-W7xY3tt25K8WTW4C5Pkx1w5WVlW21xd-W3nT8McW1LD0Gj7hwl1DW3ph4mz5-br8vW11JHxw6rZDwqW6cQcSj1f9rC6W28KTFG6ttfyyW8QhPnD5ptgD9W3SBqGz50MFFnW6q1mGY5jK5t1W4dsm6N8qFmrMW8b86627Nx0v3W8DqkvM4cqjkHW2DgKtp6cjzQSW2kYXwz6pqC4LW2WCZC56ZKBhRW9bMRKJ7GrshhW18F2z8858pJlN8957Fm1QWHXW5Cl8kg4Vn6RlVqZZ_n1tcKWJW5sD1LT20wJ5KW1C1l4m47yShKW2S_3BN8v8MGXW35nPH086jgzrW6_yNDk8bMQhhW3RDVXf4M8m_DW3wPVkp8FlfqRW95Yql598P7BXN7pGqDcXdzcgVDgThf3w-7C5W7Lk7kG7BzwkM3cf_1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[San Diego, CA - September 18, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgNJ4W2cNnwt3F3PzYW4hCkSh1HR1gDN7c_S6TrY_bDW44bGjs8fxkRCW7XnVS235-0pFW44BXbv3bm1_wW8Wy11_4LnfRdW2nsfGp1rn4SGW7yCnmV7mQSrSW2fwrKH6bxbgLN1QWp8GXz59yW8bc0Cb5kD2hvW7gcsZb3zngWsW2jQtN46W0xc6W7NdbN55jz7_4W5KBvLD4VnKJzW5v2_FR4Y2Wh1W6hb47F6SLCG5N1XtNyJ_HwwPW2mlJxz2f2ZjMW1z80qb8d9gJGW3df83s7r98FxN49qMBC6RD7_W6T89tH3dlWKyW3RRh913HNqZ0Vlgb5N5bc01rW3Jg_yb5pczd6W7K7JwK5xPCdJW8698Pb8S-HNpVwHwFr7TqXW33gJF1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[United Kingdom – Sep 22, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXc3p_97V1-WJV7CgCdpW2MqtkC5Mx2BNW7P-HfY66W9mlW8RhV5p1207sRW2rQJ9x7rCb8PW4BPMw17_B9hCW50rbGR3GhbkmW7XpxX92JB40_W3k_kJ61q6_QCW2Y-dZd779dyjW2D-dgx7_szXbVkdhtS5t1MC6W8Q_pGP7j-qrNW2GH1KR5-PhvBW7N0ndW3rXJHXVh8Tst7sgdM-W4VPVVL39tfmwW8Hh8yq8f7Fx5W6L_2HM3jFvwpW1YsNTK1TkWVGW4Kd3Kg6ZWMWLW6j3Y8T2cT7WDW5Xfh9z7w92QCW4k9KpH5MB4ZzMdshWP3MwLP3mbv1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Brisbane City, Australia - Sep 23, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgWbXVjdfJp8Tv95fW5KXkVD30LHT2W6FLz7J4J7hVlW2t7QLJ2F4xn6W2yd-905C8zzzN2Vqcs2SWnmSW6Kj2w_25lDy0W6F_sDw6nyQ27W5y_62T5YJ7vjN5DqT9lzPB8FW3HtZ0D8vc6--N64mG4f2J-J6W8jBnCz7HvprFW6JK4FJ6VqQTGW42pLQq6TVp5DVqDydN4Zg64hVjF0Sp5kk6hHW97CXFK57wb1pW7Qmh7-1Vk-NjW3XKz1c5gxbSmW5QCmwv3SBCMzW1YHnDX5ZT7S2M6vTNRXXG74W5F_fQK3Wg68wW2kg7C63R3DLDW3LsWMk4mKkq-W4xFNDX42bYdNV7sPDV4HMnQ9W5r4FKv60n-3gW6cBRjY5wWF4C3kht1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Los Angeles, CA – Oct 1, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgDT-W8YXSKK4n8m2JW4W_F958fDVdkW4qckFB2pxqfpVx61C47MbL4SN3FvznxKXXY_W2dDd7z53rF7wW9hPZh575hRfvW4mY6_4730p8LV5lMz53c4RrlW5JlW-C5JN12-W3W36Tv4dfdd5W12CrjX1GZC4VW2ZQ2G48kMhGPVj0S868flmZcW2Nc94l8KZn_fM5ycBN9BPxnW22LpKR53rQ_8W2kQKsq48hSb4W41YzWd8GwBN9N34kjrXVj3d-N7ylp_td3bFLMpkWFhcNcgJV8z1qt31TXhjVWcWRr94Fjq1W2LHG2x8GJLmYW4lkdFp448SxyN7Qmy1GZ2HlTW52Qqvg3HDBWTW37NC-l61mrNgW1XplXs2WnJPJW81XnKZ6D0wFDW1hsLl12BvWd_W6wvnQB5mKbT8V1p1YR5FmKtz3dT81?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Waltham, MA – Oct 6, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXQ3p_9LV1-WJV7CgDtMW7snlZf3kb_F_W6ggtmp1q7tw1W1qBy7Z3tkdRwW2-lL4760mRGVV2V-nX70RddLW6g47yh7w1KXqW84FS1J70qnn5W3phHBd9bW5QqW1y2fMJ9b1WGTW5vBTpp55LbKGW346YkH6nXs5TW3c3b8k6P1BCGW3vgHsd7qscbqVQZjky8nXkdxW7yx_F76_qyLBW7Y2Lnl7XhytQW4S7YNf3JWx7FW1BNWHF6586ClW3s3G_M8hj9f3MStFpvKBdRdW6FcwRG3mys2BW1HnphW2P1yGkW44NNSJ7w6pp5W3DN96g65fqkrW4hSTb57sx2QxW7b7nQv1l8YxgN27JxLZvDbX6W47JT_z2WKybs31tv1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, Australia - Oct 15, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgNsWW6bPN6X1l6km4W1Y02Kx1yJ65tW2F-_9j1w648KW5ptBqh2K7CYLW7qp0VT7tQtjvW8z57Tw6d242yN6BNgT_rKYQyW3mWv4X6Ns_xHW4SSjzC5ccM-pW1kPQZb447z88VXmwR37YGNkTW5XhXnw88yMknW8kfpbW1hNCs7W68PntZ3T1-j0W2d-8t267lDP1W8XgXzR5jD_9LW6-4tMD8QCTq-W1KXmlq3B4QmtW1KpmFm8DmP6VN49ZvDtvZStCN5McftHh6CwfW2bpbzw1lrRfMW7q4YDW69ZV-KN8JF2P5NpHwBW7Ygqjc8N22W9W6Ys9yT5f59vmW12pRYf9fcZl5W7XJmD86z6zVyW3GCQXY6Rgd1DW39hCzn8vLGNs22m1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Lancaster, PA - Oct 27, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXQ3p_9LV1-WJV7CgTJVN5p8cs8l1PCNW5RS70T1Jdm9XW3Jv80126ffcHW1R5kZL3vlnNtW6PWFLn96ngjrW5w4DHR4m0V30W4nn67x84ZkzJW8SdrQp4bPKsRW8h6M4Z2Z6FbdN7kS7bg-Q_kDW7gN02G5xpDlmW9cng448kNZNjN6kNDjzPr_96W2_H3FJ7k0SYVV9rz_g8W8mG3W1PR80m56jGPRW97BwNV7Z6N6WW8Cx5qr1RdP06W6SQK9p9jmVbvW7YX0lq89H3nQW47frF6832c-MW4lLS7z5F_HPtW2lJNPx85KHKHVhQ56t6jh1M4N60ksp_bz-HXW97Kvjk3w_HLMW1TzXCb3dQkB1W83kl9K7d_tWj3hVz1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Colombia - Oct 27 & 28, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXw3p_9rV1-WJV7CgBSHN5N1rBVB9zy6W80WdgV6Q6ldcW4HJPlH7YkHY5W6K90FT8BvsbDW8vvGNX4gGhv1W729Qrf85z_C8W3NvMWn23GrpZW6QS7st5RdTpMW4BYm0M8yCjYzW6RhNmV9lVV3GW3zs8lj7MRQMWN1vhKbbBKTsHW1GJD2N2dbr8nW6zdS4F3TH_D3VQskxJ5kt867W3fJhDM3VBSDTW32yQGn5dJx0dW8lGlF249bWpVN6r89Q2JKTcpW8fFNMb916_NsW5QqhQ54yvXzZW2km66_4BT4HnW2vk_n06c0vGvW1FnTSl29P_hHN6XXKP3F3zhFN1459BwSYhMk32kh1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[United Kingdom – November 3, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXc3p_97V1-WJV7CgS3sW4TcFKR2YkqFNN7twb4QtpTS5W6Y3t6C39Wf_zW6SchZ78phZK8W27TNhF1mb16XV-h94Q7fszL6W39DH_b1RDtPPN29dcK3HLw4GW40rThl20jtDBW3Ghpy04_M0WPW6kt-WR1lTgqmW5t6SFb37LV6hW24Hp0F6K9VZwN6pr48zckvphW3qMVvf5CbJ9mW31kT1Y6nxRMCW8b2PCY67YrdqW2__0Lw50H5r2W2HKkXT12hnnRW7Qg3qX5fWVtvW1w_ggK2cQmTTW3SQThK2rSD1gW7yt_tL1j5mnZW8y3VR92Hlzk03mVy1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Chicago, IL - November 10, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgDZ6W1KJZsw2856CwW3FD7nB3pGbYzW1FtDgp4T3w5VW7lq5Hw12XXbvVhFy883sj5v2W87zDPx98rnF4W6jQrSk89MrzMW5CQnJn1VFkYsN8_Gsn_Xk_LLW8sVpXD8wD1q4W5hmn5-6kfWFgV3rQSC6x8GZ1W6kyNK62QJjXNW2SwxCj86N9yMW2Q8_Qv659dC-W20M1cN6QNmkZW7D2jmq2FMpsRW4F6CpS13ZqSwW6g__sX80tQNSW7_mm8h2LSJStVZxs1g8MV9C-MJtWY94fZxdW1SB7z66F4VvzVzSC9m61GWQKW1Nq0xF906Cp4N960dNHPVqhsW8ZB4Q65xPKxPW7d1QFB3--dFjW4-Y7Jm226ShxW129Y8l6XV-Qm3jGK1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Costa Mesa, CA - Nov 10, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgCkVW21_CQt5N-gr4W6DXk986KFYxmW78sLPJ3dBTG8W1FPK952j9k52W3gMY8Q7GSstfW4zrDLN5f1FKXW8LnHgL8zCm7JW5X90CC78YmDbW4JjtTt7Pb_ZxW3Snb6g9cd0GCMxHkrrBRsB3W69w2hW6NHRKWW7QL13R5LC4xfW5p0Vz63G5RtsW5c9PhR3XRkgJW3zXFR74J35cKW8JcjB51F-y32W3ZmWF33cLQpnN68Vzdpht7fjN1gm7cDjbr5FW6nh1vr5MXfg-W7d86Nj8j33mgW8BfzX45bDqvNW6G4fFW36PqPfW6KjJfL8YgKx4W5KDbNK9jssjGW5Z4fN26k3ZbNVfY1DS60KXG9W8j4drr4gJGk3MnWnC65yk8HW82j8k58n3rDjN6BwMZ4s1FBX3jTZ1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Melbourne, Australia - November 10, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQW15nxG7V3Zsc37CgGhYW93g0pR4kMptWW3_CXwd8_jcrSW1cwflx1CCVqxW7WcX_N1TVhRKW4-HGZx1RyQH4W4p8cvM2wsSvTW40qlSN67Y-ZXW7VsfFY2QtdtHW5C-Cvp2PBkPVW6g9Fc_8KJ8WqVQCDYk31M-2WW8htskJ3jFZbhVDZflt6pvY4tN4lkCYzp-T9lW6g4J8f8yPqpSW6Wrchj5343bnW1F9QNk6nNfFrN8_WqWZ9k36-VxxM6B64NRZlW24nfb73_5-YDW4GJN7w96Jb-7W46HF-r90sx9FW8LWqVk7m1JwsW8Qw4Z56z2HNhW5h6mPc19CsMDW2Zrd-D7SM6LnW7KP43s1nzt5xVFTSkF7q4Q3qW1BFP2r27my6RN8yntkS58LhgW2KMxsP5hcCchW38plQF6dsb5v3nHk1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Mexico City - Nov 10 & 11, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXw3p_9rV1-WJV7CgRX_W7MqvW73khFqKW972ljZ4j8915W7ZHBFH1Zb0JFW6wP6Hj4sSXrVMjN4XHyPGwZV191KC16FkHpW8cVY2m1cnVc4W6MWq3s7_GCp5W4n5kPK68NCyrN1kJ6833tRY9W7CK8PG5r4v5BW1fsGnY6qc-7KW70K8Rz4F7GXqN1gdHmxq8838W9dqYk95qCjQ9W7WMv1B1M7Dw9W3yxKK52Fp4LtVm_1Pf5HWjM_W3hglnK6S2FZ_W4xb5Pm8j8_XvW6R33b78t2SXsW38RwKG2MVvVmV_mncS3L-7nSVy23l53cf-xlVpscqM1xhLH4W5DVyG97bfqcc33n71?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Guadalajara, Mexico - Nov 12 & 13, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXw3p_9rV1-WJV7CgJ2kW4hQjjJ3N56XGW8zbmpB3Bhkj-N5KsBB4VvnQmW5BrqN46g2zj2W3xMWfN6ZTmktW40m_R_99sGNVW48Vdfz3pdNVtW5Q9yWk8sGP6pW36L89y1Fn7fkW2GxX1R3-PhXmW33dMy_7wwnJzW67q9Zw6p1PkjW25ClC06QM8_KW8bYvMH8QW1V3N6B4wTMbCZDkN6FXycJ7m1SXW8j3D3t9b5qQvW76CGvp3h9fJNW56VzKW7c6yb_W4dxpZB1QSfc7W6PX5Kb74SYSsW412j7B7MRc8pW7bdt_j4FMGpnW1tH1R580J83VW85FQb963VpVFW5S_rg-2Dly0T3mhH1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, AUS - Nov 19, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQWk5nxGrV3Zsc37CgKZJW67mwCP8xw767W31P9Vy6H_z7LW6lglNW103vjmW7BR7vC2SMzyzW1ZwwTN8rcZkpN6tpZdJqTvCMN9gTdr_Xygf6W5jHkqz2rmFJ1W5HKJsR946N5MN1-3pRJsLq-MW26qGLM1cDft9W4ys5jJ2wMJ0RW27PypD6MwCysW1D9LCN2hh_sZW7P4BPd6qkcQ1VlCCdQ8pwp4FW3KY1s_6n-h2kW3l7jXq2Xhl6STpQXJ4VNb8lW2y1mq47xyT12W1r6cLv5GMTYBW7mTnmg1VXZ3dW8lfMdx4v65mjW8drPMp1F29t2W1L82733DGZfnW98CfMS94dx8ZW22Hjy1364_QBW7D85TY3HycBdW7nW7D-97kRlVW947J1X8xQD2jW77n47W8CS8TjW2c_mWq8bZ8ZyW1-qHBD89HH9KN7xjm52m9fRS37h91?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Atlanta, GA - Dec 9, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgMDWW5fx2fG6LwBYSW3DHBZh8lVzS1W5BS9WP50g9VpW3Qz2984H_fPTW7-qC9n1SLkZ1W3tgyBq1x478qW15gmHx4-cxGNW2jlpSq1m2_CxW1KWT9T5W6w_0W9kqsvR9m5r-YVDYf3d6pyM75W3W9g7r4z3XPFW965QRG5P3M_DN1fW6JYFmyz9W61VpP-6NJ7SfMKp-hT9-TXPW5-B5rf5yrLqnW5RJQ392bWVWmW81mhDM7vRkh-W77H3d94M3X36N1RZdm7jF1NCW7MM0Ng4HRXy6W5vfN5F7SKRpRVwwyQp74G1-_W5JdJCx5C162PW9cjWyR4HF6QXW1s9T266rKbPDW6C5-md3T4z5wN58gCz75RCJrW4X2-1y3TP1XS361y1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Sydney, Australia - Dec 10, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgHVKW22ZxXq6Fxzf-W8QsP3S5slxNXW67nSC_6TcFqQW1vrMPD61PbDsW5bj7SC5lh_42W26Ym1G6pZ-BXW2wV41-7qf1TGW2tP70j5NbBcCW3pcd565PShjKW1nHpbM2NkT9MW7lhCgS73m2NLW3CXs-215r59CW8kcTcx26bmH4W2ZQrW08H7cFHW4-pDgg9664-fV49jsq1fnzq-W7_W-395csSWmW6S3tPx1Tt9zWW41W6s87lK_PRW3M0d9_7JZkz1W8kV93C5D7WKbW1SLn5h48zzqpVD8YlY5TtRX9M1R5BrDDcpjW7RNw876bTkprW6XPfBg20RVV8W8dLDdn8cffytW7VyYzt49Jb4tW22B6sf6C3pZSW7Stzrt7qc6Mt3kPt1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[San Diego, CA - Dec 16, 2020](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQY53p_b1V1-WJV7CgFNyW49K4gf5Fhj8hW4R8fC694GBScW7Pp58f5Prf-6W77fpYm76LCQ7VmQBdt5PNjt9W7JY39k80jhLrW7mK4v_2tqwNYMRM-1FYhP03W3TKDWd8S9K1sTw1Vf8lnFlVW984hrn2PlL24V89qTD8JNdmQW4nxCzJ5dpzDDW317sdY3M5kZsW2yDMF0563wRpN4fTmRHGCPxhW1RZXB05xh8GXW59K2bT9cv7QwV7Jw237QjS2FW8dzgY_5yNDNJW1v5kfQ6rKQGyW4J2dsy4Dc1XJW8wPJkk45cTX_W4fYJDH7lZ4VSW6QtVyM3-4-NBW6VMq822p1MZtW2FMkGv6W-DRtVNzH0w6827XYN4hJq6fqv-8pW80ncBW5XQVcx3mLR1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[Waltham, MA – Jan 14, 2021](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXQ3p_9LV1-WJV7CgHScW3l3gWf8-HN88N2wsrMr8p_5GW86Tf0D16lT-gW63ZqtV5Y5kbMW6qQQDJ5GRMK2W7RrzWG73Pl2nN2fg3FQBnPQHW38k5lh5x-8LZW1hfWRF2BGh0gW8kWc494Dt3HNVbD43L5Flcf8W3DlX5q1Zm38BW5sm9J97fk0DVN2Bt0GJ5vJWNW3vB3Mp8Sj-hyW5HMx_36WNPzMW2_cz_p1Kb_ryW5V-kkM8xWs7mW3m-qNg8VGm2pW3vVGh72w4RLHW4P_cYK2ZkRm7VCzBVC5xqJXjN64SG0DSvfBFW6F4wG419L4GnW2Z8q2Y6_fSP3W5w-yKL33dzWqW7z2V0C3rC2hTW5WDbNH7QQlG02cD1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)  
[United Kingdom - January 14, 2021](https://www.dominicmonkhouse.com/workshop/?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)

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**YES! I WOULD LIKE TO LEARN MORE ABOUT COACHING & RECEIVE A COMPLIMENTARY FOLLOW-UP**[**(CLICK HERE)**](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXw3p_9rV1-WJV7Cg-fTW4YcTJS4Zbpd7N5VzZ9btmfFqV5Qzlm8Sw8lSW7KCW-h7XsjtPW89FHXf6v4bcDW2vC_Gv85PtKvN6jmN4WcfHgwN5L_rXsSMV4mW6_HtKZ9lRSxdW6n7SGf6ltfHVW4VV8Bp1d54zzW5f8lC87K6hjtN76mfQhBjK4zW7RLhYJ71sKV4W1jTdyY21721BW19vJqb2yg9g9W19D_Hv2FYb4rW4d8bP023LgtZW2hzxkW6Kt4CfW4Ry1Kv4KKhqlN7GT_mKV5wwVVZ27p97NQl2rW7MmXGN8RHPmJW76lT5l7G222BW1tW7KP3w4yPxW1hQ3s16DCXyt37Jx1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0)For questions or more information contact us at [coaching@scalingup.com](mailto:coaching@scalingup.com) **TECHNOLOGY:   
  
Scaling Up Scoreboard – Slack and Salesforce Integrations**Get automated real-time updates on your critical number and your most important team metrics directly from your Salesforce reports now. Setup is fast, simple and secure. [Learn More here](https://hl.t.hubspotemail.net/e2t/tc/VXfpD81Y02D3W6-jRdQ8Hl1fVW8kTzPf4bPChLN15bQXQ3p_9LV1-WJV7CgFhfN7jG7PsD7NDnW1B0DR12KcJM7W6t2JtM2nG7nLW6G_lbh5Tz064W5kPJ4y3rdvGRW2q2L7T8CK7tZW8dRtz15Bw0SJW9d6Lr52VszKFW13cC2T1pWKzpW99ZGZH2PpJ29V6KGlR6dRL5VW30VHvc3Dxpc5W6p1DYM5vKsmQW8r4L2t9hDxrjW7R6Yl51VDRlzV76gzC46hDd8W5r3cpH7yPx6lW2cWkDC873bjSW4bFBL87ZJC2yN8KQWx71BbRRW8-SxXR3F-c5LVhmbyZ4PFNkWW8wzD8v7Gbz9hW7P45ss7vhTY0W6d4gpL4MdCT1W7PGt6K64J_ltTyGxN4GyKG_W3hc9L86MbPj934pp1?utm_campaign=Weekly%20Insights%20Newsletter&utm_source=hs_email&utm_medium=email&_hsenc=p2ANqtz-8NeVEkUiNZrGfVkgDkpFIdmkH4JeTCbJk0z0g3gr7puBtgVmFlmUmW0_-hSLVzYO9aYcF0).  
  
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