

LEADERSHIP INSIGHTS

Who Walks With You

This is a season of graduations... and also some significant life-transitions. First of all, ***congratulations*** to all the newly minted diploma holders -- we need your talents, energy, and fresh perspectives!

In our family, our oldest son, Carter, recently started a new chapter at the United States Naval Academy. Like many parents standing at the edge of such a transition, I have felt the mix of pride, gratitude, anticipation, and grief that comes when one chapter closes, and another begins.

Graduations are easy to recognize because they come with ceremonies. But leaders experience graduations all the time: A **company** outgrows its original strategy. A **founder** prepares to hand more responsibility to the next generation of leaders. A **team** makes a commitment to achieve the "next-level" of growth/goals. A **market** shifts. A **community** asks more of us. A **vision** that once felt distant suddenly becomes real enough to demand courage.

These are **crucible moments**. They are moments of transition, pressure, possibility, and hope. In those moments, it is natural to focus on the destination. Where are we going? What is the goal? What does success look like? It is also natural to focus on the journey. What is the plan? What are the milestones? How hard will the road be?

But over time, I've become increasingly convinced that the most important question may be simpler and more human: **Who walks with you?**

👉 **Read the full reflection on what transition, leadership, and trusted companionship can teach us about the seasons ahead.**

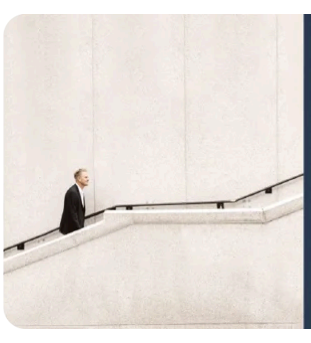


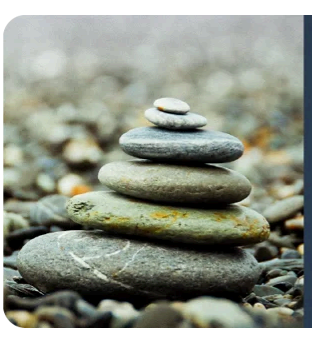


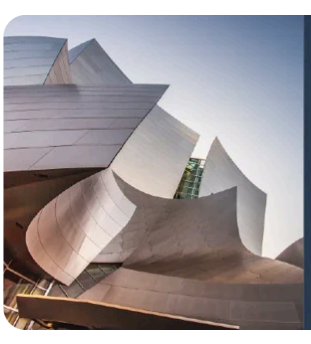
> In this first issue of our newsletter, we're sharing a few expressions of our purpose: **Serving Your World**. You'll find a look at how we support organizations through strategy, leadership, and transition; a profile of our colleague and partner Todd Shaw; and a few glimpses of Bâton in the community.

SERVING YOUR WORLD

We're excited to launch Baton Global's refined core offerings designed to provide organizations with the strategic leadership, operational clarity, and execution support they need to grow with confidence.







EXPLORE WHAT'S NEW AT BÂTON GLOBAL.

👉 View the new service packages on our website.

BÂTON EMBEDDED EXECUTIVES

The power of a firm behind every *leader.*



EXECUTIVE COACH

Todd Shaw



With more than 30 years of corporate operating experience as a Human Resource executive, Todd has partnered with C-level leaders to align organization design with strategy, build strong leadership teams, and drive change in support of business growth.

Todd served as Chief Human Resources Officer for $2 billion payments technology provider Verifone and $400 million enterprise software company CentralSquare. He led global HR operations for 11 years, including 3.5 years living and working in Asia.
Todd helps organizations turn strategy into action by aligning people, structure, rewards, and management systems to enable successful execution of business plans.

View Todd's Profile

Need experienced leadership support?
👉 Learn more about Bâton Embedded Executives and explore how experienced, firm-backed leadership can support your organization.

BÂTON IN THE COMMUNITY

Beyond the Work

Bâton Global is proud to stay engaged in the communities we serve. Here are a few recent moments from events, gatherings, and conversations with partners, clients, and community leaders.



Puppy Jake Gala



Iowa Association of Business and Industry's Taking Care of Business Conference



Landus Cooperative Innovation Center



Annual Bâton Global BBQ

Subscribe

bâton | global

DES MOINES SERVING YOUR WORLD

Bâton Global, 317 6th Ave, Suite 1100, Des Moines, Iowa 50309, United States
Unsubscribe Manage preferences