

The Badass Blueprint: How Rebecca Transformed Chaos into a Thriving Leadership Legacy

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When Rebecca took the helm as CIO, she walked into an IT department that was, to put it bluntly, loathed. The electronic health records (EHR) system was a disaster, the team was understaffed, and IT was the department nobody wanted to deal with. Fast-forward a few years, and the same team had become a cornerstone of the organization, driving strategic decisions and earning the respect of leadership. How did she do it?

Building a Culture of Trust and Teamwork

Rebecca's approach was simple yet revolutionary—treat people like people, empower them, and trust them to rise to the occasion. She set up a help desk, implemented KPIs, and created governance structures, but at the heart of it all, she focused on people.

She didn't just fill open positions—she discovered hidden talent. A help desk assistant is now a CIO. A night-shift lab technician, eager to break into IT, became a rising leader in infrastructure. Rebecca didn't just hire people; she saw their potential and gave them the opportunities to succeed. Her philosophy? Great leaders work themselves out of a job by building the next generation of leaders.

Leading Through Change: The Power of Authenticity

Leadership is often mistaken for authority. But Rebecca knows that true leadership is about influence, not titles. She recalls stepping into meetings where team members hesitated to speak openly, intimidated by her executive status. So, she did something unexpected—she took off her badge and laid it on the table. “This isn't about hierarchy. This is about us making the right decision together.”

In a world where corporate speak often replaces real conversations, Rebecca's radical transparency stands out. She openly shares company changes, challenges, and decisions with her team, knowing that clarity reduces anxiety and builds trust. And yes, sometimes that means dropping the occasional F-bomb to remind everyone she's a real, no-nonsense human just like them.

Mastering Change: Stay Calm, Stay Resilient

If there's one piece of advice Rebecca offers to leaders facing change, it's this: Stay calm. The unexpected will happen. Layoffs, system failures, internal resistance—there's always something. But panicking doesn't solve problems. A composed leader sets the tone for the team, creating an environment where challenges become opportunities rather than roadblocks.

She tells her kids the same thing: when something doesn't go their way, they might not understand why in the moment, but in hindsight, it usually makes sense. The same applies to leadership. Take a breath, trust the process, and keep moving forward.

Lessons for Every Leader

Rebecca's story is more than an inspiring career journey—it's a blueprint for leadership in action. Her key takeaways?

1. **Develop Your People:** Spot hidden talent, nurture growth, and work yourself out of a job.
2. **Lead with Transparency:** Trust is built on honesty, even when the truth is uncomfortable.
3. **Meet People Where They Are:** Adapt your style to your audience while staying authentically you.
4. **Stay Calm in the Face of Change:** A steady leader creates a steady team.

Final Thought: Leadership is About Impact, Not Ego

Rebecca isn't in it for the title—she's in it for the people. Whether leading IT teams, building her own companies, or mentoring through her nonprofit, her leadership is about creating lasting impact.

So, here's the question for you: Are you leading in a way that empowers others to succeed? If not, maybe it's time to take a page from Rebecca's playbook.