FAREWELL SPEECH

FOR

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Hello everyone! I have arrived at a very exciting juncture in my life and in my career. Although I may be physically departing the day-to-day activities in this company, the influence of the people with whom it has been an honor to work and the lessons and experiences I have been so fortunate to have has been life changing. I want to thank all of you for sharing the past eight years with me. Whether you have been here for the “full ride” or have only been on board more recently, please know that your presence and input has not gone unnoticed or unappreciated. Although within the next few weeks I will formally be leaving \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ for new challenges, it would be inaccurate for me to bid a final farewell. If there is one thing that I have learned so far in life and in the professional arena it is that throughout all of the trials and challenges and triumphs that contribute valuable experience to a person’s career, it is **the people** and the connections that I have made that will stay with me and continue to inspire, motivate, and teach me as I follow my path.

The English poet, Alfred Lord Tennyson said, “I am part of all that I have met” and believe me, the more I live, the more I see the truth in those words. When I began here at \_\_\_\_\_\_\_\_\_\_\_\_ eight years ago, I was just starting out. I was eager to learn and enthusiastic about making my mark on such a worthy organization. I am so grateful for all of the mentors and supervisors I have had throughout my time here at \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and there is one person in particular that took the time to invest in my future. Although \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ is no longer physically here at this company, the impact of his (her?) guidance has been immeasurable. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ spent twenty-five years at this company. I was so fortunate to have had the privilege to study, learn, and succeed thanks to his/her generosity of spirit and willingness to support the strength of the company through empowerment of its human resources. In so many ways I find the path to success lies in the lessons learned from this wonderful and positive person.

Throughout the past eight years I’ve witnessed a lot of change. With each new challenge and new set of responsibilities, I gained fresh perspective. I learned **how to learn** and through encouragement and positive reinforcement I recognized how to manage others. I am proud to say that thanks to the wonderful executive team, I learned from the best. Probably the most important lesson was and has been to embrace being uncomfortable. Complacency has no function in the professional context. Challenge provides opportunity… for teamwork… for growth… and for improvement in unexpected ways. (**If you want to include this… as we discussed, you can say**) Of course I could say that thanks to realizing the **astounding** benefits of being **uncomfortable**, I decided to get married…. **BUT I won’t**!! (**Wait for the laugh**).

I was so fortunate to have such able mentors. Now eight years into my career, my vantage point has shifted somewhat and I see the light of enthusiasm and the eagerness to accept challenges in the new younger staff as they join us. To those of you in my indirect team, your energy has motivated **me**. I see how there is always something new to learn as long as we maintain open minds and a commitment to a shared goal. You’ve been wonderful partners and even when you think you don’t want to or shouldn’t or can’t, you find the inner resources to push to succeed. That strength will take you to places professionally and personally. (**Do you want to use the instance you described? Do you want to name his name? If so you can say…**). I have to say one instance in particular stands out to me. I will never forget what \_\_\_\_\_\_\_\_\_\_\_\_ was like when he first arrived. Maybe he had to find himself. Maybe he had to bond with the work process. Maybe he had to experience just enough discomfort to push through the barriers and boundaries to his own personal success. Whatever it was, it worked!! In spite of injuries he had at the time, when it counted he performed… and he continues to break through his personal barriers. I think you would all agree that \_\_\_\_\_\_\_\_\_\_\_\_\_ has become a superstar and I am thrilled for his demonstrated commitment to the well being of this company.

Yes, I am leaving and I apologize if I have disappointed anyone, as that was not my intention…. But as part of this team I know the strengths and ingenuity in those that remain and I am confident that you will adjust to the new dynamic. I also want to make sure that each one of you has no doubt as to how important you have been to me during my tenure here at \_\_\_\_\_\_\_\_\_\_\_\_. I love the work I do, I love the responsibilities of the job, and I have loved being a part of this dynamic group. You operate with enthusiasm and integrity. Each contribution has value.

In conclusion I want to thank you for giving me this opportunity to speak and to recognize each one of you. It’s vital to be vocal. It’s critical to be able to have one’s voice heard and although tradition may have taught us to “be quiet” and “do our jobs,” I think it’s important to contribute ideas, theories, proposals. I believe that there is value in speaking out as long as it is constructive, productive, and for the good of the mission. We never know from where innovative thought might come… and it’s important to pay attention when the passionate among us become silent.

To (**Name the current CEO**) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, the leadership team, the management team, and of course my current team, (**Name your current team**) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, thank you sincerely for all that we’ve accomplished together. You will all be with me as I embark on the next part of my journey and I wouldn’t have it any other way.