

Friends, Family, and Colleagues,

As I enter a new phase in my personal life and transition from Delaware Investments to a new, global career in training and development with Mercer, I have been reflecting on the blessings in my life and figured it was time again for me to share with you some inspiration.

I recently watched Carnegie Mellon professor Randy Pausch's last lecture on YouTube - you may have seen him on 60 Minutes or Good Morning America. He was diagnosed with pancreatic cancer in 2006, and he gave a final lecture to share life lessons, a lecture which has been viewed by six million people per his web site. I found it to be a very educational and powerful speech, and I wanted to share with you some of my favorite takeaways, which are listed below. If you want to watch it for yourself, the YouTube link is [http://youtube.com/watch?v=jj5\\_MqicxSo](http://youtube.com/watch?v=jj5_MqicxSo). It's one of the best 75-minute investments I have made in my life.

- Experience is what you get when you didn't get what you wanted.
- Wait long enough, and people will almost always impress you.
- Enable the dreams of others - it's extremely rewarding.
- Be a pioneer - you will get arrows in the back, but it will be worth it in the end.
- When you turn something over to someone else, be sure to leave it to someone better than you.
- Respect authority while questioning it.
- Brick walls allow us to show our determination.
- Get a feedback loop and listen to it.

I encourage you, as Randy has done, to compile your blessings and savor life's journey. Even if you are in a rough patch right now (I know about them - I was in one just a few months ago), please know they are temporary, and that you matter through the love and support you give to yourself and others. As Harold Kushner quotes Mother Theresa in his book [Living a Life That Matters](#), though we all may not cure cancer or do other great things in our lives, we all can do small things with great love.

I wish you all happiness, success, and peace in your lives. Your friendship has enriched my life, and I look forward to continuing to be one of your best supporting actors for many years to come.

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