

# The LOVE-LED™ Leadership Lab Chat

## Transcript 1.9.2026

00:02:30 Kerrie LeBlanc: Happy New Year! 🎉

00:02:53 Jennifer Polk: Happy New Year everyone!!!!

00:03:27 Tracy Donald: Happy New Year!

00:04:54 Bonnie Schnautz, ND: Happy New Year!

00:05:16 Sherri Lindquist: Back on track and more clarification

00:05:22 Tracy Donald: I made a big decision that really stopped me from moving forward last year and I have finally shared it with my community and feel so good moving forward!

00:05:25 Bonnie Schnautz, ND: Three new clients and one product customer this week!

00:05:29 alex: I signed up for the next chapter of my love led journey and I had a good conversation with someone who decided to leave my team.

00:05:29 Janae Stephens: I am creating a rhythm in my posting and having more conversations

00:05:34 Amy Gregory: Invisible Win: I took downtime during the holidays and didn't shame myself for not doing "all the things" for my business during those 2 weeks.

00:05:38 Bonnie Schnautz, ND: My one word this year is Simplify.

00:05:42 Jennifer Polk: Actually printed out the course so far and am "really" tracking all my activities.

00:05:47 Anne Boyer: Actual convos with connections made online. People I know. Some past customers from another Co. some just friends I can develop.

00:05:54 iPhone: I didn't give up on my postings even though I'm no longer using my VA and it's very time consuming

00:05:55 Margo Ericson: Invisible -- feeling confident Visiable- connecting with more people

00:06:10 Amy Gregory: Visible Win: I have a customer taking baby steps toward becoming a Brand Partner.

00:06:24 Amy Gregory: Reacted to "Three new clients an..." with ❤️

00:06:51 Kerrie LeBlanc: Met with many of my team over the holidays to build relationships, learn their goals and support them in a more love-led way.

00:07:54 Jim Hatchell: awesome, Bonnie!!!

00:07:58 Kerrie LeBlanc: Congrats Bonnie!

00:08:03 alex: That is awesome Bonnie!

00:08:05 Jennifer Polk: Visible win—one of my personal consultants is re-engaged all because I reached “in love” that changed everything for her!

00:08:14 Dominique Vezina: Awesome Bonnie!

00:08:27 Coach Shannon Gleason: Enforcing my trust of myself and stay encouraged to protect having fun in my calling by coaching and leading others without being tied to financial pressures — In prayer the other day the Lord told me :What you put your hand to, God is going to bless.

00:08:31 Margo Ericson: Congratulations Bonnie!!

00:08:36 Kim Henry: I’m expanding my business outside of the OptaVia framework, to meet client’s needs for accountability. Love meeting people where they are and leading them where they want to go.

00:08:42 Jennifer Polk: Congrats and thanks Bonnie!!!!

00:08:47 Sue Ruggerio: I was able to take New Years Day off and play games with my daughter, without feeling guilty

00:09:39 Martina (Mj): Getting back in the swing of things, have adopted my new word for the year which is “Steadfast” a calm, unwavering word for tough moments. I feel it reflects on commitment, consistency and just staying aligned with what I believe in, even when the path gets difficult! 😊

00:10:09 Kerrie LeBlanc: You led her! Love that, Bonnie. 💙

00:11:03 Amy Gregory: Reacted to "Visible win—one of m..." with ❤️

00:11:06 Coach Shannon Gleason: Starting to get some creative flow and its so exciting but can also distract me from laying my foundation of rhythm so I am writing them down and trust a time will come to implement

00:11:23 Amy Gregory: Reacted to "Enforcing my trust o..." with ❤️

00:11:46 Amy Gregory: Replying to "Enforcing my trust o..."

Oh, wow! That is awesome!

00:11:57 Amy Gregory: Reacted to "I was able to take N..." with ❤️

00:12:09 Sue Ruggerio: That's awesome Bonnie! I can't wait to get there...still working on it. You're serving first from your calling! Yay!

00:12:44 Coach Shannon Gleason: also, saying no to things that are fear led which is a bit uncomfortable but after I say no I feel so good

00:14:59 Coach Shannon Gleason: IS THIS SERVING MY CALLING, OR FEAR?

00:16:15 Jim Hatchell: Same thing, Bonnie!

00:16:32 Bonnie Schnautz, ND: Reacted to "IS THIS SERVING MY C..." with ❤️

00:17:07 Bonnie Schnautz, ND: Replying to "IS THIS SERVING MY C..."

thanks for sharing this as I wanted to remember it

00:17:12 Bonnie Schnautz, ND: Reacted to "Same thing, Bonnie!" with ❤️

00:17:29 Bonnie Schnautz, ND: Reacted to "That's awesome Bonni..." with ❤️

00:17:44 Sherri Lindquist: The mask is very sneaky and slides back in.

00:17:47 Bonnie Schnautz, ND: Replying to "That's awesome Bonni..."

thank you. keep going, it will happen and we will be cheering you on

00:17:49 stephanie wood: Goal is to get my rhythm down. And duplicating with my team. My team is really catching on. They are feeling the confidence and the fun with content and connection. And they are having more conversations. That's rewarding to me.

00:18:05 alex: Same Shannon

00:18:06 Bonnie Schnautz, ND: Reacted to "You led her! Love th..." with ❤️

00:18:07 Sarah Horrell: Same!

00:18:10 Sue Ruggerio: Reacted to "thank you. keep goin..." with ❤️

00:18:12 Bonnie Schnautz, ND: Replying to "You led her! Love th..."

thank you!

00:18:22 Bonnie Schnautz, ND: Reacted to "I was able to take N..." with ❤️

00:18:26 alex: pressure

00:18:29 Bonnie Schnautz, ND: Replying to "Congrats and thanks ..."

thank you!

00:18:38 Bonnie Schnautz, ND: Reacted to "I'm expanding my bus..." with ❤️

00:18:45 Bonnie Schnautz, ND: Replying to "Congratulations Bonn..."

thank you!

00:18:51 Bonnie Schnautz, ND: Replying to "Awesome Bonnie!"

thank you!

00:19:00 Bonnie Schnautz, ND: Replying to "That is awesome Bonn..."

thank you

00:19:08 Bonnie Schnautz, ND: Replying to "awesome, Bonnie!!!"

thank you!!

00:19:14 Bonnie Schnautz, ND: Reacted to "Met with many of my ..." with ❤️

00:19:19 Bonnie Schnautz, ND: Reacted to "Visible Win: I have ..." with ❤️

00:20:18 Amy Gregory: Reacted to "Goal is to get my rh..." with ❤️

00:20:23 Marjorie Kauffman: @Coach Shannon - I'm with you, feeling the same thing when the hand with 5 fingers was shown and we were urged to "get 5\_ \_ \_". I love the new rhythm we have. I appreciated what you shared.

00:20:47 Amy Gregory: Replying to "Goal is to get my rh..."

Love this! I'm starting to see and feel this type of shift within my team too.

00:21:44 Jim Hatchell: 100%

00:22:28 Kerrie LeBlanc: I 100 got caught up in that. Started to pull back. It's difficult to sit in a conflicted space

00:22:40 alex: Replying to "I 100 got caught up i..."

exactly

00:23:22 Marjorie Kauffman: @Megan Weisheipl, what training are The Newbies on this week? I want to be in sync. Thanks

00:24:25 Anne Boyer: Phase 2'C' for me

00:25:41 Jim Hatchell: When your book is published, Bob, we need to share it with the ENTIRE network marketing community!

00:25:49 alex: Reacted to "When your book is pu..." with ❤️

00:25:57 Jeanette Lynch: Thank you for the new perspective on my upline !

00:26:22 iPhone: I so relate. Thank you. This is so me.

00:26:44 Kerrie LeBlanc: Yes. Totally relate  
00:27:01 Marjorie Kauffman: Replying to "Phase 2'C' for me"

Phase 2, Training 4? What is C?

00:28:32 iPhone: If you're noticing it you're present it means the mask is off  
00:28:34 Jim Hatchell: Release it! I so needed this!!!! Thank you both!  
00:30:03 Anne Boyer: 100%  
00:30:27 Bonnie Schnautz, ND: Way to go @Coach Shannon Gleason. Thanks for sharing.  
00:30:45 alex: This is so helpful thank you @Coach Shannon Gleason  
00:30:47 Jennifer Polk: Thanks Shannon and Bob! Very helpful!  
00:30:59 Coach Shannon Gleason: Reacted to "@Coach Shannon - I'm..." with ❤️  
00:31:47 Sarah Horrell: How do we stay engaged with our team and focused on being love led? I've been pulling back but after hearing what you said to Shannon now I'm not sure how to move forward.  
00:32:18 Margo Ericson: @Coach Shannon Gleason Shannon thanks for sharing that. It was so helpful.  
00:40:26 Kerrie LeBlanc: That's my breakdown... the systems  
00:40:52 iPhone: Transfer belief in the people you lead  
00:41:13 Kim Henry: Would love Bob to expand on the statement he made about "working with your leadership team, not going solo," despite the differences in leadership styles.  
00:42:12 Amy Gregory: Oooo ... this is good ... leader first, system next  
00:42:49 Win and Michele Wood: Therapy is ALWAYS a good idea, in my opinion!  
00:44:30 Janae Stephens: I am wondering what my calling is? Questioning my motives! This is a conversation that leads me to connect with my true calling.  
00:47:51 Kerrie LeBlanc: You are doing so well, Steph. Love watching your growth. @stephanie wood  
00:48:52 alex: That was good @stephanie wood  
00:49:13 Bonnie Schnautz, ND: Beautiful @stephanie wood! We are growing!!  
00:49:47 stephanie wood: Replying to "You are doing so wel..."

Thank you friend 😊 Have loved watching you too!

00:50:17 stephanie wood: Replying to "That was good @steph..."

Alex thank you so much. I hope it helps you too.

00:51:00 stephanie wood: Replying to "Beautiful @stephanie..."

We are. So happy for you to feel all the feels in your business and personally.

00:51:45 Bonnie Schnautz, ND: did anyone catch the 3 things? Bob said 1. is Engine/Systems. Didn't catch 2 or 3.

00:51:55 Kerrie LeBlanc: Container

00:53:27 Kerrie LeBlanc: Like I'm broken

00:53:59 stephanie wood: Identity. System. Container.

00:56:06 Coach Shannon Gleason: thankful for the container 😊 like a tall glass of water ... refreshing

00:56:15 Jim Hatchell: Reacted to "thankful for the con..." with ❤️

00:56:17 alex: Reacted to "thankful for the con..." with ❤️

00:56:44 Bonnie Schnautz, ND: Reacted to "thankful for the con..." with ❤️

00:56:56 Bonnie Schnautz, ND: Replying to "thankful for the con..."

amen, such a beautiful community

00:58:41 Kerrie LeBlanc: 🙌

01:00:50 iPhone: You nailed it Drift

01:00:57 Kerrie LeBlanc: Reacted to "You nailed it Drift" with ❤️

01:03:05 Kerrie LeBlanc: I just received access and it looks amazing! I can't wait to get into it. 🙌🙌🙌

01:05:19 Bonnie Schnautz, ND: Replying to "I just received acce..."

Where did you find access?

01:07:01 Bob Heilig:

<https://docs.google.com/document/d/1CiUq26KBTj-W2fr-GDnAHbeWSJMxjW5oiMzABENLCzA/edit?usp=sharing>

01:07:18 Tracy Donald: I LOVE how affordable you make everything!!

01:08:39 Tracy Donald: Can those of us not at this point yet see the information in print. I will be doing this and would love have all of the details.

01:08:52 Bonnie Schnautz, ND: Do we meet weekly and is it on Thursdays?

01:09:05 alex: Thank you!!  
01:09:20 Sherri Lindquist: Thank you for this opportunity  
01:09:24 Jim Hatchell: Thank you, Bob!!!  
01:09:31 Amy Gregory: Thank you!  
01:09:33 iPhone: Thank you  
01:09:35 Kerrie LeBlanc: Thank you