

5 Creating a Team Culture with Valerie Bihet

Michelle Harris: [00:00:00] From Bosstrack, it's Her HypeSquad, a show about amazing women who've made incredible strides as leaders in their industry. They're here to support you and your leadership growth to encourage you and hype you up as part of your hype squad.

Hello and welcome back to another episode of Her HypeSquad with Bosstrack. I'm your host, Michelle Harris. Today we're talking with Valerie Bihet, founder of Vibe Agency. Vibe is an event design and destination management company based here in Miami, Florida. We talk about Valerie's core values as a leader, how she creates a trusting team culture working remotely, and the importance of mentorship.

She offers valuable leadership advice on a variety of topics throughout the conversation. You're gonna [00:01:00] love Valerie's enthusiasm. In just a quick note, we did have a tiny issue with our connection, so you'll, so you'll hear a few little breaks in the beginning of our conversation, but it does get better and it's so slight that it doesn't take away at all from Valerie's message.

Before we get into our conversation with Valerie, let me tell you a little bit about her. Valerie Bihet is an award-winning event producer with more than 27 years of experience in the management, design, and production of special events that communicate and achieve her client's objectives. Originally from Paris, France, Valerie got her start in events working as the public relations and special events manager at Disneyland, Paris and Public relations director at Club Med Paris in 2004.

Valerie founded Vibe. An event design and destination management company here in Miami, Florida. The company has produced more than a thousand events throughout the us, Europe, Mexico, east Asia, and South America, and Valerie has [00:02:00] received multiple professional recognitions for her work. Her clientele include global brands like Dior, Cartier, L V M H, Cody, L'Oreal, and more.

So without further delay, let's get into our conversation with Valerie Bihet. Well, hello Valerie. It's, uh, so nice of you to join us. We're so excited to have you on our podcast today. Uh, we, we gave the listeners a little introduction of who you are before, uh, we get started here, but I'd love for you to tell me a

little bit about yourself, um, and your background working in events, and, uh, maybe a little bit about what you did prior to that.

Valerie Bihet: Yes. So thank you Michelle for, uh, having me with you today. I'm glad. Uh, so my name is Valerie Bihet. I'm French. I'm sure you hear my very strong French accent. I live in the US now for 22 years, and I have a background in the event industry for more than 22 [00:03:00] years. I used to work on the corporate side. I did my even classes, I would say at Disney.

Where I worked for them in Europe, uh, for many years. And then I moved, uh, from the event industry. I added some, um, qualification in public relation and communication, and then I moved from, I worked for an, um, hospitality, uh, company called Club Med, where they own a lot of property around the world. And then from there, Club Med, asked me to move in United States, which I did, uh, back in, uh, 2000.

And after five years working for them here, they asked me to go back to Europe. I, I think I found in love with United States. States and I wanted to stay here and I had an opportunity, uh, I, I'm really lucky, but I sold an event concept to, uh, a cosmetic brands, uh, luxury brands, and I build the Vibe Agency, um, from that, [00:04:00] from that moment.

Michelle Harris: Right. And so I guess you did tell us a little bit about this already, but what made you decide to actually branch out and take that leap to start your own agency?

Valerie Bihet: Uh, honestly luck. I did for an entrepreneur. I think I did everything a little bit, uh, upside down. I would say. I started with dessert and then I, I moved back again to, put the foundation work on the company.

What is a brand culture? What is a brand, what it should be, what would be my marketing, how will position myself and everything? Where normally when you have an entrepreneurship, you decide you have an idea and you start from there. You build everything and you launch your company. Did it a little bit upside down.

Uh, so it's a little bit unusual, I would say, because it was there. I had to build a company. My client say, go produce, give us an invoice. So I [00:05:00] really, um, it was really like an in the action in the moment. But when it was done, after I reflect on what I was doing, take a step back and, uh, see how I wanted to position the company.

Michelle Harris: Well, thank you. I love that. Having the dessert first. That's a great, a great phrase to use. Um, and now I, I did, uh, investigate your website, uh, quite a bit, quite extensively before this, and I know you have core values that you founded Vibe on, so I'd love for you to share what those core values are.

Valerie Bihet: So I think, you know, even if you are an entrepreneur, your core value are supposed to reflect also who you are in life and how you want to live your life.

So definitely mine are to act with honesty and integrity in everything that you do. I think this is important then, uh, it's to satisfy, uh, clients with, uh, innovative ideas, [00:06:00] quality of the execution, uh, and really to have a value, uh, and service for them. And the third one is really to respect our social environment, uh, physical environment, and really where we produce event, who we partner with to associate myself who is people who share the same value as I do. And the last one is really the value and to develop the team, um, to develop their initiatives, to even develop also their leadership. So I have a small boutique agency. I don't want to become a multinational. I might be one day integrated in a bigger agency, but I really hope that our department, we will stay.

Um, And we, we keep, uh, to push those values. Uh, and it's what I said, Vibe DNA is passion. Uh, it's inspiration, it's creation, it's motivation, it's [00:07:00] exaltation, it's emotion, the vision, innovation, and it's really what I hope. Um, and I told my team every day, when you wake up, You need still to want to go, to go to work and to be passionate by what we will do today, what we will accomplish.

And if one day you don't feel that passion and you start to feel tired, just maybe raise your hand and say, Hey, I need some sparks. I feel a little bit down. Just talk, have a discussion and everything. And then I tell them if it's happening, it's maybe that you are ready to move on to another, another experience.

Be honest and be transparent. And I've been very lucky in my team because I had people in my team who they were more than 15 years. Um, and I think, uh, this is my vision right now.

Michelle Harris: That's amazing. Uh, one of the things that caught my eye was your focus on relationships [00:08:00] and as you talk to your clients about what they're doing to focus on relationships with their, with their events, I was

wondering if you could maybe tell me a little bit or tell the audience a little bit more about that.

Valerie Bihet: Yes, but you know, all the relationship is, um, it's really definitely also with the link with the value and everything that we just discussed, but you need, you, you relationship you need to always lead and lead by example. So don't do to others what you don't want them to do to you. So I think this is a first principle in life.

Then it's really to, um communicate relationship, you need to communicate regularly. Uh, the value, uh, you need to reword, um, the people that you are in relationship, uh, to maintain this relationship. You know, I think relationship, like friendship, you need to call people. You need to get update from [00:09:00] them. You need to make, uh, some little attention that they will remember and will please them sometime.

It's just to have a phone call with them, you know, it's all these type of things. So, uh, And you know, it's, you don't be afraid if at some point, also, I think in our personal life, we, we evolve, you know, more older you grow and everything, maybe you will have more spirituality that you need in your life.

Much more with who you are and everything. And don't be afraid in your relationship to say, you know, this, our relationship right now is not fitting who I become, or is not fitting where I am right now? How can we make this works? Uh, what can we do? We need really to communicate all these type of things.

And I think this is important in your, in the relationship.

Michelle Harris: I wanted to ask you one thing you said. So you have some team members who have been with you for quite a number of years, which, uh, like I know all of your values probably contribute to [00:10:00] that, but what, for those employees, what, what I, what specifically do you contribute to retaining those employees?

Valerie Bihet: So this is a good question. And, uh, more difficult after, uh, the last three years that we were going through definitely because we were, um, we, we, we, uh, where we used to meet every day and we, everything that, and then we were having already before, uh, the crisis we were having one day per week, uh, where everybody was able to work from home.

Because I say it's in the meantime, refresh your batteries. Maybe also you take a little step back from when you are at the office when you have open space and

everything. Uh, right now we are a hundred percent remote an office. We move our office because I think I needed also some, uh, fresh air, I would say.

Um, and, um, everybody come whenever they want. [00:11:00] So in that case, we indicate, uh, when we will be there, like next Monday, for example, I know the team will be at the office and they mentioned let's go and meet over there. Uh, we have a new team member joining the team, and in that case, um, we, we will all be there to welcome her and to show her the way on things that we do.

Um, but, you know, we organize very regularly, uh, lunches or dinner. Where we meet you, you need to put some milestones, you know, uh, to make sure that you stay in touch. We have our daily staff meeting every day. Plus then after, when we work by team on project, uh, we, we are on teams and so we work really closely altogether.

You know, there is a lot of tools that, um, manager can use to keep their team together. We, we try new things. We do like some team building activity. Um, we do all these type of things. And, [00:12:00] um, so we set up processes, we set up, uh, meetings. Uh, we set up some, uh, uh, mentor moments and everything when, you know, when we do our staff meeting, where, what can we do to evolve, you know, if you have a burden on something and you look for new techniques and everything, we talk a lot.

We can jump in at any moment. Uh, there's some moment where you need to focus on what you want to do, and in that case, you just put some time off and then some moments when you can be interrupted and everything and people can just come on and, uh, ask you, uh, any question.

Michelle Harris: Yes. I love that. Thank you. Um, and so when you were with Disneyland, Paris, and Club Med, you were part of a bigger team.

Uh, when you went out on your own and you were the one kind of taking char being, um, in charge of the business, what did you wanna do differently that you didn't see before as a leader? [00:13:00]

Valerie Bihet: Um, I would not say what I will do differently because I think, um, You evolve with a, any experience, you learn from it and you take always a piece of it and you try to do it better.

So I see more this in this type of process. So, you know, um, when I started alone and everything, I had to really organize myself at the beginning when I was alone. But productivity, how I will handle things. And then after everything

that you can delegate, you need to know that somebody else can even do it better.

So don't be afraid to delegate. So this is how really I build a team, um, and, and really try to try to communicate with our team on how they do things, and then ask them question that will challenge them. We'll [00:14:00] challenge them also to do better. But, um, even in the event that I produced today, I'm using Experian that I had in the past, and I say, oh, I remember.

I like this idea. I'm, I'm presenting a project on Monday to a client of mine and I used something that I did for another client, another industry. So I say, oh my goodness, I can take this idea that I did and I will adjust it to this new client. For them, and I will try to make it better, you know? Mm-hmm.

Michelle Harris: Yeah. And thank you for bringing up delegation. Cause I think that is one of the hardest things, uh, as people move into leadership positions to, uh, really learn to harness because they feel bad giving the work to somebody else because they might be already busy or they feel like they can do it better or they can do it faster and get it done quicker.

And, uh, just becomes a, a big challenge sometimes.

Valerie Bihet: You know, it's [00:15:00] a process, but the learning process. There is another, uh, another thing that I say to my team, you have the right to do one mistakes a day, not twice the same. Mm-hmm. And it's when it's when you do mistakes, when you flip a little bit, uh, you trick you, you walk, I say sometime on the banana skin and everything.

I say, this is how you will learn. You will learn maybe the hard way, but you will learn and you will get better. I think for a, a leader, if you want to grow as a leader, you need to know to identify somebody that can take your job one day and this person will allow you to elevate yourself to your next step.

Mm-hmm. So, Um, and this is when you, when you surround yourself with some people in the team, there is two ways of leading. There's the way where you say, you find some [00:16:00] people who think like me, uh, have the share the same value as me and everything, definitely. But you, you know, what you do in usually in human resources, you need to try to find some people also who will tell you, you know, I will not do this like that.

I will this and like that. You will also will grow. Mature yourself to elevate yourself towards something that made you not, not have, think about. You know

what I mean? Mm-hmm. Yes. And um, yeah, I think one of the, it's my vision today.

Michelle Harris: That's perfect. And um, so a lot of people in our audience, a lot of women in our audience are newer leaders, so I'm wondering if you could tell them maybe what is the most important thing to learn as a new leader?

Um, whether they're leading a team or, uh, you know, some people have to imagine or running just leading a business or not just, but they're leading a [00:17:00] business and, and not a team.

Valerie Bihet: A mentor

Michelle Harris: Say that again. I'm sorry.

Valerie Bihet: A mentor.

Michelle Harris: Mentor, okay. Yes, yes.

Valerie Bihet: Take a coach. You know, sometime invest in people that can teach you to go faster and to, because they have been there already before you, and you will go faster. Faster. This is the best advice that I can tell you. Honestly, it's true. You need surround yourself.

Take a mentor like that, you know, uh, ask question. Um, yeah, that's it. I think it's the best advice right now. Tell a new leader, a new entrepreneur person to, to, to, to do. It's my advice.

Michelle Harris: I love that answer. And I just wanna say we did not plan that answer because Bosstrack does provide [00:18:00] the mentorship and coaching.

Um, but uh, yes, I completely agree that's, that's why we started. Um, so we did talk a little bit already about you. Um, your team is working remotely and um, I, I wanna talk a little bit more about that because I know with the last few years, uh, leaders who didn't necessarily have a team that was spread out, are now trying to manage a team.

And, um, what would you say to, to kind of keep the culture that they wanted, that they had established before, or how to build a culture when your team is remote? Like, do you have any advice that you would, you would give.

Valerie Bihet: Uh, so reinforce your, the, the, your value, the culture you want to develop. So it's what I, I mentioned before, continue meet, do some lunch, do virtual lunch, [00:19:00] deliver catering, all meet together to, you know, to have the same emotion when you test something, when you see something and everything, you know, you all have that at the same time.

Definitely, I would say meet every morning, like what we do, uh, review and share what other are doing to make sure that people know what's going on in the company. So, And, um, I think me, I still love the virtual aspect now and I love the fact that we are still working, uh, the way we want, you know, trust your team.

Like I had some team member, they went in Europe for like two months and everything, and they were working from Europe, but we had just our work schedule and everything. Of course, we, we, we make sure that. Enough time to work together with a jet lag. So I say, I have no problem of you working in Europe. I trust you.

I know you will maybe not go on the beach and everything, but you can go on the beach until you can go on the beach until 3:00 PM European [00:20:00] time, and then at 3:00 PM join us to work at least for five, six hours. You know? Um, and all clear on your expectation. Your team have definitely goals. Objective, very clear, uh, make some point if they are close to reach the goal and everything to motivate them.

So reinforce, commun the communication definitely on what you expect from them. And really inforce the fact that you are here to support them, you know, uh, and even if you are busy and everything, block sometime in your calendar where you know that you can help them to move fast on something. So I would say always block half an hour or one hour at, at the end of the morning and one hour at the end of the day for emergency and to make sure that they can move on things and also to give critical feedback.

Which is not [00:21:00] easy because the way you need to communicate critical feedbacks, you need to prepare. I think in communication. This is, uh, in the way you think to bring a critical feedback without having the people having the impression that it's critical feedback. Because sometimes younger people or people who are not trained to the corporate culture and everything, they can really take it personally.

And this is very important to not take personally a, a critical feedback. I think, um, and also time management can be a big, uh, burden right now in the society

today. Uh, and we are facing so many distractions. So coach people, um, even me, I take my method from my mentor for me. Uh, For many, many years, and I use his tricks.

At some point I say, okay, hey boss, what? How do you do to be updated on [00:22:00] everything? And having so many emails there, I took all his tricks from him and I'm still using them and, and really another thing is, Respect your team and respond in a timely manner, you know? Mm-hmm. Um, because when, when somebody is coming back two days after you need something, no, it's not good.

I think, you know, for the, for people, I think this is important. I don't know if I answer. Yeah. Your question completely.

Michelle Harris: Yes, you did. It was perfect. I'm wondering, with your team, do you do cameras on, cameras off? How, what is your position on that?

Valerie Bihet: So, Ideally I would love to do camera on hundred percent, but sometime because we can have some issue with the wifi connection and everything each in our house and everything, uh, I help and say, don't worry.

We can put it on and then after we put it off, uh, for the sake. But if I had something to recommend, I would always for sure say camera [00:23:00] 100%.

Michelle Harris: Yeah, I think it's, it's definitely important to do it sometimes at least, uh, some of the time to have that relationship and connection. Um, there's something about that visual, I think.

Yeah, yeah, yeah. So I know, uh, you plan multi, multi-day, uh, sales kickoffs, incentive trips for your clients. Um, and I know part of your, one of the. Important things for you is for them to include team building activities and I, I'm wondering why, why, why do you feel that's important for them?

Valerie Bihet: I think team building, it's first, it's fun and the objective is always to motivate the team and the people who participate in the, in the event.

And in the meantime it's help you build some skill, uh, of planning, of fixing problems. Solving communication issue, learn to work together, maybe also learn more [00:24:00] about each other. And it's also a way to celebrate to and to collaborate. So I think this is great in every multi-day event. And we have an event coming in, uh, in September.

We have three events back to back, uh, coming up. And we, in each of these program, we have a team building moment. After the team building, there is different team building. Um, and I remember one event, uh, that we did, it was a first in-person event, um, that we did, uh, last year. And, uh, it was in Charlotte. And the way we did is we started with very like two hours.

Business review and then we break right away and we were doing team building right away on day one, which usually the team building people, they can do it on day two and on day three. And my clients say, Valerie, why do you want to change the [00:25:00] agenda like that? I say, because you know what? You need to pose and they want to meet and they want to affirm.

So you are here, you will go with the objective of the meeting. Why are we here? What are you expecting from them? Where are you taking your team, and what will be the outcome at the end of those three days? And then here we break, and then we are going in the team building. And honestly, the results was Wow.

Because people love it because they came back from the team building and the step for the three days seminar was, was, was made. You know what I mean? Mm-hmm. The ice was already break. And, uh, we let them talk between each other. We let them enjoy the moment. We let them meet, we let them reconnect.

Well, in the meantime, it was a little bit challenging, of course, for them, and it was a huge success. So I think it's very important and more and more, uh, [00:26:00] to today than, uh, ever.

Michelle Harris: Yes. And I, I, I feel very strongly about team building activities and, you know, you, you get into the team building activities and some people just kind of like, oh no, like, what are we doing?

But it's so, I mean, it's so interesting how people just generally get into them, um, whether they wanted, you know, whether they felt negative towards them or not. So I don't, I don't think that leaders should be scared of. Uh, you know, feeling silly or, you know, having people think that what they're doing is silly because there's so much value in team building activities.

Valerie Bihet: but you always need to, um, When in any event that you are doing, it's like a story.

It's a, it's a book, it's a storyline. You need to write your chapter. Okay? Chapter one, chapter two, introduction, ending, and all that. So you need to think about

your event and writing your chapters after chapter and your team building need to [00:27:00] match with the theme you need to be linked with. Uh, With everything from the beginning, you know, you, you need to integrate it completely and like that, it even doesn't feel like it's a team building.

You know what I mean? So I think this is important.

Michelle Harris: Yeah. I'm wondering if you have some ideas like team building activities that you would recommend for some of the leaders that, uh, are not actually at, uh, events, but they want to do team building activities for with their teams.

Valerie Bihet: There is, I will be honest with you.

There's plenty of things. So I would say something, contact me, ask me, tell me what is your objective and everything, and I can give you some id. But right now there is a lot of different things. Uh, le uh, in September we are doing two things. We are doing something wrong because, you know, music speak to the lo.

It's a very universal language when you speak about mainstream music. So we are doing something using music. [00:28:00] Uh, we use a lot of arts, uh, do it yourself also because people love that right now, um, uh, we used, um, and we around building a product or so something with painting we use, uh, putting together like, um, a, a meal.

Uh, or building something. We do a lot of things oriented with CSR, corporate social responsibility, because people want to give back to the community, hosting them and everything. So this is very important. Uh, but don't worry. Feel free to reach out and, uh, we will be in touch.

Michelle Harris: Okay. Thank you for that. Thank you for offering that.

I appreciate that. Um, can you share maybe an interesting or funny, uh, oops moment that you, uh, experienced as a leader where you were like, oh, uh, I didn't think that was gonna turn out that way, or, I wish I would've done that differently. [00:29:00]

Valerie Bihet: Um, I have a lot of moments sometimes, you know, but, uh, so, you know, um, now there's one thing, it's another advice is when something is happening where it's disturbing you and you want to react, you know what?

Turn your tongue seven times in your mouth before talking and take a time to step back, take a piece of paper, write what you wanted to say and look at it, and maybe then rework what you wanted to do or how you want to. To express it. Um, this is also, uh, um, it's a big, it's a, it's a huge tips, I think.

But, um, yes. You know, sometime I'm very impulsive because I'm passionate and sometime I can whoops, go in the moment. And, um, [00:30:00] I don't want to say that I don't want to be passionate anymore and everything, but I'm trying to sometime take a, a little step back. Um, and, uh, on and on how I will handle the situation.

Michelle Harris: Sounds good. And, uh, just to kind of confirm, you said, um, your initial, uh, recommendation was to turn your tongue around in your mouth for seven times?

Valerie Bihet: Yeah. Okay. Yeah. Do.

Uh, I know I don't, I I know you, you are listening to me. I don't know if you are also reading. Yes, yes. We are recording. Yes. Everyone can laugh

laughs. Interesting to try.

Michelle Harris: I like that. I'm gonna have to try that. I, I was, uh, not, not had that recommended before, but I, I can see where that just makes you, uh, you know, it, it preoccupies your [00:31:00] brain for, for a few minutes. Yeah, absolutely. Few seconds. Absolutely. Now, you mentioned that you have a mentor that you, uh, relied on and, uh, you've got gained some valuable advice from.

Um, who, who is, was the most important mentor to you in your, in your career?
Um,

Valerie Bihet: I think, uh, in the different part of my career, I had a different one. Um, right now, interestingly, I have, uh, uh, I have a girl, uh, and she used to be a client of mine and she had, uh, a shift completely. You know, she used to work for big corporation for many, many years.

And, uh, she's, uh, she's in her sixties and from there, from one day to another one, she, her corporate career stopped completely. And, uh, she went from 350 email a day to zero [00:32:00] email a day. And she look at my door and I feel, um, I feel she was a little bit like super, she was super stressed. And I say, you

know, you brought me also me, uh, you helped me because she, she hire me, uh, to work for her and everything when she had an event.

And I always remember it. And, uh, you had so much experience in your career that. People like me, we can use it, you know, and so we were having a conversation once a week and um, and she was giving me a lot of good advice that I still use. And we are still, uh, in relationship today. I, uh, when I have a doubt on something, I help her, uh, she, and then I end up also to help her because she restarted a business that is successful and I'm super proud of her. And, uh, [00:33:00] you know, it's, um, you know, it's, uh, it's beneficial for both of us. Yeah. So it was great. And, uh, one of my first mentor was, uh, Todd at Disney, uh, that I worked with for many years, and he was always very, um, Uh, always challenging better. Um, it was hard sometimes, but, uh, I owe him, uh, so much today because, uh, I think that if I'm here today fighting, uh, passing, I, since I build my agency, I think I passed, uh, two, three crises almost now.

Uh, and last one, uh, a very difficult one for our industry definitely and for any industry in particular. Uh, but, uh, I'm still standing up. I rebound, I reinvented myself. I had, uh, a new type of services in our, uh, in my company with a virtual and hybrid event, [00:34:00] which is a huge opportunity, um, to do more and to bring to our clients in this industry.

Happy, even if it has been hard and challenging. I think I grow a lot, uh, in the last, uh, three years. And, uh, we keep going with the team. Um, all together. We grow together. We challenge ourself together. Uh, and it's, uh, I think it's amazing, you know, and, uh, we have not been bored. We have not been bored at all, to be honest.

Yeah,

Michelle Harris: I can tell. I can tell. Uh, do you have any suggestions for women that are in a corporate environment, like where to look for that mentor? Uh, if they're, you know, how to approach somebody that maybe they work with, like a higher up executive, like what would you recommend?

Valerie Bihet: There is different organization, but right now I'm part of one that is called Montoro, m e n t o r o, myself.

And [00:35:00] uh, so right now there is a new chapter. Uh, they're launching a new chapter in also in New York that will start where we have our mentor and we have our mentee and we support each other. Uh, and um, But, uh, I can, I

can try to help and everything to find more definitely. But, uh, a coach also, coaching is great, you know, uh, and there is different organization, uh, but I think this is really interesting.

I, even myself, you know, sometimes I take some coach first two or three months when, you know, when you feel that you are. Overwhelmed with everything and you need to take a step back. But you start to be in front of a big white wall and you have so many things coming in your head and you say, Ola, where do I start?

Where do I start? And you don't know when you are in doubt. And don't be afraid to doubt of things because I think doubting, it's not a weakness.

[00:36:00] I think it's, uh, strengths and you take it as a strength, even if you are afraid, when you hope of yourself, because from there it can only be better. You know what I mean?

Mm-hmm. The more here, get a coach, there's plenty of coach where to find it, ask around yourself, because you, you cannot imagine how many people, and right now there is more and more coaches definitely. Uh, peering personal coaches business, uh, and there is like a, a lot of also organization online and everything.

So I think don't, don't be afraid to invest a little bit, even if you say, oh, it's cost. Go, go for it, go for it because it's so helpful. Um, and, uh, You know, find the right person for you and you know, one person that is a good fit for you for a year might be a good next year because you, you [00:37:00] want to work on something else.

So don't be afraid, you know? And go for it. Look for, look for this person.

Michelle Harris: Yeah. Thank you. Thank you for sharing that. And then you talked about, um, getting leadership advice from your mentor. What would you say is maybe the best leadership advice you've ever received? I.

Valerie Bihet: Um, don't be afraid. Try new ads. Uh, keep, uh, keep challenging yourself.

Keep learning every day. Uh, educate yourself 20% of your day or 20% in your week, depending on you want to get organized. Push yourself to learn. Uh, to learn new things, to go outside your comfort zone, you know? Um, yeah, I think, um, I will say that.

Michelle Harris: Great. Thank you. And then, uh, part of what we [00:38:00] focus on here with, uh, with Bosstrack is not only, uh, leadership skills to lead a team and, um, uh, Lead, uh, your organization, but also we focus on wellness because you really can't take care of others and lead others unless you're taking care of yourself first.

Um, so we do like to kind of talk a little bit about, uh, advice for. Just, um, mental, mental health. And so one of the things I'd love to know is if you have like a daily routine, uh, maybe not daily, maybe you do it frequently when you need it, but is there something that you attribute your overall wellbeing to?

Valerie Bihet: So I will tell you I'm not the best person to answer that question because I'm not taking enough about myself. Uh, Um, I'm, uh, I'm, uh, overweight right now and everything, but there's some, um, I'm [00:39:00] trying. I have a passion. I love to play tennis and try to step on something that you like and take a little step by a little step, you know, like, um, me right now, I know that, um, when I'm stressed, when I have too much my day, I eat.

And to be at home sometime. But you know, when I'm at the office now, we have those application like Uber eat and everything, and suddenly I'm, I see myself pushing the button. But what I did right now, and I say, and actually I started because I want to help a friend of mine who have been diagnostic with cancer and has to lose 30 pounds in very, um, very fast actually.

And I say, you know what? I will take a step. It's a little step, but right now, I'm, I'm, uh, going to find and I, I deliver, I have delivered to myself some very partial controlled [00:40:00] food, and I will stick to it for like the next two months. So just take a little step and, uh, take it like that. Don't say I will do all these things when it's too much.

Um, And, um, choose one task. Choose one thing that you want to do to start somewhere, to, to change something in your life. And the most biggest advice that I will say, you need to stick to it at at least 21 days. Mm-hmm. Because, um, if you, if you, if you don't reach out those 21 days, you will go back to your bad habits.

So remember that. Take one things, one things and do it for 21 days. Yeah.

Michelle Harris: That's great advice. Very, very great. That good advice. Um, we talked a little bit about music earlier when you were talking about team building, and I'm wondering if you [00:41:00] have a song or songs that you

will go to when you need a little bit of energy or if you need to feel, uh, great about the day.

Is there anything that you'll turn on to, to help you get there?

Valerie Bihet: Hello right now, I will tell you because I have my Spotify playlist, uh, music, I have plenty of Spotify playlist music, but the song right now that I love and that I listen all the time is Imitadoro by Romeo Santos, Imitadoro by Romeo Santos. It's one of my favorite songs.

And then because I'm French and I love disco music, There is a song called In French, we say it's in English, it'll be the last day of the disco. And the name of the artist is Juliette Armanet, I can send you the writing if you want. That would be great. I love this song. And it [00:42:00] starts slow, and then boom, it pop up and you want to go and you want to dance.

And um, definitely I will recommend those two songs right now.

Michelle Harris: Thank you. I love it. I'm gonna check 'em out. Uh, but yes, I definitely need you to send those over cuz I don't think I'd be able to find them.

Valerie Bihet: I will, I will.

Michelle Harris: Perfect. And, um, I feel a little bad asking this question because it sounds like you don't have a lot of extra time on your hands.

But, uh, do you get a chance to read or listen to podcasts? And if you do, is there, are there any that you would recommend, uh, to our, to our listeners, whether fiction or nonfiction?

Valerie Bihet: So I will tell you, because actually I was, uh, it was one of my re my resolution of the summer and, um, I read, I read so much in our industry, uh, and I have so much article magazine to read in our industry that it was very difficult.

But lately, um, I just [00:43:00] bought me a Kindle. I had the application on my phone, but I was spending so much time on my phone that. When I read something between social media and all this on my phone, I was not having the impression that I was disconnecting. So I bought myself a Kindle and I downloaded books and I love mystery novel.

I love, uh, Harlan Coben, uh, novel. I had the chance to meet him, uh, before he became, uh, now the. Amazing and very, uh, known, uh, writers and very popular and everything. And uh, so I read the books right now on my Kindle. And you see, look, I have my Kindle next to me. Yeah. So when I want take a break, iactually, I read a chapter or two, uh, I disconnect a little bit.

Yeah.

Michelle Harris: Is there a specific book by him that you would recommend, uh, to start with?

Valerie Bihet: I, uh, I [00:44:00] think I wrote the book. Uh, woods, uh, woods, w o o d Woods for me. Yeah. Yeah. And then after, what I like to do, because I love to watch movies, I love to, because, uh, I, I didn't mention, but this is, uh, something that we were doing a lot at Disney when we were having movie premier and everything, we were always watching the movie and you need to watch it one time and you say, When I watch a movie, you watch only the decor a second time.

You watch it to see related to the food. If there is anything related to food that you can do in your events, then, uh, you know, you watch it all, uh, by dif you dissect the movie like that. So this is what we were doing when we were producing events, uh, for movie premiere. So, um, I think, um, I like when I read a book now, for example, with Harlan Coben on Netflix.

There's books which are TV series, short TV [00:45:00] read, and I love AP actor to, uh, watch them also.

Michelle Harris: Great. Thank you. Thank you for sharing with us, with us. Um, I know we're getting to the end of our time here and I wanna just make sure that we give enough time for. One, I'd love for you to share anything you think our listeners should know that we haven't covered.

I know we've kind of covered a, a wide range of things, but just anything that you would recommend, um, to a new leader or a leader that we haven't talked about?

Valerie Bihet: Uh, difficult question. I just want to say that, um. Even if I'm a very busy idea, I will always find some time to help other people and to, to, for them to grow because I think by helping others you will also help yourself.

So I think it's, uh, it's a win-win for everybody. So do not hesitate to contact me. You can find me on Instagram, on LinkedIn. Uh, through my website, [00:46:00] uh, contact me is directly going to me, so do not hesitate if there is anything and, uh, if my needs and, uh, and let's meet and let's talk and, uh, let's learn about each other and let's grow together.

Michelle Harris: Thank you. I, I love that. And thank you for sharing. But, um, would you mind, and I am gonna put it in the show notes, but just for people listening, can you share your Instagram, uh, handle and then your, just their website, uh, that so they can hear that.

Valerie Bihet: Yes. Uh, my website is www.thevibeagency.com. Uh, my Instagram is, um, at the Vibe Agency and my LinkedIn is Valerie.

My first name and last name, Valerie Bihet.

Michelle Harris: Okay, perfect. Well, thank you again so much, Valerie. I appreciate you coming on, and it was so nice to, to meet you finally. I know we've been planning this for, for a few weeks now, and, uh, [00:47:00] lovely to see your smiling face and I hope all of your events, uh, go well for you.

Um, and I, I personally look forward to, uh, connecting with you soon to, to share some share, share advice.

Valerie Bihet: We need to have a mojito together.

Michelle Harris: Yes, I'm mojito. Yeah, we're both down here in Miami. We, we found, we discovered that. So yes, definitely mojito. Uh, maybe by a pool or

Valerie Bihet: Absolutely. Some beautiful view. Oh, maybe to go to do, to go to dance one night.

Why not? Because I'm so, uh. It was, oh, it was on my task list and I started again, uh, dance classes and I love it. It's, uh, 40 minutes and, uh, I, my mind is going, uh, completely. It's a big refreshment and. You know, just pick something like that and you will see it make a a difference in your life after.

Michelle Harris: Yes. I need that.

Thank you very much, Michelle. Thank you. Have a great day.

Valerie Bihet: [00:48:00] Thank you, Michelle. Mm-hmm. Bye-bye. Bye everybody. Bye bye.

Michelle Harris: Hi everyone, this is Michelle again. Just one more thing before you take off. If you've enjoyed this podcast, sign up for our free weekly newsletter. It's easy to sign up and easy to cancel. Every Monday we send out a short, exclusive newsletter of what we found during the week that we're excited about.

We're inspired by and we're watching and reading. If you'd like to check it out, just to go to thebosstrack.com/weeklyjoy, just type that into your browser, thebosstrack.com/weeklyjoy. Drop in your email and you'll get the very next one. Thanks for listening.