[00:00:00]

And here are a few words from the HLS HR staff about Roxanne.

[00:00:17]

We need to remind everyone that the quality of recording are different for people, if you notice that because we had different ways to record these messages, considering that people would be in different places. Some were in the studios, some were with a little external mic in the office, some were via Zoom, and that's the reason that you can notice some difference in terms of recordings there, just to be fair.

[00:00:51]

Aside from the great work that Roxanne did, I admire how she always made time to engage with our team and helped to create our friendly and positive culture.

[00:01:02]

Roxanne, I am so grateful to have had the opportunity to work on your team. You are the definition of a dynamic, compassionate, thoughtful, and fantastic leader. You created a space with an HR for all individuals felt supported, and a space where it was not only okay to be human, but it was encouraged. Because when we all understand that people's lives exist beyond their job description, that's when we make the strongest connections and do the best work. I've learned so much from you and thank you for welcoming me onto this incredible team. Thank you for always believing so strongly in your team and the work that we do.

[00:01:41]

In my experience, Roxanne is a leader that prioritizes getting-to-know-you, investing in you and rooting for you. Frankly, for me, this is the first time that I felt that a manager genuinely cared about me, well, as a colleague and as a person. I am grateful to have share so much time with her incredible self. Honestly, I'm already jealous of the next team that she will lead because they have so much to look forward to. Just a 10 out of 10 human, a five stars on Yelp and would definitely recommend. Thank you, Roxanne.

[00:02:16]

I wanted to say that Roxanne was the first female supervisor that I've ever had, which was really inspiring to watch her be in a position of power and lead us with such dignity. I think it was also really inspiring that she decided to make the right choice for herself even though it seemed like that may not have been the easiest choice she put herself first and I think that's a really good example for our team.

[00:02:43]

Working for and with Roxanne has been nothing short of a life-changing experience. It's a true gift to work for a leader who believes in you and fosters your potential. She did this for me, and I watched her do this for many others too. I always love conversations with her feeling more capable and supported to do my job well. I learned a lot watching our team growing the leadership, and I'm honored to be a part of the most supportive group of colleagues that I could ever imagine working with. In addition to being an outstanding leader, Roxanne is an amazing person. She's kind and thoughtful, generous, and fun. She leads and lives with impeccable honor and grace and it's truly an inspiration. As much as I learned from her about the professional I aim to be, she may have taught me even more about the kind of person I want to be around. I consider myself one of the lucky ones to know her. Thank you for everything, Roxanne.

[00:03:46]

I know I'm not the first or last person to say this, but Roxanne's fearless leadership is something I've truly admired. Her ability to identify challenging tasks and projects that not only stretch team to operate at their best, but also in the most fun, collaborative, thoughtful, and efficient way has been truly amazing to say the least. Our one-on-one conversations about work, life and everything in between, including parenting, has been refreshing over these last couple of years. I'm definitely a better human resource professional because of Roxanne, but most importantly, I'm a better human. I know without a doubt that wherever Roxanne goes, whatever she does, she will be a beacon of light to all who have the pleasure of getting to know and work with her. Roxanne, as I've said to you before, you have changed my life tremendously, my career trajectory, and just my life as a single mom to my daughter who's a senior and graduating next year. We've had those conversations, we've shared some of our similar things with our teens and I'll be going through what you went through this year with your daughter, I'll be doing that next year and I will be reaching out to you for support. I truly appreciate everything that you've done for me, the autonomy that you've given me to be successful in my role and every day is a day that I look to hope to make you proud and for my colleagues to know that they're almost like a second family to me. You have encouraged that type of environment for us and I'm ever so grateful to you and getting to know you and the person you are. Thank you so much. I will never forget you. I'm going to make sure you don't forget me. Love you.

[00:05:42]

Roxanne, you are the epitome of a leader, one who exudes grace, humility, strength, and a power like no other. You promote collaborative safe spaces for your team to come together, empowering individuals to show up as their whole selves. Thank you for believing in me, believing in us and supporting us without hesitation. You are quite simply the type of leader, mother, and friend that I not only want to be around, but also wish to become.

[00:06:16]

I've seen many leadership changes through the course of my career and it's never easy. This one hits hard for both our team and the organization. There's just something about Roxanne and we all know leaders who are strong in business strategy and operations, but they seem to fall short when it comes to people management. We also know leaders opposite, really strong in people management and maybe even have a great vision, but lack the ability to execute on the vision. I feel like Roxanne is just a rare leader who combines the best of both, really strong ethics and integrity and a deep understanding of people and also the vision, but the ability to make a really strong business case for that vision and execute or programs, projects, and resources that will move the business forward. She's meant a lot to town acquisition. I was a solo practitioner in talent acquisition when I got here for many years and she made the business case to add recruitment resources. I've been really just excited to collaborate with other folks and be able to build a small team here and I really owe that to her. I just think she's a tremendous role model and we're going to miss her just a great deal.

[00:08:00]

This is actually week 8 into my role as the Student Employment Coordinator. It's my first big girl job after graduation, so I still feel very new and very nervous with this job. Meeting Roxanne was very different for me compared to other colleagues and other members of the team because I'm still very new. I actually met Roxanne in-person on day 4. After spending a day in the office with her and the rest of the team, afterwards, I immediately called my parents to tell them, I think this is it. This is the ultimate dream team, the workplace I've always dreamed of working at, everyone is so nice. I think a big part of that is totally because of Roxanne. In our first meeting, she told me that she would always have my back and I felt so genuine that I knew that she meant it. It was something that no one has ever told me before. It actually made me feel like it's very strong and very brave enough to voice my opinion and actually stick by my decisions, but just because Roxanne told me that I could do that. Actually, unfortunately, I didn't get to work along with Roxanne as long as the other team members did, but from the very brief time that we work together, I could tell that she is such a kind and compassionate leader and just an amazing person overall and that the team that she had built and the values she had hoped instilled all made a really big difference for me personally, especially as someone that is very new and just joined the team. I do wish her all the best with her future, adventures, and whatever she decide pursue because she built a great team here at HLS and I'm sure she'll continue to do great things as well.

[00:10:01]

Roxanne is one of the most incredible people I've ever met. Not only is she an exceptional leader, but she is also just an amazing person. The HR team at HLS is hard-working, professional, inclusive, and somehow also one of the most fun teams I've ever worked on. While we all have a part in that, she's the one who brought us all together and made it a safe space to be ourselves. I've loved working under her leadership and have learned a tremendous amount from her in less than two years. I feel so fortunate to know and have worked with her, and HLS has benefited greatly from her impact here.

[00:10:42]

I would start by saying that Roxanne is the best thing to happen to HLSHR in the entirety of my time here at the Law School. She's a phenomenal leader and friend that truly cares about the well-being of everyone she comes in contact with. She's put forth many amazing initiatives that are too many to list at HLS, and I truly hope those initiatives will continue for many years to come. I would just close out by saying that I'm a better person for having worked with her and known her.

[00:11:13]

Roxanne has been and is an incredible leader and just overall amazing human being. They say that great leaders lead by example, and I think that's what I most appreciate about her, that she led us with authenticity. She trusted and supported us and was able to create this really special culture within our department. Because of Roxanne, we're a team that can be real with one another, both in the workplace and in sharing our lives outside of work. I think she truly made HLSHR a special place to work and we'll miss her greatly.

[00:11:42]

Roxanne has been instrumental in my career and my journey as an HR professional. When I left college, I was pursuing physical therapy and eventually decided to change my career. I made a drastic change towards human resources with little background in the field. Roxanne took a chance on me as her HR assistant back in December of 2019, just before the pandemic. She trusted my skills and abilities to get the job done to support her. The opportunities, the knowledge, the skills, and the development she's given to me over nearly four years has had the greatest impact on both be professionally and personally. She is installed so much confidence in me and it's helped me to challenge myself to grow in ways I couldn't have imagined for myself. She leads with empathy, care, and sound reasoning all while making work so much fun. The way she's built community for both the HR team and HLS as a whole has been so special to see and to be a part of. I feel so thankful for the opportunity to learn from Roxanne and to work with her. There are so many things from Roxanne that I'll take with me throughout my journey, and I hope to continue to emulate from her throughout my career. I actually just feel so thankful for the chance that she took on me to kick-start my HR path, the knowledge she's instilled, the way she's made work fun while staying focused on the mission and supporting our clients and for opportunities she's given me, I'm just so grateful for the impact she's had on my career and my life.

[00:13:10]

Roxanne is one of the most welcoming people I've ever met. Her charisma, her warmth, her ability to the, it sounds cliche but to make a room light up is so touching. When my position transition from DOS to HR a few years ago, Roxanne went above and beyond to make the people who transition from DOS HR feel so welcome and such a part of the team. Under her amazing leadership and guidance, we really blossomed as a team and I feel like we're in a really good place. This is all because of Roxanne's efforts to make us feel welcome and just her overall leadership skills. I'm in awe of the way that she is able to listen to super complex information and synthesized it very quickly, and then repeat it back in even better terms than the original speaker. That is something that I've always noticed and I'm just in awe of. I just want to thank Roxanne for being an amazing leader and so warm and just I really am at a loss for words. Thank you.

[00:14:29]

So what has Roxanne meant to me? I came to HLS right before the pandemic happened. My job that was supposed to be about events for staff shifted drastically and Roxanne was able to find ways for all of us to continue to support the staff of the Law School in different ways because we had to adapt. She has always been a role model and inspiration. She has always been someone for me to share ideas with. She encourages us to try and to have a chance to, if something doesn't work, that's okay. That doesn't mean it wasn't something we can learn from. I've never had a manager who I have known, has my back, wants to support me, wants to see everyone on the team succeed. But also has a sense of who we are outside of our jobs, and wants to support people, and show authenticity and vulnerability in a way that isn't just about the talk of being authentic, which is very less wordy thing, but to truly be who she is, understanding that people are who they are, and knowing that we do have jobs to do, but that doesn't. But we have other things about ourselves that are important too, and that it's important to make sure you give yourself space and support yourself so you can bring your best self to the job. I'm extremely grateful. I'm really grateful because I think Roxanne helped create and build the HR team to be the successful team it is today, as well as help other people. Yeah, I just wanted to say thank you for everything. Both your tips for baking and tips for parenthood and your ideas for events and how to have fun and supporting my ideas for events. Thank you.

[00:17:09]

Coming to work in HR was another jump into the unknown for me because as it was when I was leaving landscape to handle the front desk and facilities. Then after from facilities to the students services in the US. There was always the questions of fitting in, meeting everyone and working with the head of HR or the head of department. I didn't have much connection with Roxanne whatsoever and only met her through our annual celebrations in HLS. She offered me a warm welcome into her office and made me feel comfortable from the first day. I was still holding myself back. Not sure if it all dad, the Teams chat, the fun meetings, and constant cheer up were real. I had to wait and see. Soon enough I was part of all that and felt at home. Roxanne created a workspace where everyone felt comfortable with themselves. I never saw Roxanne raising her voice with anyone for any reason. When I had an idea of a project in math with her to explain it, if she wasn't barred from the get-go, she would just say, I like it, go for it. You're on your own to figure out how to put the thing together and then bringing the final product to show her. But that was it. She trusted you, go for it. Go work on your idea, and let's do it. That's how the podcast started. When she had a no, it would never come as a negative shut down, but an opportunity to discuss why you would not be a good idea for that project at that time. But we could revisit with some changes to the plan and maybe it would come to life. There was always a good discussion in a good learning moment without you leaving that meeting with her, feeling frustrated or feeling like you were a failure just for the idea of a presenting something to your boss. During my 20 years at Harvard, I never felt so supported, respected, and able to propose projects and work to make them to become real on my own. Roxanne made psychological availability, safety, and meaningfulness a reality in HR. I cannot thank her enough for giving me that opportunity and respect me for who I really am. Thank you, Roxanne.

[00:20:14]

Ah, what to say. Roxanne hired me in the middle of the pandemic. Actually, I think I accepted the offer less than two weeks before everything got shut down. She was so just endlessly flexible and supportive even before I got here and took this position, it was a time of so much confusion and it was amazing to feel like there was a grounding force waiting for me in Cambridge. That's how her leadership has been just eminently flexible, empowering, endlessly supportive of her team members, giving us ownership and a chance to do whatever we wanted to do and then supporting us with whatever the result was. This is like the archetype of psychological safety and meaningfulness and availability, Edgar, that you have talked about. I'm speaking to you because you're here in the studio with me. We share a common interest in human behavior and observing human behavior. I think one thing that's amazing about Roxanne is that she's eminently relatable. She is someone who is so dedicated to her family, gushes about her kids, her pets. She has a very full personal life which she prioritizes in a way that's a role model for all of us. Then sometimes you see her in these situations where she's acting as a leader, not with sharp elbows, but just with this incredible confidence, making tough decisions in a way that just exudes confidence and good leadership and solid execution all the time. She's just a good friend and phenomenal leader. She's done great things for HR and for me personally.

[00:22:11]

Roxanne, you have no idea how difficult it was to work with so many different people and so many different demands. Why we're trying to record this message for you, just so you know that you are going to have a few outtakes here as an example to what was going on while you were trying to accommodate all the flowers, special towels, special scents and everything, and food and sparkling water and whatever is. Just to go back to do a three minutes max message. I hope you enjoy. Here are the outtakes for our recordings okay. Thank you.

[00:22:58]

You may proceed.

[00:23:01]

I will try to say just this one. Let's see how it comes out later. Here is a few words. Is this right?

Here are a fewer words.

[00:23:13]

That's how it was. Who cares? Nobody wants to listen to it. [LAUGHTER]

[00:23:23]

Oh, stop. I used the same word twice. [NOISE] I use the same word twice, I get to tweak a word.

[00:23:30]

Oh my God, Caroline. Just record it. Just record the message.

[00:23:36]

Can I eat lunch now? [LAUGHTER]

[00:23:41]

Can you try to do that slow? [LAUGHTER]

I said that because Rachel put robot mode and went like speed fast in her recording. I just tried to hold herself a little bit, say can you just, and then she breathe in and was just fine. But the first day she was like, okay, robot mode action. That's what we were asking for.

[00:24:11]

I'm going to start laughing. I apologize. [OVERLAPPING] because Edgar is here.

[00:24:14]

No do it how do you feel about it? Roxanne (pretend crying) OMG [LAUGHTER]. Get ready.

[00:24:24]

When do I start?

[00:24:25]

Anytime you're good.

Oh it is so nerv recking

[00:24:30]

No, you good.

Shhhhh

[00:24:33]

Okay, everything is being recorded just so you know. You know what? All this.

[00:24:41]

You're killing me. You're killing me.

[00:24:44]

And here starts our journey with Wendy. You weren't going to see that we needed a little few takes. I would just say few, the numbers you will see by herself here who was happening. But oh my God, seriously, here we go.

[00:25:07]

Can I do that again? I really didn't like it.

[00:25:09]

You can do that again?

[00:25:10]

You didn’t like it.

[00:25:12]

[LAUGHTER] I don't like it.

That allowed us to be real, both in…Oh, I messed up. I messed up.

[00:25:21]

Let's do one thing. Just as you [OVERLAPPING]

[00:25:25]

Do I need to slow down? More

[00:25:28]

Start over and slow down.

[00:25:29]

This really throws me off. Fine. Hold on. Let me think about this. Okay

[00:25:42]

I really felt that I had Mariah Carey in the studio. I swear to God, was just amazing.

[00:25:50]

Well, I'm just going to start off for a while.[LAUGHTER] Roxanne. [LAUGHTER]

She trully is…I messed up. I messed up. [LAUGHTER]

[00:26:07]

This time it went a little faster.

[00:26:08]

I can’t go slow. What I most appreciate about her that she led us with authen… I can’t say this word…authenticity. I'm sorry. Here we go again.

[00:26:18]

You're going to go over it again.

[00:26:20]

Take one.

[00:26:22]

Just by authenticity.

[00:26:25]

Is that okay?

[00:26:26]

That's great.

[00:26:30]

Oh it is finally over, I can move on to the next. We just took five hours to record her two minutes and all such, but it was great. Thank you Wendy. Thank you for coming. You are amazing.

[00:26:45]

That was fast though.

[00:26:47]

Do your thing because you're [OVERLAPPING]

[00:26:48]

Also not going to cry doing it. Did Rachel cry?

[00:26:51]

Sgacey did and Rachel too.

[00:26:52]

Really?

[00:26:54]

Feel free too.

[00:26:56]

I know that was like when Delaney said, she goes, I thought I cry a lot, but the three of you over there, I was like, thanks. [LAUGHTER] It was the thrilling sound, the same bench. Just like crying.

[00:27:07]

Go ahead.

[00:27:09]

A lot of people like saying their names too?

[00:27:11]

No. Anonymous.

[00:27:14]

Oh, anonymous.

[00:27:19]

Say my name, say my name. Thank you, Laurie.

[00:27:21]

Do I just start speaking anytime?

[00:27:26]

Whenever you are ready Ada, please, take our time. Was not enogh Wendy, let's see how it goes. No, I want to be fair, when Ada said, can I start? Was like, bam, one shot done but on-point. Unlike some other folks, I don't want to mention names here.

[00:27:48]

We did not.

[00:27:49]

None of us, it is going to be anonymous. Just a voice recognition. [LAUGHTER] Good?

[00:27:58]

Please pay special attention on Sasha's observation on how she had finished her recording. She's very precise in her voice, tone, and everything. She just say, “the end” and that's it. Amazing.

The end

Okay folks, Aries is in the room. Get ready. She's just want to make sure that everything is in place and do you know Aries? There you go, Gloria.

[00:28:33]

Try. Then when you feel like you want to do again, then you do again?

[00:28:44]

Just an observation as well that Delaney followed very close Wendy in this type of recording. We just did a 330 takes with her prior to finish her but went well, I think delaying it was great. I have nothing to say. Is that a good citizen? It was just great. You did a great job. Oh my God.

[00:29:14]

Oh my gosh. I'm going to start over because that I don't know how to phrase that [LAUGHTER] That's a good example, is what I want to say. A woman in this power position. That was wrong again. Oh my goodness. I got it this time. Oh Eddgar, Trina, will join.

[00:29:37]

None of my mics are working. Okay

[00:29:43]

Lauren, next time if you have a project like this, I will make sure to send a message in advance. Have your mics in place, okay, figure out if the mics are turned on or off. Is that okay? But anyways, thank you, Lauren. I don't want it to be mad. I don't want you to be angry. Was great, Lauren, It was great, it was the best.

[00:30:11]

Thank you Edgar. Hi, Gad.

[00:30:14]

I'm almost. Hold on. You can always do a retake, right? Great. I guess it doesn't matter where I'm looking because you're recording. [MUSIC]

[00:30:35]

In this case here, Monique was mainly she just want to make sure that everything was precise. Monique is very particular in her choices there. She had to log on and off why do we have two other folks recording via Zoom and she didn't want to be watching them or listen to them to give them some space, so she kept coming on and off as funny, but we finally recorded everything.

[00:31:06]

Well, mission accomplished. Thank you all. Bye.

[00:31:16]

Is this to her or what's the context? Because I won't mind as though I am talking to her.

[00:31:23]

Stacey, you could talk to whoever you want to talk to, and I think you did. Was good. I think it was okay. But anyways, thank you, Stacey. Amazing.

[00:31:43]

Let me ask one more thing. If someone joins and be like a ping, he's going to show up in our recording probably?

[00:31:53]

I'm not sure of that.

[00:31:55]

Well, I need to expand this, when I say ping, that relate to when you are in a Zoom call and someone join in, there is always a sound or something announcing that person is in. I just wanted to make sure that that didn't get into the recording when someone was recording, another person, just logged in and shout out to Nicole Egidio, from LXT, who helped me to put all these things together and recorded with us there, she was wonderful. She always is. Thank you, Nicole.

[00:32:30]

I think then now here we're safe in case someone joins in. I hope they just go, hey guys, while you are just talking. If that happens, you have to join again.

[00:32:41]

I want to say hi to Nicole, assuming that's you. I see your name in the coronary there.

[00:32:46]

Thank you Trina. [MUSIC]

[00:32:49]

Thank you so much. See you later. Bye. [MUSIC]