

# S4E33: Bob Dusin

## **SPEAKERS**

Peter Margaritis, Bob Dusin

### **Peter Margaritis**

Hey, welcome back everybody. I'm excited to interview my next guest, Bob Dusin, for a number of reasons. And, you know, I, when I, when I looked at his background, and look what he's done over the last number of years, I think you might be a brother from another mother because we have a lot of things in common. So first and foremost, Bob, thank you for taking time out of a busy schedule to spend some time with me.

### **Bob Dusin**

Thank you, Peter for having me today. I was looking forward to it.

### **Peter Margaritis**

Now, you can tell by his voice, the man has a voice for radio, and I... He's the ying. I'm the yang, because I definitely have a face for radio. So, this is going to work out real well between us.

### **Bob Dusin**

Maybe I should have said, "Ladies and Gentlemen, Peter Margaritis!"

### **Peter Margaritis**

Even better, thank you very much.

### **Bob Dusin**

I won't even charge you for that.

### **Peter Margaritis**

I gotta give me, I gotta give away. It's good. Let's see if I can get a few more of you today.

### **Bob Dusin**

No, really. But thanks for having me. It's a really have been excited about being on the show.

### **Peter Margaritis**

I appreciate that. Now, Bob was in Kansas City, Missouri, and, well, you know he's got a really interesting, really interesting story of how he went from, let say, I think, Western Kansas. Growing up as a farmer.

### **Bob Dusin**

Yeah, Farm kid.

**Peter Margaritis**

Farm kid. Farm Kid. He left that part of a country and went to a tiny city called Chicago. I'd love to hear that kind of.. that story about how you made yourself, about how you made it to Chicago.

**Bob Dusin**

Yeah, well, you know, the farm thing was, my parents were always very encouraging of me to do something other than farming. Because I think they saw that if you want to make a living, you might want to do something other than farming. It wasn't at least then very, very lucrative business, and we had a mid-size farm. We raised wheat and cattle. Then, so after college I got a civil engineering degree. Went to work here in Kansas City for a construction company. And really all my, my 40 year career has been here in Kansas City, except for about four or five years. And about, about 12 or 13 years into my career I got offered to be a project manager on a job we got in downtown Chicago. So, the farm kid is now going to be in downtown Chicago. I was nervous and excited and all things at once. But I love Chicago. I spent, like I said about four years there. Spent a little bit of time in Milwaukee, and then eventually found my way back to Kansas City, working for a different company. So yeah, it was a it was a unique transition. And it was a, you know I go from a farm to a college town of about 20 or 30,000 people to Kansas City, about, you know, maybe a million and a half total Metro. And then, you go to Chicago where it's 30 minutes, anywhere. Anywhere it's 30 to 40 minutes no matter. I don't care if you're going to get groceries. It's 30 to 40 minutes wherever you go. And so, there's a good transition there, but it was fun. I love the town and just loved being there. It was a good... I like a good Midwestern city people with great work ethic, and it was just a great time.

**Peter Margaritis**

And you spent some time at a place that I really liked to go to when I'm in Chicago, you spend some time at Second City.

**Bob Dusin**

Yeah.

**Peter Margaritis**

THE Second City. The Second City, and I want to be clear, I was never a member of Second City. But I took... when I moved up there, I've always been interested in comedy and stand up. And I did a little bit of stand up, but I thought wow I'm in Chicago, what better place to look into learning the art of improvisation and studying it. So, Second City offered a thing called the Second City Players Workshop. It was about two years worth of courses taught by Second City players. And so, I took improv courses for two years and got the improv bug, and have never quit. It's been 30 years now since I started doing that, and it once you get into it, it's kinda like golfing or skiing is for a lot of people. Once you get hooked on it, you never want to quit doing. So, I'm actually not that way with golfing or skiing. I just know people who are. So. Yes, and... Once you catch that bug, it becomes really contagious, and you thrive on it even more. And I know that you currently now when you're out and you're working with companies, wherever, you're using some of the principles of improv, and improv techniques, and helping your audience understand about leadership and about, you know, teams and stuff in that way for what you've learned and glean from those years. Even though it will there'll be two years, I've

attended a number of workshops but they've been here or they're. Kind of like a Morgan Freeman's beard, kind of splotches here and splotches there.

**Bob Dusin**

Yeah, right.

**Peter Margaritis**

Versus having that two year thread. But but it is a lot of fun. It's a lot of fun to make...when audience realize that, and I try to make them funny, but it's actually a leadership tool.

**Bob Dusin**

Yeah, it is. And you know, the thing about improvisation is people think when they go to see an improv show... you, a lot of people are and should be expecting some comedy, but really there...I've been a part of a lot of improv scenes, or and I've seen a lot of improv scenes that are in very interesting. It's almost like improv theater. It's not really even funny but the scene is really interesting, and has some depth to it. And that can be as interesting as something that's funny, because one of the worst things you can do an improv is think that everything you say has to be funny, and those kinds of scenes tend to go nowhere. So, you know, sometimes there's a big setup for a punch line, but sometimes that punch line never comes. But the setup was still interesting. The story was still interesting.

**Peter Margaritis**

I think it was Kristen Wiig who said about improv, "Improv is more about listening and trying not to be funny."

**Bob Dusin**

Yeah. And oftentimes, you know, there is a book. Forgive me for not know the author right now. I read several years ago. The title of the book is 'Truth in Comedy.' And if you, you probably have that on your shelf. I have it on a shelf somewhere in my house, but it's it's not here. But the great thing about truth in comedy is, is essentially is just that. The...you got it there? There you go. Author?

**Peter Margaritis**

Cherna Halpern, Del Close, Kim Johnson,

**Bob Dusin**

Del Close. I don't know why that...Del Close is a Chicago icon. I don't know why his, I lost his name there for a second. But the funniest things, you know, come out of actual things that happen. And I think even in stand up if you're back in the day, maybe you're a Seinfeld fan or Chris Rock or for any good stand ups, they relate stories that we all can relate to. That we all, and then they see the humor in it, and the funniest things are the things oftentimes that are true. You know? And you find a way to twist that and make it funny. It's same thing a good storyteller does.

**Peter Margaritis**

So, would you agree with the statement when, when we're trying to communicate with an audience in order to keep their attention, humor goes a long way, and keeping them awake and increasing their retention.

**Bob Dusin**

Yes, absolutely. And, and that's why when I facilitate a workshop or give a talk, give a keynote, it's the humorous things. It's funny because people say you go to a workshop or seminar, you're lucky if the average person remembers 10% of what we talked about. But if we've talked about something that made it funny, they'll remember that. They remember the funny stuff. They remembered the interesting stuff. And so, the humor, adds to that retention. You know, go back to the go back to the Maya Angelou quote that says, "People will never remember what you said or what you did, but they'll always remember how you made them feel." And people love to laugh. And, and so yeah it's a great retention tool. People remember those things.

**Peter Margaritis**

They do, and it's amazing, I mean, I know I have a really unique last name. It sounds like a cocktail, but as I was saying should be pronounced like inflammation. I put something together for an accounting talk, that was on a very complex accounting standard, but I created the story, and made it funny. And I used their mother-in-laws as part of the main character in this story. And people who were at that event in Arizona that time. If I go back to Arizona, they see me at some other place, they go, "You're the mothe-in-law guy."

**Bob Dusin**

Yeah.

**Peter Margaritis**

That's, that means, they don't remember my name which is fine but do you remember what I was talking about.

**Bob Dusin**

Right, right. Yeah, it's true. I gave a talk, a Keynote, recently group of health care workers. Health care organization, and the name of the group is Valued Health. I don't think they'll mind me promoting a little bit. But I gave a talk. They wanted it to be centered around improvisation, but also have a message of what all these healthcare workers have been through in the last year and a half. And so, improvisation lends itself really well to that, because the healthcare workers in the past 18 months talk about having to improvise. So, that you know the three, the three elements I talked about that relate to being a good leader, but also being a good improviser, were being present, which an improv class we say Be in the Moment. Be present. Take a risk. Don't just stand in the backup line and wait for somebody else to join the scene. And adapt. You always have to be adaptable. And so, it's those elements like you said, alluded to a little bit ago, those elements of improv that feed directly into leadership and how we interact at work.

**Peter Margaritis**

Absolutely, and I think that we were talking about this at one point time over the last month or so, we all improvise. Every single day.

**Bob Dusin**

Every day, all day.

**Peter Margaritis**

Right, every day, all day. And by the way, do you have a son or daughter?

**Bob Dusin**

I have two sons.

**Peter Margaritis**

Two sons. Well, I remember when my son was born, putting him in the car, and went, "Wait a minute! We left the manual behind." There's no manual? What do you mean? What, how am I supposed to take care of this? Well, we went through some classes beforehand, and then you know, baby gets sick, call your parents. All the neighbors who's got like 15 Kids, what do I do? But you go find out that information. We're improvising all the time. I just want people to recognize it.

**Bob Dusin**

Yeah.

**Peter Margaritis**

And then leverage that now versus just not really recognizing what they're doing.

**Bob Dusin**

Yeah, yeah, you know, one of the, one of the messages I had for the healthcare group I just spoke with was, you had to do all these things in the last year. Improvise, be present, and take risks. Moving forward, as leaders, let's not just do those things at times where we have to. Let's do them because we want to, and it makes for a better work environment. Let's look for ways to adapt. Not, not because our business calls for right now. It's an emergency, but let's look for ways to do that. Be more present, which you said earlier. Listening. You know, we have to, we have to make sure we're taking the time to listen, and not just focus on other things. And then take those risks. You know, I compare it to like I said, standing in a backup line in improv scene. Yeah, two people outperforming a scene, and two or three people in the backup line watching, listening, looking for maybe an opportunity to join the scene, but if you overthink it. And you think, well, is what I'm going to add gonna be fun? Is it going to be interesting? Or maybe these two people were just about ready to do something really cool or interesting or funny, so I better let them go. And you think about that for just a few seconds, and the scene may be over, or somebody else's jumped in, but you'd have to take those risks and not be.... and when I say risks I don't mean life or death risks, but the risks that we don't take because we're worried about what if we fail? What will other people think? Are people gonna think I'm worthy of doing this? And I battled that all my life, but improv has helped me get through and change my mindset on a lot of that.

**Peter Margaritis**

Yeah, that is so true. We get stuck in our heads a lot of times. And I remember when I first was introduced to it, I would be that person the back of the line. Is this just the right thing to make this move. And I remember being in Chicago, one of the workshops, and the exercise was the World's Worst. So, we had a backup line that was like up against the wall and the topic World Worst Police Officer. And you had to jump out, and if somebody came out world's worst police officer. I think I'm gonna give you a ticket. Naw, just go ahead and go on, and then jump back, he cannot leave that stage empty.

**Bob Dusin**

Right.

**Peter Margaritis**

Whether you say its funny or not, but you got to get it out. And you don't overthink it, and I see so many people today. A little transparency, I find myself also overthinking what I'm doing and just not doing it sometimes.

**Bob Dusin**

Yeah, yeah, we get, it's the, the old the, what do they call it? Analysis paralysis.

**Peter Margaritis**

Yeah.

**Bob Dusin**

We think about it so long we just end up not taking any action or, or, you know, not doing it when we should do it. I don't know, that made me think too, you know, I don't know how many times after an improv show. Even an improv show, we thought was mediocre at best. Just we weren't maybe clicking really well. People will come up afterwards and say, "Man, I just don't know how you all do that. How do you get, I could never..." You know, I'll say, "You ought to try it," "Oh, I can never improvise." And I want to tell him just what we said earlier, you improvise every day. What they're really saying is, "I don't want to be on stage in front of a bunch of people." That, that I get,

**Peter Margaritis**

Yeah.

**Bob Dusin**

You don't think you can't improvise because some of some people that I've, I've, improvised with, and performed with are in their normal everyday life. they don't go out of their way to try to be funny or they're, you know they're even fairly serious people. Get them on stage, and they can be hilarious. They can be really interesting and really good at. So yeah, people always saying, "Oh I can never improvise." I think so. I think you could.

**Peter Margaritis**

I think they could too. I was in Tulsa, Oklahoma speaking in this auditorium on this like balcony. And I had this huge screen, and I asked for volunteers and a couple exercises, and this on, it just went

crickets. And this lady said, "Okay, I'll come up there and do this." So, she bounced right up, and we had a blast on stage. Yeah, I don't remember what the game it was. I screwed up somehow. We made it, I wasn't trying to make it funny. We had a good time. And I said, "So, what was the hardest thing about this exercise?" "Volunteering." That's the hardest part.

**Bob Dusin**

Yeah.

**Peter Margaritis**

You put yourself out there. You lean into that fear.

**Bob Dusin**

Right.

**Peter Margaritis**

And then everything else... as long as the facilitator's doing their job, everything else is fine. It's just putting yourself out there.

**Bob Dusin**

Once you jump in the deep end, you got no choice but to swim. I mean, you know, you're, you're there. You do something. Find out it works.

**Peter Margaritis**

So, when you get... when you're putting those type of situations where there's really no net out there, and it's just, I don't know about you, but I get exhilarated. I just get so amped up. Where everybody else is like shying away. It's like, I'm running into the fire.

**Bob Dusin**

Yeah. Yeah, you know, I remember this has happened a couple of times that I remember, because I've done hundreds of shows over the years, but there's been a couple of times where somebody had started the scene and I jumped out into the scene and just went completely blank on anything. I didn't go out there with any preconceived idea of what I want to say or do. I just jumped on, and me and her just looked at each other. And then I looked at the audience, and then I looked at her, and everybody, we're both doing it. And everybody cracked up. Everybody started laughing, simply because I couldn't think of anything to say or do. That became funny. So yeah, it's it's taken that risk of just getting after it. You know, talking about when I moved to Chicago, that was the story I relayed to the group I just recently spoke with. Which was a new, I wrote a new keynote just for this group, and what they wanted me to talk about. So moving to Chicago is one of the stories where my boss here in Kansas City called me into his office, and I'll make the story a lot shorter, said they wanted to ask me if I wanted to move to Chicago to be a project manager on 70 story high rise building. It was going to last about three years. And that's where, again, I started getting in my head because we start thinking of all the reasons we shouldn't do it.

**Peter Margaritis**

Right.

**Bob Dusin**

Or why we aren't skillful or we don't have the ability to do it. We aren't... I was 27 years old and I was going to go manage 70 story high rise. And on the way home that night, I just kept thinking about I'm moving away from a town that I know really well. I've got great friends here. I've got family here. I'm moving to a city where I don't know anyone. I've never been a project manager. You know, I was just, I'm too young. I don't know enough. I was thinking of all these reasons for staying in the backup line, for not jumping in. And I went in the next morning and I told my boss I said, I'm taking the job because I wanted to commit. Because I knew if I had to talk myself out of it if I didn't. And I said, I'm doing it. Done. And, you know, it was it was a great experience.

**Peter Margaritis**

I can relate to that, I mean I started a bunch of stories, but as you as you were talking about that...I want to read something from your, from your website, that it's on your full bio. And it said, "He took his love of comedy and early success in TV and radio,( which we have to talk about) coupled with his passion for business, became a project manager, a human resource director and owner successful construction company before becoming an industry leading consultant, executive coach and facilitator. Human Resource?

**Bob Dusin**

Who's website are you reading?

**Peter Margaritis**

Yeah, that's what I thought the first time. No it's Bob's. I can see his picture there. It's, you've got a lot more in your background, other than being that civil engineering person, and you've evolved into a couple of different roles.

**Bob Dusin**

But it really, it really worked out great leader because when I was in Chicago, I'd been in construction project managing, project engineering for 12-13 years. And when that job was done, I wanted to move back to Kansas City, but there wasn't a job opening with the company I was with, and I left on good terms. So, I moved back, and I actually met a guy that had a small concrete construction company, so I partnered with him for a couple of years. And we did driveways and patios, and it's kind of a fun business. And then my old company that I have moved to Chicago to work with and that I've worked with here in Kansas City, called up and said, we have an opening here we wanted to consider you, if you want to come back to work for us to do training and human resources. And I thought well there's 180 degree shift from what I'm doing. Sure, that'll be fun. So again, before the voices got in my head telling me why I shouldn't or couldn't do it. I said, "Yeah, I'll do it." And so, that started that chapter and a whole different perspective. But, you know, Peter, that's really what got me interested in wanting to do what I'm doing now. I'd have probably never taken off to be a facilitator leadership development coach, speaker, if I hadn't gone into the human resources and training arena. Because that's what started



getting me up in front of groups and interacting more with people, and people issues, more than I was on the project management end of things.

**Peter Margaritis**

Yeah. As you describe in the story of thinking you're using, in your head you're using those two words that are critical in improvisation. Yes, and... when do I start? How much you got to pay me?

**Bob Dusin**

Exactly

**Peter Margaritis**

What's my relo package?

**Bob Dusin**

Yes, Yes, I can do it. And, yeah, you're right, good question, and are you gonna give me the blank check? So, yeah. In hindsight, I think, I think all of, you know, I like to think that a lot of the decisions we make are the best decisions. Even though I could have made different decisions, and those would have been the best decisions because it's about, again, improvising and maximizing what you can do with where you're at in your career, or in your life. So, you know, things would have been fine if I wouldn't have moved to Chicago. Who knows what else, where the path would have taken me. And I still may be right here doing similar to what I'm doing now. I don't know that, but I always look back and I never want to have regrets about, 'Well I wish I had done more of this, or more of this or pursued this a little harder.' Because you mentioned radio and TV.

**Peter Margaritis**

Yeah.

**Bob Dusin**

That was one thing I've always done is kind of a side job. And I've not done TV in the sense of being a broadcaster, but I've done commercials and voiceover work. And then that got me into doing voice work for, like, everything from training manuals to videos for, you know, workshops, or whatever. So, I've done that kind of as almost as a side job, and I never really pursued it as hard as I could have done it, but I just had other interests. So yeah, the voice and radio work is always fun, fun thing to do. That's different from what I'm doing now.

**Peter Margaritis**

Yeah, I know that you do some voices, and you want to give them a little bit of a taste of a couple of the characters that you have floating around in your head that you can do really well.

**Bob Dusin**

Oh gosh, there's, there's characters, and there's actually like impersonations and I used to do more impersonations. And so, nowadays a lot of the millennials have never heard of a lot of the impersonations I do. Because I really haven't worked on any new ones. But, you know, back in the day and especially in things like doing some stand up and stuff, I do. (Tom Brokaw impression) "Tom

Brokaw, with the NBC Nightly News. Hello, I'm Tom Brokaw, NBC Nightly News, more later on Dateline with Katie Couric, I'm Tom Browkaw." And Carson and then there's Bill Clinton. (Bill Clinton Voice) "I just I'm so happy to be here. I know you do a good Bill Clinton."

**Peter Margaritis**

Bill talking to Bill right now.

**Bob Dusin**

(Bill Clinton impression) ") "You know what? I like that. It's really awesome. It's the one of the best things I've ever done." But then that one leads into the old, old school leads into Don Knotts doing when he played Barney Fife. So, you take Bill Clinton talking like this. (Don Knotts impression) "This go into a little bit whinier voice. You know, you know, I mean you get Barney Fife, and I suppose I'm gonna go check with old Aunt Bee, you know and see what she's up to. So, say Ang if you ever see my bullet laying around I left it here somewhere. It might be laying over there on the, on the end table. Well I gotta go now gotta, You know, somebody's got to keep this town safe." So, Bill Clinton very close to Barney Fife.

**Peter Margaritis**

I never, I never realized that, so when you first started doing these impressions, was there one that just kind of, that you worked out to kind of get you started?

**Bob Dusin**

That was probably the one. Barney Fife was probably the one. I worked on others as a kid, and got close on some but, but another one, one of my earlier ones I did was, Arnold Schwarzenegger. (Arnold Schwarzenegger impression) "Because so many people when they do Arnold Schwarzenegger, they do a caricature of his voice. They do it over the top, you know, but I'm not that type of person that is going to do something, you know, too extreme, you know. I can say, get to the job and now, you know, but that's, that's the character Arnold, you know, doing, doing a character on the perhaps on movie or TV show."

**Peter Margaritis**

I, my, my first character that I did as a kid was Donald Duck, and then I started morphing into, (Marvin Martian impression) "You earth creatures very, very, very angry. I am going to zap you with my ray gun." And I just kept kind of building from that and...

**Bob Dusin**

I never, I never could do the Donald thing. I could do that (squawking sound). But I can't talk while I'm doing it.

**Peter Margaritis**

(Donald Duck impression) It is kind of difficult to do that.

**Bob Dusin**

I did like the space alien. That was probably one of them I did as a kid on Bugs Bunny. (Marvin Marvin impression) "Uradium 238 Space modulator."

**Peter Margaritis**

Yeah, the, uh, Marvin the Martian. But the one I've been working on for a while is Morgan Freeman, and but I worked at Morgan Freeman in a different way. I think Morgan could read you anything.

**Bob Dusin**

Yeah.

**Peter Margaritis**

Morgan, I just got a notice from the IRS . Could you read this to me? (Morgan Freeman impression) Dear taxpayer, I regretfully inform you that your 1993 tax return will now be under audit'. And just, it's that's soothing voice that he has. Oh sure! Come and audit me. I don't care!

**Bob Dusin**

His ability to put emotion in what he reads is just incredible. People that can do that is, it's amazing.

**Peter Margaritis**

How much voiceover work are you doing? How much of that are you doing today in your business to go along with your keynotes and your coaching?

**Bob Dusin**

You know, not not that much in the last probably five years. I haven't done as much, just because it does take time and effort to pursue it. To reach out to market yourself in that in that arena. And doing that takes away from all the other things I really want to do, and frankly it's not in a lot of markets unless you're a big fish. It's not really all that lucrative. So, you can spend a lot of time getting a voice gig, and then not get out of it. Unless maybe you're a union person, but union jobs pay more, because you get residuals. But you're also in a bigger pool of people auditioning for things. And so, it's a hard thing to really break into because there's so many people out there who can do it at some level. You're continually competing with each other.

**Peter Margaritis**

But yeah, I've always wanted to do more, one more voiceover work, to that point it's like okay...One: Getting Started. Two: Having that focus and energy, that time to invest into. perfecting that, and take it a little bit away from what you've already built and kind of perfect that.

**Bob Dusin**

Yeah, I mean I remember, you know, 10-15 years ago when I was working at it a little more, I'd go in for this is before I could do an audition, either via zoom or in my studio here and send it in. You went to the agency. You went to your agent's office and they recorded you there and you did this audition. I'd go in for something that was going to be maybe a 30 second TV spot or radio spot. There's 25-30 other people reading for it. Well, my, my chances of coming out, you know, and it just got, I just was investing

a lot of time in reading for parts and bits that so many other people were also trying for. And that's when I kind of think, I started thinking, there's better ways to invest my time and my efforts.

**Peter Margaritis**

Do you do this? During your, your keynotes and coaching, workshops, do you strategically at times use that different voice, use that character voice, just because they're not expecting it.

**Bob Dusin**

Oh yeah.

**Peter Margaritis**

It kind of snaps them like, he's been Schwarzenegger? Yeah, you know, and that's a great thing to do to catch people off guard with it. I was doing a workshop one time and I went into a voice. I think I started doing a Forrest Gump. And I said something like, you know, (Forrest Gump impression) "Now look, I'm not a smart man. But I can tell you something, and it's going to be something kind of important, so you might want to listen. And if you listen good. Then, I think you're going to be smarter for it." And I did that and people were laughing and chuckling and saying, you know, commenting and stuff. And one person in the back, she said, and I forget I can't remember the name, or is he doing, oh, she goes, "Is that Matthew McConaughey?" Everybody looked at her like, no, it is not. That was funny. So, but yeah you breaking into Arnold Schwarzenegger, you know, again, like, like Barney Fife was so old that if I did that in a group of millennials, they probably wouldn't know who I was doing. But if it's a group of as I am more experienced people, more people, people with more life experience, you know, you break into stuff like that and again it's that whole humor retention, gives the audience, it keeps the audience engaged with you, all that good stuff. Bob, I've got an idea for us. We should put an improv troupe together and do the Assisted Living Tour. They would know Barney Fife. They would know some of the characters that we...they would laugh at it.

**Bob Dusin**

Awesome. Yes, I love it. Yeah, we wouldn't have to, we wouldn't have to, to come up with any new stuff now.

**Peter Margaritis**

We could, we could do the young Carlin. You can do Bob Hope. Do Johnny Carson, they would, what they would just be over that stuff.

**Bob Dusin**

Another one, they, they don't know now because he's well he's gone now, but he's also been out there for a long time was Casey Kasem.

**Peter Margaritis**

Oh wow!

**Bob Dusin**

And I always like to do Casey Kasem. (Casey Kasem impression) "And now on with the countdown. Here's a long distance dedication from Peter Margaritis. Peter Margaritis in Columbus writes, Dear Casey..." You know, and then you throw in some song title. So, we do have to find an audience for people that recognize all that.

**Peter Margaritis**

Yeah, and they would get as big a laugh as I just got me doing Casey Kasem. Good man did that take me back.

**Bob Dusin**

Oh gosh.

**Peter Margaritis**

A number of years.

**Bob Dusin**

Yeah. (Casey Kasem impression) "Keep your feet on the ground and keep reaching for the stars."

**Peter Margaritis**

Well, even the millennials, listen to our music from back in the day that classic rock is becoming more and more. So, maybe some of these voices that might start resonating with them. But if you've if you don't recognize any of these impersonations that Bob is doing, go Google it. Go Google the character, the actor and listen to him and realize how good this guy is with these voices because they're pretty much spot on.

**Bob Dusin**

I should really, and I always think I should start working on some new ones that I can use in workshops and talks and things that maybe more people would recognize. You know, I worked a bit on Trump and Biden. And I hate that. I hate to get into the whole that I, for people to speak it's political because, you know. I don't want to do that, but there are a lot a lot of cool current voices out there that are really distinct that I think, you know, we just worked on...the person worked on. They'll, they'll get them.

**Peter Margaritis**

I've always want to. I've tried to do Obama, a number of times and there's, he had a little whistle in his voice and he adds that cadence. That pause.

**Bob Dusin**

That kind of staccato cadence, where he pauses at kind of odd times, and then punches a certain word when he does it, yeah. Yes, he's a tough one to do. I've tried that, and it's funny because I find myself at certain times listening to people, especially a famous person, and thinking how could I impersonate... how would I start to do an impersonation? I get to where I'm not even paying attention to what they're saying. I'm just listening to that voice and the how they, how they talk, you know. I'm like, I don't know what the guy said I was just trying to figure out how I could impersonate him.

**Peter Margaritis**

Obama was on WTF podcast with Mark Marion, I believe his name is. And I must have listened to that dozen, two dozen times, trying to get that cadence. Trying to that. And then there was another thing where he was on the podcast of, interview by his over his right hand man at one point time during the campaign. I can see him. I just can't remember his name, and I listened to that...

**Bob Dusin**

Oh. Wasn't it like Rahm Emanuel or somebody?

**Peter Margaritis**

I listened to that exactly as you said. I wasn't listening to the words. I was listened to the cadence. Listening to how, and trying to get it down and I almost got there, and then. I've got his book, his audio book.

**Bob Dusin**

Okay.

**Peter Margaritis**

And I've got a long ride coming up to Southwest Florida.

**Bob Dusin**

Oh there you go.

**Peter Margaritis**

And the book is about 12 hours, so that's my idea of working on maybe his voice over this 12 hour long car ride.

**Bob Dusin**

Yeah. You need to just play, you know, two or three minutes and then pause it and then work on it, then make some more.

**Peter Margaritis**

And then work on it. Yeah, absolutely, absolutely. Well, Bob, we could go on for hours about the stuff and we will. And I'm looking forward, I'm looking forward to because you're part of C-Suite thought leaders and thought council, and when Jeffrey has a one of his original, not one of those, all day, council meetings, you use to have them live and in person.

**Bob Dusin**

Sure.

**Peter Margaritis**

You know, I can't wait until he has that again, because you and I will have to give them a little bit of entertainment.

**Bob Dusin**

Oh, that would be fun!

**Peter Margaritis**

Do some improv for that group. That would be fun.

**Bob Dusin**

That would be great. Yeah, I would look forward to that, and I'm looking forward to anything that we can do where we're in person.

**Peter Margaritis**

Yes. Live in person and not on Zoom, Microsoft Teams or any other kind of virtual platform.

**Bob Dusin**

That's great. Yeah, absolutely. No, that would be, that would be hilarious.

**Peter Margaritis**

So, I appreciate your time. Thank you so very much. I like to laugh on my podcast, with my guests, but I will admit this, this, you had me you had me laughing.

**Bob Dusin**

Well, thanks. Yeah, thanks so much for the invitation. Because I know you, you speak generally on a similar, you use improv techniques, and in what you write about, what you talk about, and things. And it's just a great there's, there's so many different ways to look at that. And I really applaud the work you do with integrating improv into our personal lives and the business world and how we interact.

**Peter Margaritis**

I can really appreciate that and, you know, when I mentioned about having you on my podcast, I go I know we both speaking in the exact same space. That's okay. The more that we can raise the awareness that this is a tool, a leadership tool and not a, it's also comedic tool. But it has a lot of leadership characteristics values at work. The more we can raise awareness to more business we both will get and other improvisers, who view of the same vantage point will hopefully increase their businesses as well.

**Bob Dusin**

Absolutely, absolutely. I think it's a, it is truly something that resonates with people, and it keeps it from being another boring workshop or another boring presentation. People want to look forward to being entertained or, you know, whatever the words are they use now edutainment or, you know. They want to be informed and have takeaways, but they want it to be fun.

**Peter Margaritis**

So, Bob, how can people find you?

**Bob Dusin**

You can find me, my website is BobDusin.com That's B O B D U S I N.com, and I just searched Bob Dusin on LinkedIn and I'm there too. So, yeah, and there's contact information if for any reason if anybody would want to contact me or, or just have a conversation with Don Knotts or Arnold Schwarzenegger. I'd be glad to do that. So, yeah, you can, you can find me in those locations, and again, Peter, thanks so much for having me join you today. It's been a blast. I love talking with you.

**Peter Margaritis**

I appreciate it thank you for joining. This was a lot of fun and I'm looking forward to when our paths crossed again in person.

**Bob Dusin**

Absolutely.

**Peter Margaritis**

That will be a scream.

**Bob Dusin**

Excellent. Look forward to it, Peter, thank you

**Peter Margaritis**

Alright. Thanks, bud. I want to thank Bob for his time and discussing the leadership components and values that improvisation brings to organizations. I will conclude with an improv quote that I feel is fitting for this interview." Listening is not merely hearing. Listen, is reacting. Listening is being affected by what you hear. Listening is active." My two cents. Work on your listening skills, every single day. Thank you. Be safe.