

Nick Lozano - S6E1

SPEAKERS

Nick Lozano, Peter Margaritis

Peter Margaritis

Hey, welcome back, everybody. It's been a while since I had the pleasure of interviewing anybody. And we're going to start off this New Year, and we'll start off 2023 with my friend, Nick Lozano. Now, for those of you who are listening, you will have to go out to my YouTube channel because normally we have two other guests with us. Brian Comerford and Roxanne Kauffman, and they couldn't fit it into their schedule. I, whatever it be, they're busy people, you know, Nick and I apparently aren't as busy as those two guys. So, we've got, we both have these backdrops, virtual backgrounds, with a milk cartons on them with the pictures of each of them one on each carton, and it says, Have you seen me? So, we're looking for our two guests. We'll have to get them back on the podcast real soon. But you will get you can visually see this on my YouTube channel. So first and foremost, Nick, thank you, boy, thank you for making me laugh. You popped that up, and taking time out of your busy day, or maybe not so busy day.

Nick Lozano

So, what I think I heard in that intro is I'm not as important. Just joking. No, I'm happy to be here. And like you said, you know, unfortunately, Brian and Roxanne couldn't be here. And we always have a great time speaking with them, but you know, we're recording this towards the end of the year and people's schedules get crazy trying to pack everything in before the holidays. Yeah, so I'm happy to be here. Glad to be back on the show. Thanks for having me, Peter.

Peter Margaritis

Oh, you're welcome, man. So there's a lot that's a lot going on in both of our lives and stuff. And we were trying to figure out what to kind of discuss, discuss what it looks like more than the 2023. Brian said, Well, why don't you share my story we can talk about that a little bit too. I'm now at Oklahoma State University, I think if you have listened for a while you know that I have. I went from a 1099-person independent contractor to an employee. Now, Nick is an employee and you've been a W-2 person for how long?

Nick Lozano

Oh, for as long as I can remember. But, you know, I'm kind of a weird person who's just always had a side hustle of some kind, whether it's like consulting or, you know, Brian and I started a record label, so I've got that now, too. You know, I'm just kind of always dipped my toes. And that's a tough transition. I mentioned it has to be for you, right? Going from a W-9. And I had to give you credit, being a CPA, I thought you're gonna mess it up for a second there. When I went from a W-2 was like, Wait, he's been filling out the wrong forms this whole time.

Peter Margaritis

This whole time. We've got to take a step back. Okay, so you guys still have the podcast?

Nick Lozano

We do? We do. Yes.

Peter Margaritis

Okay. It's exe.

Nick Lozano

It's Lead.exe. And that stands for Leadership.execute. It's a bit nerdy play on words, right, where you run a file on a Windows machine, and it's a .exe file type for execute.

Peter Margaritis

Okay, that was kind of nerdy. That's kind of cool, because, you know, accountants are nerdy as well. And you started a record label? No, I'm not. I didn't, we have to talk about that. So, Nick does a lot of other stuff. He consults, but I got to know about this record label before we start talking about the other stuff.

Nick Lozano

Yeah. So, Brian had come to me. So, those of you who aren't familiar with Brian Comerford, he has been an electronic music DJ for, jeez, probably like 30 years. And he recently just released a record, and we put it out on our own label. Because Brian was like, Well, I don't want to go through all this stuff. Like trying to promote it and try to get a label to sign it on, and there's like marketing things. And he's like, what do you think about just joining up and putting out of the janitor media umbrella, which is, you know, the LLC that we formed to put our podcast in and anything else we do related to that? So, like, okay, let's just do that. So, he released his album, it is out on Bandcamp right now. It's called, man, he's gonna, he's gonna kill me, but he shouldn't be here. It's static goes. It is on Bandcamp. It is under e 23. And what I will do is after this, I will send the link. We're going through the process right now of submitting it to iTunes, Google Play, Spotify, and all that. There's just so much archaic things that that, so many weird, bureaucratic archaic rules to music. Like, I got submissions back, it's like this music has more than 15 seconds of dead airtime at the end. Can you trim that? So it's only 10. It's like, it's like one of those things where I'm like, just give me all the rules written out instead of me submitting it and then finding out afterward. Because, like, I'm an I'm an analytical guy, right? I'm a tech guy. You're an accountant, CPA, right? Give us the rule set. Right? Give us the rules we're playing with and we'll follow the rules.

Peter Margaritis

I guess Dave Matthews got away with that and one of the songs 'You and Me' there's like a like a 30 second dead air piece, but I guess he's Dave and he got away with that. And you guys are just...

Yeah, exactly. You know, it has it's yeah, it has this thing. So oh, it's "Consumed by Ecstatic Cargos." And so that's Brian. He's DJ e23. And Chris Mosdell, who is his cohost. Actually, I'll probably get this

wrong. But that's why Brian should not be on a milk carton. And he should be here in front of me. So, Chris Mosdell, who wrote some of the lyrics actually wrote a bunch of stuff for Japanese pop music in the 80s and 90s. And I believe he even had some involvement on the Thriller album, as well, too. He has some musical writing credits on that. And that's, you know, Thriller is probably one of the greatest selling albums of all time. That's Michael Jackson's Thriller, if people aren't familiar with that.

Peter Margaritis

So, you guys got a record label? Is it under the Record Label Janitor media?

Nick Lozano

So, that is under Ronin Janitor records. Yeah.

Peter Margaritis

Okay. Okay. Got it.

Nick Lozano

Yeah. Yeah, that was Brian's thing. You know, I always go by the Ronin Janitor, and he's like, why don't why don't we do that just has a good ring to it. So yeah, that's what we've done. And so, it's, it's been fun and interesting thing for me, you know, pick up something different and new, you know, a different challenge, something I've never done before. Which I'm sure you're going through some of that too, right with being a teacher and teaching faculty and making that career change. Right?

Peter Margaritis

It is. But you always have to do a lot of different things. So, you always try to stretch yourself and to different ways and shapes and stuff because like you said, you got a W-2, but you've got a side hustle. And you've done some consulting with me. Trying to teach me how to use technology. I think he gave up. I mean, it's almost somewhat of a lost cause. But...

Nick Lozano

I think he must have went on your way to becoming a W-2 employee. So.

Peter Margaritis

And had a lot to do with it. Yeah. And my role at Oklahoma State, it's twofold. One, it's this director of the School of Accounting Communication Center, which is not built, but we're in the process of building it. And the idea is to take what the University already has in writing and maybe some presentation skills at the basic foundation. And usually, that's where most students walk out of college with that. But we're going to put a lot more walls, a lot more roof and a lot more substance to it. We're going to go deeper into better business, right. We're gonna go into this example how to do a better presentation. How to set up a presentation. Talk about how the essence of networking and emotional intelligence and negotiating and set our students apart from other students who in accounting profession who may go to Oklahoma University but will we're going to be able to show on their resume that they've successfully completed this workshop, and that those foundational skills of communication versus, well, these people over in Oklahoma don't have that. OU will probably will more likely pick up the good people from

OSU. That's Oklahoma State University. Not THE, I will just leave it at that. Most people who know the other OSU. It's THE.

Nick Lozano

You know, they try to copyright, THE.

Peter Margaritis

They did.

Nick Lozano

It didn't go through for them.

Peter Margaritis

It did go through.

Nick Lozano

Oh, it did?

Peter Margaritis

It didn't go through! It went through last year.

Nick Lozano

Why did they give them that? Why they give them that?

Peter Margaritis

I don't know. I don't know.

Nick Lozano

Yeah, that's a great perspective that you brought in, you know, of you guys are trying to take, you know, younger college age students, I guess not everybody's young who goes to college, right? I went to a university. You know, my freshman year, I was like, 25. So, I was, I was an old dude. You know, the oldest person on earth when I'm in those classes. But that's the thing. I just remember learning technical things, right? I don't remember learning about well, you know, emotional intelligence wasn't really a thing. But I don't even remember learning about personality traits even or how to give a presentation, like, I had a presentation class maybe. And I had to give one presentation. Don't remember learning speaking skills, but those are the things I always feel like are more important in business and leadership roles, right? Because anything else I can flick on YouTube or read an article or pick up a book and learn something technical. Not saying the technical things aren't important. They're a great foundation. A great base that you need to keep learning on. But you need to do the same thing on those soft side skills too, right, and it's great that you guys are exposing people to that ahead of time.

Peter Margaritis

Yeah, and we are that's what really intrigued me about accepting this job is that opportunity. I've been trying to have had that impact on people who've been out in the profession probably way too long. And some of them have been out there just to develop a lot of bad habits, and don't have the time to think about what can I do to change the way I am perceived? What can I do change the way I communicate? Because accounts speak a foreign language. Accounting and they all laugh when I say that, but then I go, "Have you ever talked to somebody in sales and using your language they've got that deer in the headlights look?" And they all shake their heads. Because you speak a foreign language. Yeah, for them to come out with the skill set plus, part of the role of the Communication Center is to provide feedback, which they don't get a whole lot of feedback. We did a test project, one of the classes they had write this memo, and the professor said, "Well, I usually grade it for content. Can you grade it for style and grammar and all of that?" And I did a sampling, it was kind of late in the term, about 60 papers. I took about 15 of and did a sampling of it, and saw some consistencies in it, and wrote, wrote a memo back to him and the proper style to give to the students and to this quick video. And went, alright, they've never had that kind of feedback.

Nick Lozano

Yeah, and I mean, especially from a technical, you know, I work in technology for people who haven't heard any of the things in the past. You know, we deal with the same kind of thing, right? Highly technical in nature, but then you got to go speak to business leaders about something highly technical, right? Leave the technical mumbo jumbo out of it, right? It's like, I always like to tell people, when you're presenting to people who aren't, it's not that they're technical, but you need to understand the audience you're presenting to. Right?

Peter Margaritis

Right.

Nick Lozano

And when I'm talking to non-tech people about technology, things, I like to stop back and think like, How can I explain this like a five year old, right? To the point where I don't need to leave the details, I need to be 10,000 feet above, just so that somebody gets a concept. And sometimes analogies are great for that. Right? And the thing, the one I always like to use is building a house in technology, because people are like, well, can you build this app that does this for me? And it's like, well, what kind of house do you want to build? Right? Because that can build any kind of house you want? Do you want a ranch? Do you want a craftsman? Do you want 7000 square feet? Do you want 20,000 square feet? Do you want 800 square feet? Right? And I give those concepts like when I'm speaking about building applications, right? We can build a website, you know, that's our smaller house. That's our ranch, right? We can build an application that talks to other applications. And maybe that's our 20,000 square foot McMansion. So, I like to, I like to use analogies a lot when I'm talking to, you know, people who might not be in the technical domain where you're the technical expert in that domain. I always find it's a good way to kind of like, bring people to an understanding point.

Peter Margaritis

This is where we need Roxanne. Because there she is, she's on the carton.

Nick Lozano

She's missing.

Peter Margaritis

We, she shared with me, because I'm her virtual CFO. I think you knew that fractional CFO. Yep. And, and she's been looking at doing more taking her content and going online with it on demand, online learning. And they found this organization in Dublin, Ohio. And I guess they thought maybe she was too small because they had the tech person come and be the salesperson. She said she rather scratch dries out. It was, he was he was talking code. He was talking IT mumbo jumbo like accounting mumbo jumbo. It's and she goes, I'm not doing business with them. And they even had the gall to send a proposal. Well, you didn't care enough to send your salespeople you said the IT person who probably does a really good job at what he does, but communication with the outside wasn't part of that skill set and lost that piece of business.

Nick Lozano

Yeah, I can believe it. And when you're saying that, it reminded me, a friend of mine gave me this quote it was from I believe it's Teddy Roosevelt. It's, "Nobody cares how much you know, until they know how much you care."

Peter Margaritis

Yeah.

Nick Lozano

Right? And that's a great instance of that. Right? She could tell right away that the person speaking to her, didn't really care that she didn't understand it.

Peter Margaritis

Right.

Nick Lozano

And to me from a sales perspective, and you know, you've done sales, right, because your W-9 employee. You're the salesman, right? If you're not tailoring your pitch or your presentation to your potential client, you're doing yourself a disservice. And the same thing goes when you're, you know, an internal a W-2 employee, and you might be that account or that CPA, and you've got to present to a different team who's not technical in that domain. You still have to sell to those people. Right? And I think that gets lost in translation sometimes where they're like, Oh, it's just a conversation between the two. But sometimes you're in a selling position. You're in a presentation, you're in a pitch position, right?

Peter Margaritis

Oh, I agree. I agree. And I think most technical people, unless they've had some training, they do what they see. And what they see is wrong, but they don't know that it's wrong. It's, and there's been a few instances recently that I've been in a meeting, and gone, 'Oh, there's so much consulting work with

inside this building.' But do you think I mean, these are these are very smart people, and they deal with lots of data and stuff. But in talking to mostly other smart people within the within that know the knowledge, but some of us don't. And when they get on this when they speak at conferences. You attend a lot of conferences, you know, and anymore, they all it's all pretty much the same thing. It's just technical, technical, bad PowerPoint slides, and every now and then, you'll get someone who's got some, some humor to them or sort of knows how to do a presentation to go, 'Wow, this was fun.' The others have just been. But you just gotta want to do it, I guess.

Yeah, like you're saying you have to care, right? You have to care about who you're presenting to. Taking the time to, to understand your audience that you're speaking to, right? And especially when it's a, it's a paying gig, right? You're getting being paid to go speak somewhere to someone, I feel like you owe it to them to understand who the audience is to try to interact, try to engage with them to try to find points that connect with them. When I present I always love using humor. That's just who I am. I mean, you see my ridiculous LinkedIn content Sometimes where I have a poll is a hot dog a sandwich.

Peter Margaritis

That's right! I love that one!

Nick Lozano

Somebody got mad at me. They're like you're ruining LinkedIn. But I'm like, you know what, if we were here in an office together, we would talk about those things anyways. So, how is this any different, but I digress. But I'm the type of person I always try to inject humor, because when you go to this presentation, sometimes I feel like that gets people moving. Right? You make a joke, or I like to make dad jokes, right? So, I'd say, you know, like, what did one Dorito say to the other Dorito?

Peter Margaritis

What?

Nick Lozano

Cool Ranch. Yeah, so I you know, just crazy thing. I'll look at my slides. If I'm running behind, I'm like, oh, yeah, all that's true. That's true. Next slide. You know, and I feel like it's more about understanding your audience. And, you know, feeding off of that. And that's where I think it's great exposing people earlier to that, because they get to practice where the situation is not as high stakes, right? You're just doing it with your peers. Everybody's learning together. We're giving constructive feedback. And anyone who didn't have this opportunity that also recommend like a Toastmasters too.

Peter Margaritis

Yes.

Nick Lozano

It's a great place to kind of dip your feet if you're already a professional, maybe mid-level manager. It's a great way to kind of hone your speaking skills.

Peter Margaritis

Yeah, I, we, I do tell audiences. That's where I started cutting my teeth in this in this whole presentation world. The aspect of giving these students the opportunity, one to fail, to be critiqued, to think differently. So, to learn more about the audience, and how to tailor a technical presentation to that audience through stories, and metaphors, or whatever. I think it sets them out on the right foot and differentiates them tremendously from those within the firm, within the company, within the accounting department, as well as those who were getting hired from other schools. That are the first ones to go, "Wow, these guys are coming out with this foundation. We need to we need to bring more people in from Oklahoma State University." And that's the, that's the goal is help these kids become that kid, these students, these young adults, to become better in their communication skills and their communication journey. Put them three or four years ahead of where they would be coming out if they didn't have this, and just make them more competitive, and successful.

Nick Lozano

That's amazing, in my opinion, and I like you brought up that point of failure, right? Give them the opportunity to fail. And that's always something people say in tech. They're like, fail fast and fail often. And I also say, you know, you can't forget about one other part of failure, right? Is the learning aspect that comes from that. If you just constantly failing and you're not learning the lesson, somewhere in between there. You're you're kind of wasting, wasting your time failing, right? You have to stop and think like, okay, well what happened here that messed up? And how can I learn from that to never do that again? And I know, I know, I've done that in my professional life, I've mistakenly deleted a database of users and I'm like, well, you know, my lesson is to make sure I'm in the right database when I run that, and I will never do that again. So, in that brings me like one of the leadership principles I always like to do is when I'm working with new team members you, I often like to tell them about the stuff I messed up. The key principle we need to learn here is to learn from that mistake to take some take something out of it, so we don't make that mistake again.

Peter Margaritis

Yeah. Someone told me this. Took the word fail and turned it into an acronym. First Attempt In Learning. And that has stuck with me, and it's, making a mistake, you have to be criticized, hopefully you're not criticized or humiliated or anything like that. Talk it through. Figure out what you did wrong, and then just move forward. And don't do it again. But feedback. So, I have in my classes, I have TAs, because I have a class of 150 and a class of 68.

Nick Lozano

And you can't manage it by yourself?

Peter Margaritis

Some days, I know, God, no, I can't. Some days I could, but that's usually the day that I'm not in class. And I'm wanting to get the TAs involved, to lead the class. And I asked this one student, and she said, Sure. And she kind of just was like, this was like, maybe three hours before class. I wanted to see how she will react. She reacted perfectly. Got there, and she started doing a presentation. And she was behind the podium and couldn't see it, but I could see it and she was literally hugging herself. And she would then she would ask a question. And then or ask a question, try to get a response, about one beat

would go by, and she would lean into it. So, afterwards, I just took her aside, I said, did a great job, a couple of things, but the hugging, and I said, let a pause, hang out for a bit until somebody says something. She took it personally. And I had I had a follow up with next, I heard through the student grapevine and I followed up with the next day said, Look, I made to your point I made all these mistakes. You don't know any different. I'm trying to I'm trying to help you so you can be better at and by the way, you did a really good job for being thrown into the fire. So first and foremost, keep doing what you're doing. And I'm here to provide you feedback as the director of the communication center, even though I'm teaching this class. It's still one of my roles. Ask for help. I keep telling her just call me in and I'll sit and watch you guys. And I will give you constructive feedback. It's not personal and will just only help make you feel better. And if you'd rather not me do it, the video yourself and watch yourself. A professor agrees we'd rather you come in. I hate watching myself.

Nick Lozano

I think that's a great point, right, hat you brought up is the ability to take feedback, right? Don't be one of those people like, Ah, I'll take feedback, but I only want positive feedback. Right? And that, like when you run into that, as a leader, it's like, okay, well, we need to just have a conversation here that this is just constructive criticism. You can either take it or not or leave it. But this is not an attack on you personally. You're trying to help raise them up so that they can be better than where they are now. And especially things like that speaking, it's so easy to be stuck in that moment and not realize that you're doing things or rambling or doing the ohms and ahhs. Everybody does that at some point. But you know, it's easier to get those things if either somebody is watching you, or you go back and watch the video, yourself. And I will say one way to get good at speaking is what we're doing right here. It's just having a podcast. If you go back and listen to my first episode with Brian, it is absolutely horrible. It is sorry, Brian, you're not here. But you know, my feelings on this. It is an absolute horrible train wreck of us talking over each other. But over time, this is just helped me hone in on my communication skill, my style, which is then allowed me to then hone in on speaking in public, because I'm used to it now. It's just something I do. And like you said before we got on here, like how long can we talk? I was like, well, we've got 55 minutes, I could talk for all 55 of those if would you like. Practice, practice, failure, failure. Like you said, it's your first attempt at learning.

Peter Margaritis

Absolutely. And it's something that's been fun to enter. I love the students. I've got great students. Their really nice, and the faculty have been very welcoming. The University has been very welcoming. But two big things in this transition. I've been a Mac guy for 15 to 20 years. I'm a Windows guy now. You see these ten fingers? Their 10 Thumbs. The first three months these were 10 Thumbs. Well, okay, let's rephrase that. There were eight thumbs, two fingers were working really well a lot when I kept getting mad at what I was just stumbling over. It was frustrating. And I'll be completely vulnerable here. I have not really used Excel in 12 years, 13 years. And I was doing the homework assignments, so I know what they were the students had to do. And there was an Excel spreadsheet I had to turn into a graph. Took me two hours and it was more columns and four rows of data. It took me two hours. I was on YouTube. I couldn't figure it out and finally figured it out. And I like, well, there's two hours that was actually well spent because it frustrated me to the point that I realized my skills really, really weak. And I've got to hone them up. That's, that's fine. But calendar hijacking is probably the majors biggest, you

know, all of a sudden, I've got the day available. And oh, how did this get on my calendar? Oh, it's a meeting. Oh, I probably should attend. But...

Nick Lozano

Yeah, that's, calendar hijack is real. You know, I'd like to make a point here real quick before we go to that, but it was something else you said. It's about that Excel sheet. Right? And I always like to use things like that, as a great example, a great reminder to have a beginner's mindset, right? It's really easy to be an expert in something and forget what it's like to be new at something. And what you just had was a feeling of being a beginner. And all you have to do is keep that memory with you when you're making content or course stuff for students. And remember that moment what it was like to be brand new and not forget that, you know, there's points where you might need to explain stuff more. And make sure that somebody understand something that might be inherent to you. So, I will leave that as a little nugget of what you just said to me there.

Peter Margaritis

That's such a great point. Because there's a lot of things that I've done. This first semester that's been new, a new learning management system, a new class, a new textbook, a new way of looking at accounting, new faculty members, new everything. And really, I felt like I've got all thumbs and no feet. But and people will say how you doing, I'm drinking out of a high pressure firehose here. It's about the beginning of right before Thanksgiving, that Firehose started to slow down a little bit, I'm a lot, as frustrating I was for three months, I'm a lot more confident what I'm doing. But man, it was a rough three months.

Nick Lozano

But you'll always have that now, right? Because the LMS, which is a learning management system for people who don't know. Colleges use them, universities and corporate organizations use them to do content and test and stuff like that. But to my point is like, you know, your students experience that as well, too, right? They come in straight off the street. They're at a high school, who knows if they use the learning management system or not if they even used Excel. There's so many high schools and lower education, where Google just basically gives them so much stuff for free that it's easy for a school system just to be on Google, like Google Sheets, and all that. So, it's a great and like I said, it's a great reminder to remember what it's like being new in that environment, because you're going through it now as faculty, not as a student, but you're using the same things that the students are going to use.

Peter Margaritis

Oh, yeah. And this class is for sophomores. I have a few freshmen in the class and, I tried to find out who they are early and just go, okay, we're learning, especially this time, we're learning this together. I'm a freshman here too. Just not another student, not a student. No, this my first-time teaching here at this university. So, don't feel, don't be afraid to ask questions.

Nick Lozano

I like that. So, I'll leave it. So, when I had a professor. What's he? My stats professor, something like our business calculus. And we all go to the room. He's a younger looking guy like me, at the time, and he's just sitting down in the room. It's the first day of class and like, obviously, you don't know what the

teacher looks like. And he's just sitting in a room and he's like, Yeah, this guy's sitting there. And he's like, you know, what, how long before the professor not shows up? Can we just go home? And this guy just keeps talking. He's like, oh, you know, like, I think we should all just go home. Should we take a vote on just all going home? It's like, has anybody seen this professor? And this is before, you know, like, everybody had Facebook and whatever, and you could look anybody up. And he takes a vote. He's like, okay, we should all go home. And now it's like, Are you sure? You think the professor will know? And he's like, I don't know, let me ask him. And he turns around, he puts a hat on, he's like, what do you think? Do you think we should go home and then he stands up, he's like, Hi, I'm Professor like, such and such. He's like, I know, I look like I'm 17 but I'm not. So, it was a great reminder, great icebreaker and the class just instantly felt, you know, like really close to him. Like, like he, you know, like he used humor as an icebreaker to connect with his audience. And I know you're big on that too.

Peter Margaritis

Well, what I do with these guys, is there's, this class has a really bad reputation around the University, business school, because it's accounting. It's hard. It's different from the others. However, I came in, I said, okay, I know what you've heard about this class. But here's, here's the thing. You're taking financial and managerial accounting merged together for a semester, versus having take each individually for a semester each. So, you got a semester that you don't have to really deal with accounting. That's the upside. And then I'm like, this is your first entry into accounting. So, I have my, I brought my juggling balls with me. And this is me juggling. I went know each other. So, I threw them and they all fell to the ground. Oh, and I did again. I think after the third time I went, this is how you're going to feel the first two weeks. You're learning how to juggle, and you're not going to juggle well, and it's going to be very... And then I started juggling and dropping them, juggling and dropping them. So, by the end of the term, you should be able to keep most of the balls up in the air, as long as you've been coming to class and doing all the right things. If you haven't been, they'll still be dropping the balls all the time. And that story, that intro got around the Business College almost immediately. I had a few people stopped by and go, "Are you the juggling professor?"

Nick Lozano

Yes, I am.

Peter Margaritis

But that helped connect them with me. And, and that's I'm actually finding that my guitar and finally learn how to play the guitar started December 1st. I'm taking online lessons. And I'm thinking about the very first class of the spring term is taking my guitar in. I just I just started learning this back on December 1st. And this is all I can get and see how far I can improve by the time the end of the term shows up. That's a good idea. That's a good idea. Yeah, yeah, just trying different things like that. Because it's all about the audience, right?

Nick Lozano

Yeah, it is. And whether you're presenting, like we said externally or, or internally, it's understanding who you're speaking to. Right?

Peter Margaritis

Yes, absolutely. So, I guess we're not going to talk about too much about 2023, because we're getting close to being out of time.

Nick Lozano

Brian and Roxanne might be better.

Peter Margaritis

Yeah. They tend to pontificate a little bit more. Oops, that came out.

Nick Lozano

Well, I mean, Brian just sounds like a late-night radio DJ anyways. So, it probably be more soothing coming from his voice.

Peter Margaritis

From his voice. Seriously, I looked, I said, I looked right at you. I looked over there. That's Brian. Oh, okay.

Nick Lozano

Well, that is Brian. Yes.

Peter Margaritis

So, what's on your radar for this next year, if you have like one goal you tried to achieve?

Nick Lozano

Yeah, I think one goal that I'm trying to achieve is just, you know, trying to figure out something more to do with this record label thing, right? It's more of a challenge for me something that I have never attempted and like you're juggling balls, right. That's what I'm doing right now. I don't know how to juggle these balls. So, I'm trying to get more in to that. And I think Brian wants to do another release of some of his old catalog content. So, I'm just taking some of the skills I have and seeing if I can adapt them here somewhere else. That's one thing I always think is great about learning. Right? You can always take something you've learned somewhere else and find a way to adapt it in another domain.

Peter Margaritis

Yeah. Yeah, that's, that's cool. That's cool. I haven't quite figured out what mine is. I mean, I am gonna learn how to play the guitar and threatening it for a number of years. I was, I'm gonna stick with it. I don't know what last year was. There was a lot of firsts. There was a lot of things. There's a lot of picking up and moving to a state out of Ohio that I guess I had to go to states to have Os in them now. I guess. Maybe Oregon or Oregon State University would be my next. Just kind of reassimilated to an area that I really didn't know much about. And I think this next year I want to get to know Oklahoma better because I think it's probably the worst kept secret or the know the best kept secret. That's right, out there. It's, I don't know, I've come to really liked this area. Enjoy it. Enjoy people. And but I want to explore more and I did not know this prior to getting here, but it's section of route 66 goes through Oklahoma. And I'm taking some time off at the beginning of the year. And I'm gonna go through

Route 66. And stop and see the big blue whale and find some funky restaurant and just kind of I've always wanted to do that but I never thought I didn't really realize it came through Oklahoma. So, I'm gonna be doing that. Next year's gonna be more about exploring.

Nick Lozano

You know, I like that idea. And there was this guy I heard years ago, and we're kind of out of time, but Alastair Humphries he had this book about micro-adventures. And he's like, you know, people, always talking about they don't have enough time to have an adventure. He's like if you work nine to five, think about the adventure you can have on the off time from you know six to eight. What mini-adventure can you have inside of there? And like you said part of route 66. Go find that see if you can fit something in. Make sure you make that time for yourself to do something fun and interesting.

Peter Margaritis

It goes through Missouri comes to Tulsa and it goes south into Oklahoma City. Stillwater is about an hour northeast of Oklahoma City in about an hour west of Tulsa. So, it's just outside of that, but It don't care. It might be something I won't do between six and eight but weekend trips. Once I get this all figured out. And by the way, I'm closer now to Denver than ever before. Apparently, the real estate moguls got some places we need to get the gang together in Denver at one of his Airbnb and ah...

Nick Lozano

That's funny last time I talked to Brian he was like vacuuming one of his Airbnb. I'm like are you vacuuming? Yeah.

Peter Margaritis

Well, buddy, thank you for taking time out. It's always a blast talking with you, and we can have fun at their expense.

Nick Lozano

There you go. Thanks for having me on Peter.

Peter Margaritis

Alright, buddy. You take care. I would like to thank Nick for his time knowledge, thoughts, humor and therapy about being a W-2 employee for the first time in 12 years. And always remember there are people who prefer to say yes, and there are people who prefer to say no. Those who say yes are rewarded by the adventures they have. And those who say no are rewarded by the safety they attain. Be a yes person and thank you for listening.