

CEO Interviews - Month 2 - David Dube

Date:	08/29/2024
Company:	Martin Ventures
Company Description:	Healthcare Focused Private Equity
CEO:	Devin Carty



Question	Answer
You started your career as a scientist and have pivoted to different industries during your career. Based on that experience, how important do you think your college major is in preparing you for the career you pursue?	- You need to go to college. The focus of the degree provides an entry point for your career. - Earning a degree provided a stepping-stone to get to progress my career and get to current position
What skills were key for you to become the man you are today?	- Being trustworthy with employer. Always be transparent and provide both good and bad news so difficulties can be identified and resolved. - Working harder than others - Ability to identify and resolve issues
What separates you from other men?	- Strong Work ethic - Reliable - Ethical - Focus on being a good father
What skills are you looking for from someone that wants to work for you?	- Work ethic - Trustworthy - Able to handle issues and resolve them - Ability to communicate with CEOs to understand issues and solve them transparently
What commitments or changes are you focused on to improve your personal or work life?	- Focus time on family that is protected - Lots of reading for continuous personal improvement
What skill sets were critical for you to develop to be successful in your current role?	Identify business opportunities that can be developed into an idea and turn it into a company that can grow
What is the best part of working in the healthcare industry?	The ability to positively impact people's life at their best or worst points

CEO Interviews - Month 2 - David Dube

Date:	07/05/2024
Company:	Sparta Strategic Defense
Company Description:	Security & Defense Training
CEO:	Dan Hughes

Dan Hughes,
CEO



Kevin, Director of
Training

Question	Answer
What are the skills that have helped you most in becoming the man that you are today?	- Leadership is the #1 attribute that is important to develop. I spent 22 years in the military developing leadership skills. There will be trial and error. Mistakes provide the best learning opportunities. - Integrity – being a person with integrity guarantees that you will have other strong qualities. Do the right thing when no one is looking. - Be physically fit. It shows you are disciplined in life.
What are you currently working on to improve in your personal and professional life?	- Commitment to being a lifelong learner. - Being a good husband and father for 4 boys. - Go to the gym everyday to be disciplined.
What would you want to see from a young person who wanted nothing more than to come and work for you?	- Evidence that they are self-disciplined - Responsible with strong work ethic
What separates you from other men?	- Spent a lifetime in high-functioning organizations. Successfully passed 4 selection courses (Rangers, SF, Delta and Special Assignment) - Always want to work hard - If you surround yourself with excellent people, it becomes part of you

CEO Interviews - Month 2 - David Dube

Date:	07/08/2024
Company:	HarmonyCares
Company Description:	Home based primary care for seniors
CEO:	Matt Chance

Matt Chance,

CEO



Question	Answer
What are the skills that have helped you most in becoming the man that you are today?	• Critical thinking skills • Sticks to job for at least 5 years and work through conflicts • Resilience - keep moving forward when things are challenging • Team Player
What are you currently working on to improve in your personal and professional life?	• Two adventure hikes planned for this year • External Stakeholder Communications. Improve managing external investors and board vs. hands-on operations
What would you want to see from a young person who wanted nothing more than to come and work for you?	• Willing to work • Trustworthiness • Critical thinking skills • Analytical skills
What separates you from other men?	• Introspective • Caring • Committed to doing the right thing • Authentic
Skillset required for career pivot from initial college major	• Started in music • Lots of healthcare in Nashville • Hard work leads to fulfillment
How has psychology major helped you in running a business?	• Orientation around what motivates people • Understanding what is appropriate to say and when • Good listening skills

CEO Interviews - Month 2 - David Dube

Date:	08/07/2024
Company:	Vanderbilt Health – Women’s Health
Company Description:	OB/GYN – Birth Center
CEO/Medical Director:	Dr. Richard Thigpen



Question	Answer
What are the skills that have helped you most in becoming the man that you are today?	• Focus on goal and be comfortable with delayed gratification
What are you currently working on to improve in your personal and professional life?	• Active in fraternity. Helps maintain long-term connections. Provides a national network of professionals to rely upon for guidance and fellowship. • Family and support of children while they are growing
What would you want to see from a young person who wanted nothing more than to come and work for you?	• Consistency so you know what to expect • Individuals that focus on completing assigned tasks
What separates you from other men?	• Background and where you start from makes a different in your trajectory • Make sure your children understand struggle without having the same struggles that I had as a child
What skill set did you have to develop to be successful in medical school?	• How to study. Massive amount of information to study and retain information. • You must understand expectations and then you must exceed those expectations
What is the best part of being a doctor?	• Pleasure from solving problems for patients so they can enjoy their life.
Additional Advice	How you present yourself to others matters. You are always being evaluated. Present yourself in a manner that exceeds how you would like to be judged by others.