

# DARE Q & A with: Susan Grant



*Susan Grant is executive vice president of CNN News Services, a division of CNN Worldwide, which encompasses the company's digital and affiliate businesses. Under Grant's stewardship, CNN Digital has become the Internet's leading news destination globally across various online and mobile platforms. Also included in her portfolio of businesses are CNNMoney.com, a partnership with Time Inc.'s Fortune & Money Group, CNN Mobile, and CNN iReport. During Grant's tenure, CNN has developed stronger collaborations with its partners, including CNN Newsource Sales, CNN's affiliate distribution arm; CNN Radio, the company's 24/7 live news radio network; and CNN ImageSource, CNN's content licensing business.*

*In 2008, the Radio and Television News Directors Association (RTNDA) honored Grant with its First Amendment Service Award, for her career in off-air management. She is also on the board of directors for Internet Broadcasting, the board of directors for Leadership Atlanta, and the board of trustees for the Morehouse School of Medicine. Susan is chairman of the Agnes Scott College board of visitors.*

**Q:** What is the most challenging thing you have ever had to do?

**A:** My career has been full of personal challenges to my vision of myself, and as I've progressed through life, I've come to see these challenges as choices: Do I choose to remain as I am/where I am, or do I choose to press forward?

In every business and personal situation, I have opted to learn more, try new ways, and take the assignment or job that would give me a different perspective on people and life.

I'd say that the most challenging thing I've had to do is to truly grasp the uncomfortable truth that, as a seasoned and successful business/sales/management executive, I still have far more to learn about myself. Faced with feedback, I decided that I wanted to dig deeper into myself, for my own edification, so I could be very conscious and very clear. In the process of learning about myself, and taking charge of myself, I have found my gifts: I can clearly articulate my strengths, and I am purposeful about my life in ways I did not at first imagine.

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**Q:** Where did you get the courage and confidence to do it?

**A:** I didn't like the feedback! But I knew that it had genuine truth in it. The courage to listen to it and act on it came from knowing it was time to make a change for myself. The confidence came from intuition and faith in myself and my abilities. I was willing to risk what was working for me to improve and thereby get a better outcome.

**Q:** What is the biggest mistake you have ever made? What did you learn and how did you recover?

**A:** So many mistakes, missteps, and miscalculations—but none that I ever felt was fatal. Many, however, caused embarrassment and made me wish for a do-over. I have sometimes spoken about others disrespectfully. I am certain those remarks were reckless and unfeeling. And, although I'm aware of this failure, it is one that, to this day, reminds me of how difficult it is to live into my values.

*“Trust and value and respect other people.”*

**Q:** If you had a young woman you cared deeply about entering the workforce today, what single piece of advice would you have for her?

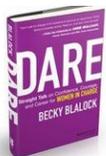
**A:** Participate with your whole self. By bringing everything you are to each task and to each job, you will contribute the maximum, and you will receive the maximum. And by definition, full participation is joyous.

**Q:** What advice do you have for building self-confidence?

**A:** Trust and value and respect other people. If you live by your stated and clear values, you will have self-confidence. Seek out others who will affirm you—and affirm yourself.

**Q:** What is your greatest fear today?

**A:** I choose to live without fear. I am aware of the precariousness of the world we live in, and I choose to lead with courage, communicate with clarity and purpose, and have faith in myself and others.



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