



ConvergenceCoaching, LLC

Inspired Ideas Podcast

Episode 5: ConvergenceCoaching Celebrates 20 Years

Welcome to the ConvergenceCoaching Inspired Ideas podcast. Join us as we explore great leadership and management ideas that apply within the accounting profession and in other aspects of life and business too.

Tamera Loerzel: Hello and welcome to our Inspired Ideas Podcast today. I'm Tamera Loerzel, partner with ConvergenceCoaching, and we are here today to celebrate our 20th anniversary in 2020. I have our founders with us today, Jim Metzler and Jennifer Wilson, and I will have them introduce themselves to you and then share with you. What is inspiring you guys today, most in your life or at work? So maybe, Jim, you want to start?

Jim Metzler: I'm thrilled to have this opportunity again and reconnect. I continue today to take pride in being a former Convergence girl. By the way, I couldn't hack it as a Convergence girl, so I ultimately left. But just a little background, lived in Buffalo, New York, was in practice for 32 years. I was set free from my accounting firm by Jennifer Wilson when we formed Convergence, because I was bitten by the volunteer bug while I was in my firm and it went to a whole 'nother level. Then the AICPA found me, and that was 12 years, and now I'm out of the AICPA, six years doing some work in the profession here and there with a few firms, some work for the AICPA with a concentration on emerging partners, young partners and dealing with the more seasoned partners in the firm.

What inspires me today? I had given that some thought. I'm looking at the screen here. You people inspire me for sure, but people who inspire me, reflecting back over all those 50 years of being in a profession, the people, the connections, the colleagues, the clients whom I still see again reconnected with today are the people who are in the volunteer committees, the AICPA, the members at AICPA, and certainly my friends here today. But if there's any piece of that that I can care about, it's the younger people today. I'd kill to be with my grandchildren who are now 13 and 16, the ones in Buffalo where I live, generation Z, extraordinarily exciting, listening to the perspectives of the emerging partners, partners-to-be, the young partners. It's so refreshing, it's so different, it makes so much sense. They're so smart. I really get turned on by learning, and they teach me far more than I teach them.

Tamera Loerzel: Great.

Jim Metzler: Connection, deep levels of connection.

Tamera Loerzel: Love it. Thank you, Jim. That's what we love about you too. Yeah. Jen you want to share?

Jennifer Wilson: Yeah. So I'm Jen Wilson, and I'm co founder and partner at ConvergenceCoaching. As Jim says, I rescued him, he rescued me too, and that's, I think, what this founding podcast is going to be about, this cool thing that we built. What inspires me most, I think, in my work is transformation and change and growth in organizations and in



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people and just seeing firsthand all these people who have evolved and grown and risen to incredible levels inside the profession and inside their firms and the stuff that they're doing and the way that they have grown and the way they're behaving and how much fun they're having. It's just so exciting to see, and there's nothing better than seeing somebody make a big leap forward. We've been doing this long enough that we see people make multiple leaps forward, which is cool.

So that inspires me in my work. At home, what inspires me is really just watching that same sort of leap forward happen with my husband and my kids and my brothers and sisters and nieces and nephews and little teeny grand nieces and nephews, a whole bunch of them now, just watching them evolve and grow into babies of Convergence. So just same thing. I love growth and change and progress.

Tamera Loerzel: Awesome.

Jim Metzler: Absolutely. You were always the make-a-difference partner, as in that drive, beyond drive, obsession continues today. Great success in the home stuff, your momism, and we'll get into all that. I really love that side of you.

Jennifer Wilson: Thanks.

Tamera Loerzel: I think that make a difference is one of our core values that you dreamt up 20 years ago that we still live by in is forefront to us today. So as you think about 20 years ago, year 2000, you two came together and you had this vision or this dream for ConvergenceCoaching. What were the market opportunities, or what was the inspiration behind starting ConvergenceCoaching? Maybe Jim-

Jim Metzler: Yeah, I'd love to... I love telling this story. So I had just finished writing a book, *How to Build a Million Dollar Technology Practice*, and I went to a conference, it was ITA... I think it was ITA at that time. Anyways. This was in Jacksonville, Florida, I remember well; In walks Jennifer Wilson, Celebrity in the whole world of technology, MAS 90 and all that. And I said, "Oh my Lord, it's Jennifer Wilson. I can't believe it. I haven't seen you in ages. What are you doing now?" And she says, "I got into the baby business." I said, "The baby business?"

Jennifer Wilson, entrepreneurial, she was like it in computer software, MAS 90 and state of the art. I figured that she had some company like Fisher-Price or a baby supply business, adoption agency, I don't know, a baby business. I said, "Wow, tell me about your business." She says, "Well, I moved back to Omaha, Nebraska, and I had a beautiful baby, Della." And I said, "Oh my gosh, here's a softer, kinder, gentler version of Jennifer Wilson than I knew in the past." So I told her about my book. I didn't know her very well at that time, and the firms were calling me to help them with their IT practices that were on a sick bed after the book, and my firm, after spending so much



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time on the book and running around volunteering for stuff, I needed to spend more time at the firm. As I can't possibly handle this stuff, maybe we should talk about referring work back and forth.

Jim Metzler:

Lo and behold, Jennifer Wilson says, "Well, let's meet and talk about it." We did. That infamous day, I went to Omaha, Nebraska. It was a winter day, I believe, and there was the beginning of ConvergenceCoaching. We had both been through leadership courses, Jen, through... I think it was Landmark. Landmark, is that correct?

Jennifer Wilson:

Yep.

Jim Metzler:

Landmark Leadership, and I had been with John Angles in leadership coaching there. So we both knew the good and the bad, the ugly of each other, and we shared it openly, an open book, and I think that open book forever tied us close to each other and became the driving force of Convergence. Lo and behold, Jennifer, who I thought was pretty cautious; cautious in what she was going to do with her career said, "I think we should form a business, Jim." I said, "Holy moly, I can't believe it." So that's it. That's it. Jen, what do you recall? Do you recall those days?

Jennifer Wilson:

I do. Of course, I do, like yesterday. It's hard to believe that that was really 21 years ago, because that says 1999. We didn't incorporate until 2000. But I remember that we scheduled that meeting, and after we scheduled it, I found out I was pregnant with my daughter, Grace. And then I thought, "Oh gosh, I'm going to meet with this guy and we're going to talk about ways to collaborate, and I'm about to go through this second baby, and I don't know how reliable of a worker I'm going to be. I came to the meeting, and we did a SWOT analysis. Each of us did our own personal SWOTs on these flip charts and shared them with each other.

I might not have had the guts to write, pregnant again, but I was worried. I didn't know what to expect with the second child and told you about it and you were like, "I don't care. If we're going to do something together, it's for the long haul. That's no big deal." Which is a very evolved way of thinking in 2000, honestly. I had had some negative reaction when I got pregnant the first time by my employer. So I just thought, "Okay, this guy is pretty evolved here."

And then second, Jim, when we did the SWOTs, what we found was that we had really complimentary skills, like we had similar strengths, but we did have big differences in strengths and they were complimentary, and the weaknesses that we felt that we had, the other person kind of augmented those or complemented those weaknesses, could fill the gaps. I think that that was one of my biggest memories from that day, was just thinking, I like this guy, he seems progressive, which is like table stakes to play with Jen Wilson, at least in the firm sense, and then we could help each other. I could see we



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could help each other and we can help other people together. So that's what I remember.

Jim Metzler:

We just talked about this by email, you and I, but regarding technology in the profession, the name Convergence... This cracks me up as I read about what's happening today, with information technology and the profession. We had formed my firm, a large technology company, of course Jen was at the core of it, and I was driven by the notion of trusted advisor and how going deeper in technology could really make a difference at a client. I was brought up by a wonderful person at our firm that was all about the client, help the client get successful, really get involved in a client. When I really got into technology, that general ledger, and financial statements, really getting deeper into technology and writing applications that would extract key business information out of it and do a lot of custom stuff. We totally saw that as the role of CPA, Jen and I together. So, amazing.

I guess at that time were very relevant, but we were ahead of the times because AICPA and NASPA and state societies are promoting that information technology be part of the core competencies, the profession, tax, accounting, auditing that thing. It makes so much sense, it's kind of a no brainer. I'm just thrilled to see today the coming together. But I have to say, man, what took so long for everybody to figure that out? Even business intelligence, data analytics. We spoke about it in different ways back then, in different systems, extracting information. Today, of course, cloud, massive storage of data, quick access. Now it's real, it can really happen.

Jennifer Wilson:

Yeah. Let me jump in here real quick. So I attend meetings today, and everywhere that I go that's profession based, they're talking about the "convergence". It's funny, because sometimes if I'm in the room and they keep using the word convergence they'll joke, "I think I'm going to have to pay a royalty to Jen Wilson or something" because of our company name. But back in the old days, when we started this thing, we had a tagline, and the tagline was, "Helping CPA and IT firms achieve success." Now, we've subsequently evolved that in 20 years and evolved it to, "Helping leaders achieve success," kind of an individual perspective as opposed to corporate and removing the narrowness of IT or CPA.

But we saw it back then, and we see it now... And you're right, Jim, back then, crystal reports and business intelligence... We also would call it report writing back in the old days. But it's the same thing, data extraction. What's really there besides the storage that makes it happen, then that's the idea that artificial intelligence could do something with that data today and could begin to predict and prescribe action, and that's what's super cool about the convergence of technology and accounting, if you will. But ours was also the Convergence of leadership and management and the idea of converging those two ideas.



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So we really elevated our business and said, "Hey, we see you guys out there managing stuff, but we don't see you acting like leaders." So back in 2000, we were saying, "We think you should develop as a leader," and people were like, "I've been leading this firm 30 years, what do you mean?" There was no leadership training happening, really, not much. So we were kind of pioneering that too, and it's taken a long time to catch hold.

Jim Metzler:

Oh yeah, I remember well. In a lot of cases, I don't know if you agree or disagree with it, we'd go in firms who had IT, they'd bring us in for the IT practice, and first thing we would become would be grim reapers. "Put another \$100,000 into it", and they, of course, said no way. The whole notion of getting specialized, starting a niche. We found out as we got into these firms that they had the same trouble, the same difficulties where the firms didn't have the leadership capabilities, the business finesse, if you will. So we kind of headed over in that direction and it was a lot of fun. Now it seems to be coming back, and I think some of those issues, with the differences in IT, in the profession and deal with technical people and cross referral and getting clients in a different place, I think a lot of those things continue today.

Since I left the ICPA, I've been obsessed with talking to business people. I'd drive them crazy to find out what they value in their CPA firm, because I'm personally into this whole value debate that's out there. Ron Baker has done a great job, and there's a lot of great writing out there. But the notion of value is solely what the client perceives as value, not how we bill and all that stuff. So I've really spent all the time; I spent at the country club and socially and church committees. What do you value in your CPA? It is pretty interesting to understand that there's a lot of the more basic things, and I'd say privately held companies anyways, that business people wrestle with. The answers are a little simpler in a way, but the tools that they can achieve those answers and solutions and ability to harness the opportunities, they're driven by the same concepts that we talk about all the time. There is a gap between getting it done in our profession and the learning. So it's great to see that we're moving along now, at light speed at that.

I like what the AICPA has done in that area with all the education, and CPA.com has, like all of us, matured too. So it's pretty cool. We started, Jen, just you and I. Barry Blaustein owes us a fortune in royalties. You're right.

Jennifer Wilson:

Also, it's funny because 20 years later, it's all really happening.

Jim Metzler:

Oh yeah, it's good.

Jennifer Wilson:

You just mentioned CPA.com, they were one of our first clients, and they were called CPA2Biz. I tell people that you and I were like the doctor and midwife at the birth of CPA2Biz, we were in the delivery room of that baby. It was so fun for us and a whole



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bunch of other friends that were consulting their, and that was so cool, the vision that CPA2Biz had. They were starting to say, "Hey, accounting is important and CAS is important, " before they gave it, the client accounting, CAS name. We were back there, I don't know if you remember, we beta tested with them with a bunch of our firm friends, B Central-

Jim Metzler: Yeah, yeah. [crosstalk].

Jennifer Wilson: Remember that? That was the beginning of cloud accounting. It was super cool. So anyway. We were definitely there at ground zero, and in some respects, 20 years has gone by fast, and we could talk about what a mind blow that is. But in some respects, the stuff we were thinking needed to happen and that we formed this business to make happen has been taking a long time to happen.

Jim Metzler: Oh yeah. Interesting, talk about convergence. Again, I'll expand that definition forever. But something in the marketplace I'm seeing in the CPA marketplace, the accounting marketplace, not only CPAs, is that we have the maturity of the cloud products, the client accounting system, cast products, but at the same time, we have this market dynamic of the shortage of CPAs out there and shortage of accounting talent. Well, there's also a huge shortage of accountants that work in companies and bookkeepers, anybody in accounting. So what I'm finding, certainly in this buffalo market anyways, the firms that I coach, particularly the firm I coach, is that accounting firms, difficult finding people. But it's even worse for companies. So all of a sudden, if you can have the outsourcing and the client accounting systems, it's so relevant today.

The other thing I'm finding is the model is... a firm sets up a separate business, a CAS business. Many of the people who have left the firm for the reasons of tax season and demands and get better pass exam, they're coming back to the firm because they stayed friends friends, like us here, and they're actually coming to the firm to do the outsourcing and client accounting work because it's set hours, they know where they're going. So it's pretty cool. Those are driving forces, I think, that are really great for firms to harness and make their CAS business even greater than we would sometimes talk about.

Tamera Loerzel: I want to ask you guys a question. As we started to go in firms, and you would say we wrecked havoc, not only on the IT side, but the niche side and getting unified. I think that's one of the things that we found early on, is we needed to really focus on partner unity, and I still think that's important today, 20 years later. I think that's one of the things that you and Jen, as you formed ConvergenceCoaching, you looked at your relationships as business partners. What did you establish for your relationship as business partners, and how did you keep that healthy?



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Jim Metzler:

Well, I have opinions on that. I'll tell you what kept that healthy. Number one, we came together at a time in our lives when it was just like perfect. Our knowledge of ourselves, knowledge of self, after this whole coaching thing year, really, really, really important. We disclosed it all. I'm looking at Jennifer Wilson on this video chat here, I can see the same person. What you see is what you get, open book feelings, the good, the bad, the ugly, the kind. From the get go, no hidden agendas, that kind of thing, and so it came together very naturally. We both had a great understanding of our own mistakes we made coming up. When I say I used to be a loser, I mean it. I can't speak for Jen.

But that kept us together, and I think Jen's warmth as a person, her intelligence. I don't know what it is. Jennifer Wilson-ism just continues today for me. We don't have to be together, we don't have to talk, we're still connected. Jen, I'd love your opinion.

Jennifer Wilson:

So Jim, I think it's all of that that kept our relationship healthy. But I think that when we very first started, we didn't know each other very well, and the way that we manage that was we talked a lot. We talked on the phone multiple times a day. For normal partnerships, they might walk down the hall or hang out together, we ran a completely virtual, completely flexible business with all of our assets in the cloud before it was called the cloud back in 2000. Before it was cool to do it, we were doing it. So we just talked on the phone. We didn't even have Zoom Video. We would have been on video. I know we would have if we'd had it-

Jim Metzler:

Oh yeah.

Jennifer Wilson:

So communication was crucial, transparency, which you mentioned, any selfish interest up on the table. We distinguished selfish interest, we talked about it. We would say, "Hey, if we do this, then that's going to impact me in this negative way," and we worked to not let each other be impacted negatively. So we tried to disclose, "Here's what I'm trying to accomplish," and that was helpful. But I know it wasn't very long before I loved you. Once you got that, love, between your partnerships, genuine care. I didn't just love you, I loved you and Jen and the girls and your son and when grandkids came. So I cared about the interests of that whole... your posse, and I think that when you have that between partners, then you're going to have a healthy, unified relationship.

Jennifer Wilson:

The other piece of it is strategy. We met regularly and talk about strategy. We had a raw idea and we didn't really know what the heck we were doing. So when you're doing that as a startup, you've got to talk a lot to say, "Here's what is working and not working. Let's ditch this and do more of that." We had to have lots of strategy sessions, lots of SWOT analysis, lots of competitive analysis, lots of looking at the marketplace and talking to clients and saying, "What do you need more of and what do you need less of?" So I think one of the ways we stayed unified was just keeping



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coming back to, what are we doing and what should we do more of than what should we do less of? Sometimes I think it was scary to delete something from our mix or add something to the mix, but we did it anyway, and we just kept evolving through that communication. I think that's probably the number one word to partner unity there.

Jim Metzler:

We did. Well, we had a very simple partner compensation split up formula too, as you mentioned. Our system was 50/50, no nitpicking, and that seemed to work pretty good, although you did all the work. I felt that you were underpaid.

Jennifer Wilson:

I was a startup though and I was learning, Jim, so I might've had more shoveling on my side, but you were teaching me. I was in the Jim Metzler master's degree or PhD program learning about relationships, learning about the accounting marketplace. I thought I knew it from Sage, and I thought I knew it from BDO, but I didn't know it from the practitioner's perspective on the ground, and you really taught me a ton. I mean that. You know this, I owe you a debt of gratitude, you're one of my most important mentors, and I never felt like I was doing more than you were doing.

Jim Metzler:

Well, see, there's a perfect example of why we were successful and why I love Jennifer Wilson for sure.

Tamera Loerzel:

Jim, you alluded to, just a moment ago, you continue with that relationship, that you guys remain friends, your love for each other and your families and interests and just knowing what's going on with each of you continues yet you separated. So the AICPA started to pull Jim Metzler, and as you guys looked at separating and as you looked at what was next for you, Jim, what did you guys do, or what advice would you give partners to keep that healthy? Because I don't think that always happens either. But you two maintain this healthy... I don't even think healthy is the right word; a fabulous, loving friendship over the years, even though you did separate, you did split. What would you add to that?

Jim Metzler:

We committed to talk every Friday for the rest of our lives, and I kind of dropped the ball on that. Jenny had all the interesting stuff, I didn't. We kept that up for a long time. For me, I can only speak for me here, is that the strength of the relationship is enduring. This is forever. Like I said, we don't have to talk, I'm totally connected to Jennifer Wilson. Social media is great too. Seeing you, Tamera, at the wedding and Jen at the wedding and Jen's girls grow up, which blows my mind. Your daughter getting married, imagine your little kid, Tamera... But you stay connected. It's the depth of connection and the strength of the relationship that keeps you going.

When I left my accounting firm, it was not pretty in general. It was difficult. I left on my own accord and it was edgy; sketchy, Jen would say. That had to be that. So I reconnected there, didn't want to harbor those feelings. I don't know why firms do it. Life is too short, accounting people come back into firms. A firm I'm working with in



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Buffalo, they welcomed a partner back in as partner [crosstalk]. That's the way I feel about it.

Jennifer Wilson:

I think that it's weird, you lose sight of what's important. Tamera, you said what inspires us, and both of our inspiration is people-based. Maybe that's the core or maybe that's a value concept or something. Because we value the relationship and people first, the terms and conditions were less important. Jim and I could see that he was spending more and more time with the AICPA client and that they desperately needed somebody to focus on small and medium sized firms. He had a dream as a young CPA that someday he'd make this big a national or international impact, and here the opportunity was for him to do that. How could I act like a wedge or a needy weirdo and hold him back? You know what I mean? I wasn't going to hold him back, but I also wasn't going to kick him in the butt on the way out the door, because that made no sense. None of it would make sense. Our relationship wouldn't endure then.

The other thing is that we do believe that the universe... we would call it God, but whatever you call it. We believe that the universe is at play, at work, and that we're getting go signals and no signals, and Jim was getting go signals to go and do this, and the door was open and it was super clear. The way I tried to process that was it's time for me to run this thing now. Jim has prepared me to run it, I think I can do it. He thinks I can do it, I'm going to do it. So I felt like we both had an opportunity, and we just tried to figure out how to look at it that way instead of this negative thing. I guess that's hopeful interpretation. That's an example of hopeful interpretation. We just tried to bring that to it and then communicate at every step of the separation process and talk about selfish interest and what's fair. I felt like we did a really good job with that.

Jim Metzler:

Yeah. Wow. Yes. Man.

Tamera Loerzel:

That's awesome.

Jim Metzler:

Yeah. It was a good example for firms, I tell you. It really is. Never burn any bridges, be happy for other people's success, and what goes around comes around, I guess, old sayings.

Tamera Loerzel:

Well, you guys shared some stories and some of the things that happened at the beginning. If you were to pick one favorite story of founding this business, what would you each say that is?

Jim Metzler:

Oh man, I don't know what I'm allowed to disclose here.

Jennifer Wilson:

Go ahead. You can say whatever you want. [crosstalk]. No, we won't edit it out, it's all on the table.



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Jim Metzler: Okay.

Jennifer Wilson: Go for it, Jim.

Jim Metzler: All right. Here I was, I don't know, 50 something years old, at 50-ish, low 50s at the time, had to be 52 or so at least, and with this young, 35 year old woman as my partner in the firm. We used to travel around the country going to firms, doing speeches, and I used to speak about the pump across America, young mom and being able to continue that. This is a great example for a woman for sure. Jen would have this equipment. I'd travel with my PC, a little computer at the time, my bag and my stuff. Jen would travel with her yoga mat and a pump, and the pump was a big travel item because she had a pump, to nurse and FedEx the milk back to home. This was incredible. We'd go to a hotel in New York, she'd check in, and they'd have a refrigerator and a FedEx person all lined up. Innumerable stories, wonderful stories.

I go to the gym twice a week with a trainer now. I was telling her about that, and she thought it was the most unbelievable thing she had ever heard, but it became standard for us. I remember we were at a meeting with IBM in New York... and I'll shut up after this, but this is great. Jen looks at me, she says, "Look, this meeting is going to take a while here, so if I tap my hand on the table two times, it means that there is no plug in the ladies room and I can't pump in there. So I want you to hand me the car keys because I have an adapter for the cigarette lighter in the car to pump." That was, to me, the ultimate hilarious story. I thought nothing of it, because I was so used to the pump across America regime. But I'll never forget that, it was great. It was a learning experience. It was amazing, to tell you the truth.

Tamera Loerzel: I love it.

Jennifer Wilson: I do too, and I wouldn't go back there if I could help it. Now there are plugs in restrooms, there's pumping single stall, private bathrooms, a whole world of bathrooms have changed because people like me, we're committed to keep doing it. I traveled with an extension cord. I don't know if you remember after 9/11 they didn't like my pump and they didn't like my extension cord, but I traveled with like a 50 foot, like heavy, horrible extension cord, so that I could plug in the outside of an airport and walk into the bathroom because there were plugs in some of the bathrooms. Not just in the stalls but in the bathroom itself, no plug. So all that's changed, which is awesome. Not every mom would want to do that, but I did it with two of my babies in Convergence so that I could keep them healthier and still do my big job.

I have a bunch of fond memories and great stories, but all of mine have to do with Jim and I in cahoots at clients, mostly realizing we had some off the rails situation in the partnership or something and going off at break time and having a big conversation about, what are we going to do next and always laughing, never being too serious.



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Because Jim, if you say anything serious to Jim, he'll say something that will make you laugh. I don't know if you realize that, Jim, and then you do laugh a lot. I don't really remember, even in the most intense times, with real problems facing us, Jim not making a joke or lightening it up and making me laugh. So that, I think, is my fondest thing.

Tamera and I talk about sometimes we wish we could do that more. She and I try to focus on laughter together. If you were around Jim, you would crack us up continuously. I don't know, I have too many stories to tell, but almost all of them have to do with Jim laughing a lot and forcing me to laugh because he was thinking things were funny. [crosstalk]. He could always find funny.

Tamera Loerzel: Which is good.

Jim Metzler: Good stuff.

Tamera Loerzel: [crosstalk] sense of humor.

Jennifer Wilson: Yeah, for sure.

Tamera Loerzel: I would just add a quick story as we wrap up here. I think for me, the two of you, what you represent and how you started this business was a leap of faith and trusting that it would all work out. I think part of that is the universe go signs, Jen. I think you guys were like, "We should do this, we're aligned. We can figure it out as we go," and I think that is a huge gift that not everybody has. I don't have to have it all figured out, we'll evolve, like you said, and have that go. I'll never forget, I met Jen and Jim at an ITA conference six months into starting this business, and I was deliberating my path, do I want to become a partner in the firm? I was in? My daughter had just started kindergarten. And Jen said, "We started this thing, Ruth joined us, and we have CPA.com is a great client, and we have a couple of other good clients we worked from home in our yoga pants, we don't have health insurance, but we're building something."

I'll just never forget. Of course, this is what we should do. I went home and I gave six months notice, which was incredible, but that way we had time to figure it out. I think also granting that time, it was just huge. But having that trust and that faith that it will all work out and having trust and faith in me and others that have come along with us, I think, has been huge that you two brought to the table. So I think that's something that this business is founded on, and I think it continues with all three of us in how we approach our life and our work, and I think that's fabulous.

Jim Metzler: Very nice.



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Tamera Loerzel: Well, thank you both for your vision. Thank you for your leap of faith and your trust in each other and your trust in this working out in evolving and changing. I love how it has all converged over the last 20 years. Jim, as we wrap up, we like to ask just a couple rapid fire questions just to get to know you better a little bit and show that with our viewers and our listeners. If you were to wear a tee shirt and it had one word on it for a year, what would it be? What would that one word be and why?

Jim Metzler: Okay, one year. I will say that's a great question. 2020, this year, and the word is "Change." We're downsizing, we're married 50 years, and I love the change. So it's exciting. 2020 is a great year for Jen and I and the profession and our friendship, and this podcast is a good springboard for that.

Tamera Loerzel: I love it. Great. I know you said you're semi-retired, and Jen does may argue with that, but if you really didn't work for a year, what would you do?

Jim Metzler: Oh man. Okay. So, this will show my age a little bit, but I would buy one of those Volkswagen buses, I'd grow the sides of my hair, because I'm bald, I'd grow a ponytail, and we'd get in the van, we'd get that bus, we'd go across America, visit my daughter in Scottsdale, my son in California, drive back, get on a plane, and maybe go to someplace where there's a lot of poor people; Africa, Puerto Rico...were ravaged by storms... and spend time there just helping people recover and teaching and learning kind of half and half, Jen and I together. That's the whole name of the game.

Tamera Loerzel: I love it. Great. Last question, if you knew you wouldn't fail, what would you try?

Jim Metzler: I'm not sure how to state this. I will use a Jennifer Wilson word, "pixie dust." Does Jen still use pixie dust?

Jennifer Wilson: Yes.

Jim Metzler: You sprinkle pixie dust and the partnership gets better. So I would like to be a Pixie Dust Distributor. I don't want to say I want to be a fairy, but Pixie Dust Distributor, and I'd go around, I'd cure people with terminal illnesses, I'd cure sick people and just take care of the problems whenever I'd see them, as long as I could continue in that job. Pixie Dust Distribution.

Jennifer Wilson: I love it. I do. I love it.

Jim Metzler: I got it from you.

Jennifer Wilson: Let it be so. That would be so awesome. You'd be excellent.



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Tamera Loerzel: That's great. All right. Well, excellent. Thank you both, again, for joining us, and thank you listeners for celebrating our 20th anniversary at ConvergenceCoaching with our two founders today. We look forward to being with you on our next episode of Inspired Ideas Podcast. You can have access to information and follow up with us or connect with us, there'll be information provided to you, and thank you very much.

Jim Metzler: Thanks everybody.

Jennifer Wilson: Thanks Tamera, thanks Jim, thanks Sarah, thanks listeners.

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