

# 147:Van Tucker

Tue, 8/11 12:38PM 39:52

## SUMMARY KEYWORDS

tennessee, entrepreneurs, people, nashville, state, launch, companies, tech, business, startups, year, van, pivot, shifts, investors, tennessee tech, questions, organization, marcus, ceo

## SPEAKERS

Matt Hunckler, Van Tucker



Matt Hunckler 00:00

What's the most startup friendly state in the entire US today we talked to the CEO of a public private partnership with entrepreneurs centers in seven regions across the state to learn how one southern state is innovating during the pandemic and beyond. Welcome to the power pig podcast, the show that plugs you into the massive opportunities in startups and tech hubs beyond Silicon Valley that are exploding with potential. I'm your host, Matt Hunckler. And today we have an exciting episode lined up for you. With this conversation that we recorded recently with Van Tucker, Chief Executive Officer at launch Tennessee lodge Tennessee creates collaboration among entrepreneurs, the private sector, capital sources, institutions, and the government to offer entrepreneurs what they need to succeed and stay in Tennessee to build companies and create jobs. We're going to dive into some real interest startup topics and stories with exciting things happening in Tennessee Tech and just across the entire state there with vans journey and in the world of startups and innovation. As a CEO of launch Tennessee van Tucker supports the mission and vision of making Tennessee the best state in the nation for startups by empowering a network of resources across the state. Before joining launch, Tennessee in early 2020. Tucker served as founding CEO of the Nashville fashion Alliance, a trade organization that raised international awareness for the industry's \$6 billion economic impact there in Tennessee, and Nashville specifically, part of that van was a co founder of Avenue bank as chief creative officer and she was responsible for award winning brand development there. From this interview, you'll be able to tell van is extremely creative. And she was very quick to help startups in scaling tech companies respond to the covid 19 crisis. This is

something that a lot of interesting stories, a lot of things to be learned from van's leadership, but also, the entrepreneurs and other tech leaders mentioned in this episode. I hope you enjoyed this conversation as much as I did. Let's get right into it. Man, thank you so much for being here on the show today. It's good to have you. I'm thrilled to be here with you, Matt. Thanks. I know you've got a lot going on right now at launch Tennessee gearing up for your first fully virtual 3686. And I know huge shifts happening throughout the state of Tennessee. So I want to say just thanks for taking the time.



Van Tucker 02:35

Oh, well, of course. And we have so much in common. You know, we're definitely interested in raising the profile of entrepreneurs and innovators outside the post and recognize that your leadership in that area and our leadership have a lot of synergies, so thanks for having me.



Matt Hunckler 02:56

Absolutely. Well, I know you stepped in as CEO back in January and this has been quite the year to step into the CEO role at an organization especially one as far reaching as launch Tennessee. Can you tell me a little bit about what you're seeing on the ground now throughout the state of Tennessee in the tech and innovation sectors? Sure.



03:21

Um, well, it's just it's a new world. Right. It's a new world for everyone. But I believe that this is the time for entrepreneurs and innovators to step up and shine. And in many ways we're seeing that happen. It's been a difficult environment to raise capital. If you didn't already have venture capital if you weren't already in a portfolio. That's probably been a little difficult and much more difficult outside of the coast. You know, we already had a challenge with that but I think that's that's become a little more of a challenge in some ways, but in other ways, we're now especially we're beginning to see folks in those markets take a look outside of the traditional markets and say, Well, maybe this is a good time for me to for me to take a look. So we're pretty excited about that. We've seen some some companies that have really taken advantage of this environment. their product was well suited for it. Like Shawnee dal at pops up in her app that connects teachers and parents in the school setting. I mean, you can imagine what's happened there. And and we're very proud of her she's the first black woman in the state of Tennessee to raise over a million dollars and we're very proud to have been played a part in that. Um, you know, there have been others that haven't been able to make the pivot and, and find their path. And that's

entrepreneurship, right? I mean, that's how innovation works. You know, you you try, you fail, you try, you fail, you keep trying, you keep failing until you get it right. That's, that's what I love about it.



Matt Hunckler 05:17

I think if you just described the entrepreneurial journey for just about every startup I've



05:22

ever encountered. Yeah, I mean, that's how it works.



Matt Hunckler 05:26

Are there any sort of patterns that you've seen in the companies in the state of Tennessee that have been able to make the pivot or make the adjustments necessary to adapt to this new world?



05:38

Yeah, and and it's, and there's no, there's no playbook. So there's no set pattern. For example, we've seen in life sciences, for example, we've seen a lot of our research at our research institutions, places like Vanderbilt and the University of Memphis, the University To see Tennessee Tech, and particularly in the life sciences area, I feel pretty confident that they'll be to see fingerprint on a vaccine. And so, so there's been, you know, definitely there's been a lot of activity in that area and there's still so much unknown. So, you know, we'll, we'll see how, how that progresses. You know, I think the energy sector is also really big in Tennessee with PVA and Oak Ridge National Labs and utilities Research Foundation. There's been a lot of interest in alternative energy sources and how we can I think there's just been a raised awareness in general of, of things like climate change and how we can be more efficient in general an energy certainly a place Advanced Manufacturing. You know, we've seen some great pivots there, Nissan Motor Manufacturing pivoted for making cars to make face shields like that.



Matt Hunckler 07:11

Yeah. So you



07:12

know, it's exciting to be able to see



07:16

all the different ways that people can get creative. I'm all about creativity business all about it. And, and, you know, I think a lot of times when people hear the word creativity, they're thinking about marketing or they're thinking about it, you know, they're thinking about not even having anything to do with business or thinking about art, or they're thinking about music, and especially in Tennessee, they may be thinking about music. But you know, creativity is really a mindset. It's about asking questions, not being afraid to ask questions. It's about being able to look at things differently. It's about being able to, to really make those connections and understand how Everything fits together so that you can redo the puzzle when you need to. To me, that's creativity.



Matt Hunckler 08:06

Are there any particular questions that you like to ask? When you're in those moments when you're trying to tap into a little bit of creativity or any rules that you follow in terms of how you ask questions and kind of uncover the next question?



08:20

Well, in that the great thing about creativity, no, there's no there's no process. And I think that's different. For different circumstances, you know, if you're, if you're in the restaurant business, your business fundamentals are a little bit different than if you're in the car manufacturing business. And, you know, but I think I think, you know, there are fundamental questions around finance, around marketing around human resource management, you know, we've all gone to work from home. You know, it's the questions around culture and how do I continue to build my culture, keep my culture alive. Well, my employees are scattered all over the place. You know, those are those are all fundamental questions that you can ask. But I think those that find this environment most exciting are not afraid to ask some hard questions to like, why aren't we doing this differently? Or it may be it's not broken, but can we do it better? You know, I think those This is the time you can be asking those questions.



Matt Hunckler 09:29

Well, I'm really glad that you mentioned a couple times is the shift to remote and I think folks like us are really paying attention to that because we're here in the middle of the country. We already are doing a lot of business on zoom on the phone. You know, sometimes at larger gatherings and conferences like 3686, where everyone would come together in one place or on tours like Rise of the rest, where we're actually going and meeting physically, but, but this shift to remote work is a trend Seems like it's becoming a part of a greater tech expansion from places like the Bay Area, Seattle, New York, Boston, two regions that attract the most venture capital funding, you know, are those are the regions that attract the most venture capital funding to areas like the Midwest and the South, that, although maybe historically have not gotten the majority of the funds, it is where even before COVID-19 venture capital investment was accelerating the fastest.



10:32

Hmm. Well, I you know, I think I have a couple



10:35

of thoughts around



10:36

that. First of all, I think many companies have been forced into the realization. You know, it's not any easier to work from home now. But it was a year ago, right. I mean, it was, it was as easy a year ago. We just chose not to do it. And I will have to tell you, I'm an extrovert. So I draw my energy from being around people. And I miss it. I really do I miss it. However, I also have to recognize as a leader, our team has been much more productive, much more engaged, working from home. And, and I acknowledge that. So, and I'm sure there are other companies that are coming to grips with that, too. And so I think it remains to be seen what the long term implication is because people have very short memories. And when we have a vaccine, people will go back to the office. I'm fairly sure that it may will not as I started to say may not I believe it will not look the same, as it has always looked. And I think many companies are coming to that realization that they can be more productive, that they can contain their cost more effectively, working from home, but that doesn't work for everyone and And we need to recognize that but I do think there's been a fundamental shift and, and it remains to be seen what the what the, you know, the long term implication of that is, you mentioned that, you know, startups that

maybe aren't already part of a portfolio. I've certainly struggled not just in Tennessee, but we're seeing that across powderkeg economies in the middle of the country. Bay Area companies in New York City companies are seeing that they're all struggling. Yeah. I mean, you know, there's not an industry, there's not a company, there's big small in between profit, nonprofit, there's not an entity that has not had to change some aspect of their business. Yeah. Um, and, you know, we'll, we'll see how much goes back to quote normal, you know, I mean, I'm not, I don't think anyone knows what normal is going to look like and even if it's going to be normal anytime soon. We'll see I do think though one thing that will be the result of this is, we have the opportunity to show that you don't have to be on the coast or in those major cities to have an impact. And in fact, there are advantages where you can have a greater impact. For example, it's much less expensive to live here than it is in New York, Boston or or Silicon Valley, much less expensive. And we have the talent. You know, we have we have the talent to be able to staff a lot of those companies. We have all the tools that they have. So, so I think people will realize that being in that proximity certainly has its advantages, but the advantages are not as great as I think they want thought they were. And I think we have an opportunity to, to change some of that.



**Matt Hunckler** 14:06

Oh 100% 100% and I think winners will definitely emerge from today's shocks. You already mentioned a couple of examples of companies that are thriving in Tennessee and across the state. I think one of the things that's really interesting about launch Tennessee, you know, we we work in a lot of different states. But I haven't seen another state organization quite like launch Tennessee with with actual offices, or at least entrepreneurship centers in seven different cities across the state. You know, we wanted to do a tech census in Nashville to gather more data and insights into the tech community there in Nashville and you all on Tennessee said sure, but you're also going to do it for the rest of the state, which was awesome. No one else in any other city had had said that and so So I got a lot more interesting data and insights. And as a result, I think you're, each individual city thrives because it's connected as part of a broader collective. Have you seen any of that come through as you've responded to COVID-19 and some of the other big shifts that we've seen the last couple months?



15:23

Might you turn that to be one of my best marketing



15:25

tools? I appreciate



15:27

that. I mean, we we are empowering an ecosystem. You know, those those. We have seven entrepreneur centers across the state. We have three statewide mentor networks that really are industry verticals, we're adding two more of those this year. So Life Sciences, veteran entrepreneurs, advanced energy, and we're going to add Ag and automotive tech this year. So those are statewide initiatives. They're not city specific. They provide resources and mentor access to startups in those industry verticals, and they that's proven to be a huge success. The seven entrepreneur centers across the state while we funded them, we do not direct their work when we don't provide all their funding. We just provide some of their funding. And each one of those cities is unique. They're unique in their ethos and their culture. They're unique in their expertise. You have healthcare and music and entertainment in Nashville. You have consumer packaging, and distribution in Chattanooga, you have advanced energy and non smell. I mean, you know, everybody has their own specialty. And the great thing about that statewide network is they also rely on each other. So if someone walks into Knoxville and says, Hey, I have a Great idea for an entertainment company, then they can pick up the phone and they can call the national entrepreneur center and say help, you know, help this person. And they do. And they all collaborate together. And, and that's interesting for a couple of reasons. First of all, if you're an entrepreneur looking for a place to start a company, it's very comforting to know that there's an organization in place that's coordinating these resources on a statewide basis. If you're an investor, that saves you time and money, because you don't have to call and do the research on several different cities or 15, different industry verticals, you can come to one place and get that information. And that's what I think makes launch to the sea and frankly, the state of Tennessee. I think that's what makes the state of Tennessee. Really interesting from an investor and an entrepreneur. perspective, we're unique in our ability to make Have those connections for investors and we can facilitate curated conversations which saves them time and money.



Matt Hunckler 18:08

I love it well, and that was definitely came through in the tech census data, you know exactly what you said. Each of those various tech hubs and metros is very different and is unique in its own way. But a shared core value of all of those cities was collaboration.



18:27

Yeah, without question, you know, and you can look at the work that's going on at Oak Ridge National Labs and UTM research facility, what's going on at the University of Memphis, from a tech perspective, would place our entrepreneurs researchers and innovators up against anybody's they're all doing incredible work. And you had asked the question about what he thought the impact of, of some of our work might have on our current environment with COVID. You know, and they're there the obvious life science issues. Vanderbilt, for example, has licensed one of their antibodies to AstraZeneca, who's one of the front runners with a vaccine? Yeah. So, but there's also some really amazing work that's going on at Tennessee Tech and cookeville and the University of Memphis or university, Tennessee and Memphis. So, so you know, I think, but I think there are also some other things going on, like companies trying to understand how they can pivot to address the PBE issue or the testing swab issue. You know, I mean, we we have a lot of companies that are looking at this from a solution perspective and not wallowing in their problem.



Matt Hunckler 19:57

Well, and that's what I love about that entrepreneur. spirit that's kind of woven throughout the organization throughout the state. And it's it's even in the the talent that's there in Tennessee one of the one of the stats that I remember from the tech census in Tennessee is that 80% of the tech workforce that we surveyed, we surveyed hundreds of people working at tech companies in Tennessee. More than 80% of those employees came from a university outside of the state of Tennessee, and then found their way to Tennessee to find jobs. Are you seeing more people continue to come into Tennessee now kind of post COVID? what's what's kind of that talent pipeline looked like the last couple of months.



20:41

Well, that's that's interesting, because we'll go back to remote working I think many, many in the tech industry are learning their their employers are learning that it's okay for them to not be in those cities that they can do their work remotely. I think a lot of those workers are looking for places that are better suit their lifestyle. And when you look at a place like Tennessee with all of our lovely parks and rivers and waterfalls and kayaking all the outdoor activities, and then our arts community is amazing. We have the second most vibrant arts community in the country. So, from music, to performing arts, to fashion to





21:38

clubs. You know, we have an amazing cultural



21:44

community and it's a great place to live. Great place to raise your kids



**Matt Hunckler** 21:48

when you've got an incredible food scene there to one of your one of our original leaders for Powder Keg in Tennessee. Worked for I think it was called edible Nashville. And yeah, and I always love trying new spots when I come down to Nashville and Memphis barbecue. Oh my gosh. That is something you won't forget after you have that. How have some of the small businesses pivoted and adjusted during these these massive economic shifts?



22:26

Well, you know, we've seen a real uptick in



22:31

our farming community and particularly our small organic farms. People want to eat better. Yeah. They have, they feel like they have the time to cook more. So I think many of our smaller businesses that are maybe meat or poultry providers, more organic or free range products. Certainly the small farms like Bloomsbury farm rose Creek farms in West Tennessee. They've seen it Big uptake? I think so from a culinary perspective, I think people are starting to look more for local, local, produce local, locally produced meat, etc. So I think that's, that's one that you don't really think about. Um, you know, I think there are fashion community as dramatically on producing mask. We have a commercial sewing training academy in Nashville that, you know, a week into COVID started producing mask at an incredible rate. You know, so I think I think many small businesses are just trying to find a way to survive and you know, it's tough, it's a tough environment, and especially when we already know pre pandemic that 50% of small businesses go out of business the first year So, you know, that's been even tougher. And even with the paycheck Protection Program, many of those businesses would not have lasted the year anyway. Right? I mean, we know statistically we know that that's the truth. And so that makes organizations that we work with even more important to, to really help people think through their business

idea. They have a better survival rate. Or they they get in and get out quick, because they decide Nope, this is not for me. So you know, I think that makes an organization like ours and our network partners. Even more important in this environment is helping people understand what they can do to address the crisis, or how they can better manage their business through the crisis.



Matt Hunckler 24:54

Well, I am really glad that launch Tennessee is there to help support a lot of people. Left and has mentors and networks that can kind of help with a lot of that pivoting. And in addition to the big economic shifts, we're definitely seeing a lot of societal shifts too. And you think about some of those big societal issues like black lives matter that has become more prevalent in the news lately, which I think is positive change for the tech and innovation industries. We've talked about in a number of episodes of the podcast here, and we've certainly had some amazing members of your black entrepreneur community, Marcus Cobb from jammer. Daniel obong, was one of our first leaders of powder keg in in Nashville. We've done some things with Marcus Whitney in the past. I know he just came out with a great new book.



25:42

Oh my gosh, have you had him



Matt Hunckler 25:44

on to talk about his No, not yet. I really, I really am trying to get him on the show. I think I think we're going to hopefully make that happen. But I know he's been on a heavy rotation of podcast tours lately. I'm such a fan. So



25:59

we bought Copies of Marcus's book to put in the libraries of all of our entrepreneurs centers and enough for them to give away to entrepreneurs as well. I've known Marcus for years. He's brilliant. This book is brilliant. It's timely. It is needed exactly at this moment. And, you know, I think it's, it's been an interesting time for Black Lives Matter and social injustice. You know, I think, I think in many ways, people are just tired of things that don't work anymore, and they're tired of, of not saying something and frankly, not doing something. You know, we have, have, for several years, had initiatives to support and lift

up on what we call underrepresented founders in the entrepreneur community. So whether that is You know, black or brown skinned, whether that's female, whether that's rural entrepreneurs, funding resources for underrepresented entrepreneurs has been a pillar of our work for several years. And so we've only been able to really heighten the awareness of the impact of that work. And, and I'm really proud of the work that we've done in that area and really proud of the fact that our staff keeps that top of mind, you know, we have a very small fund where we can invest in Tennessee based businesses and a major tenant of that fund is for underrepresented minority. So we spend a great deal of time putting our money where our mouth is, so to speak,



27:54

investing in those in those businesses.



Matt Hunckler 27:57

planting seeds. Yeah, that's right. What are some of the things? What are the some of the other things that have worked? to kind of help create more awareness there? Or support those kinds of entrepreneurs or even tech workers? Or what are some of the opportunities that you see still ahead of us to create more of that opportunity and create a more equitable environment for everybody?



28:23

Well, you know, venture capitalists tough no matter what color your skin or what race you were, you know, what, what gender you are. But we've got to do a better job with venture capital. And that's, that's definitely definite. We've got to do we've got to be more creative with ways to find investment and minority owned businesses and we have a lot of success stories. Also think we need to do a better job of encouraging tech talent to be developed



28:58

with minority represented



29:01

And I think that that it will be very empowering for our state to be able to leverage some resources there. You know, I think it's like anything else in the entrepreneur world, what

you focus on what you measure what you pay attention to happens. And I'm really proud to say that every day all the members of the launch Tennessee staff, our network partners, we're paying attention. We're paying attention to that and we're seriously trying to focus our creative thinking on how we can be better.



Matt Hunckler 29:42

That's awesome. It's it's great to hear that you're measuring those things. Because I always think of the I think it's the Peter Drucker saying what gets measured gets managed, and certainly something that needs focus nationwide, so it's awesome to hear that launch Tennessee is from Focusing on that in the state of Tennessee.



30:02

Yeah, I clearly believe that and you know, going back to Marcus, you know, I mean Marcus's



30:09

he's no legacy heir to a great fortune, you know, Mark, His story is he came to Nashville as a waiter and taught himself to code and he's lifted himself up to be one of the most engaged healthcare investors in the ecosystem. And that's why I think his book is so relevant. It doesn't matter from where you start. He put the work in and you can get there, and we're excited to support people who are willing to put the work in.



Matt Hunckler 30:47

That's awesome. Well, speaking of putting the work in, I know launch Tennessee has spent a lot of time figuring out how to pivot. It's very well known event 3686 Just an awesome Tech Summit. I've had the privilege of speaking there, a number of years, both as a panelist as a speaker, but also as an emcee for the Oakridge pitch competition. So I've gotten to see a lot of cool innovation throughout the state of Tennessee just through coming to those events alone. I'm bummed that it you know, in some ways I'm bummed that it can't be in person this year. I'm feel that way about everything. I'm an extrovert. Oh,



31:24

my gosh, I'm an extrovert. I can't I can't handle it my first year as CEO and it's going to be

a virtual conference. I mean, it's but I but I do have to say our team has done an amazing job of putting together something that is not just another zoom conference. I mean, much of our our content is very engaging. Some of it has been pre recorded. So it's color corrected. And it's exciting. And you know, I think we we've also tried to be ready conscious of the but I can't sit in front of a computer screen for eight hours I can't do it just drove me nuts. So we have we have staggered the segments into 30 minutes tag segments with 15 minute breaks in between. And we're having a morning session and an afternoon session. So I hope that will help alleviate some of the fatigue that people might feel. We have five tracks, healthcare, entertainment and digital media build scale and culture. Each track has two days, culture will be each Friday, so the first week and the second week. And that's all over the place. It's from looking at our arts community to the culture of building a company and how you can do that better. So they've done a really great job of making 36 eight 86 really engaging. But what we're really known for what 30 what I think is the secret sauce to 3686 is the professional intimacy of the event. And we have thought long and hard about how we would recreate that online. And I think we have some really great solutions. We're using a platform called bizzabo. And there's a great online networking opportunity there that I hope people will give give a shot, give it a try. I tried it yesterday, I was so skeptical



33:36

extrovert remember, I was so



33:40

skeptical. And it's it's really pretty amazing. And then for investors and entrepreneurs that want to connect, we're using gorilla, which is the AI driven platform that's used by disrupt and collision and some of the things Are we really sunk some investment there so that we could have a first class experience for entrepreneurs and investors to be able to connect?



**Matt Hunckler** 34:10

Well, I'm really excited about it. And it I know you've put a lot of work into it. It's been fun working with your team to get things ready to host the build track, which I'll be doing. August 17, through the 28th is the duration of 3686. This year, probably the most global 3686 ever, I'm sure just because anyone from anywhere can attend. And if people



34:34

want to know we have, we have a lot of people from all over the world have already registered. So our 3686 Global message is getting out there. That's, I



Matt Hunckler 34:44

mean, I think that's the upside of virtual right. If you're in France, you can sign on. It's something we've certainly seen here at powderkeg. You know, we were running monthly events, mostly in the Midwest just because that's close for us or middle of the country. They're in Nashville. We've done some events there. And you know, you usually find people that are half day's drive from that, coming to it, and maybe some investors from the coasts that want to be in that place where things are happening. But as we've shifted to the virtual events, we have certainly seen an uptick in global attendance. And people from the coasts, people from Canada, people from Europe, coming in plugging into amazing tech companies that are growing right here in the middle of the country, in areas outside of Silicon Valley, New York and Massachusetts. So I imagine you'll see that at a similar scale for for launch Tennessee, and if people want to sign up for that, which I highly encourage, even if they're just gonna attend part of it at [launch.tn.org](http://launch.tn.org) Is that right?



35:48

That's right, or at [103686.com](http://103686.com). Either one gets you there, you know, it's the ticket is very inexpensive, even if you choose the brella option. Right, the networking enhanced option I think it's still \$60 and that price is going to go up August 1, I think so, um, you know, it's it's very reasonably priced you don't risk a whole lot. And, you know, I think that's our real goal here is for this to be an opportunity for people to really see firsthand what is going on in Tennessee. What is so special about Tennessee, and that when we are able to convene in person again, they'll think more seriously about making that trip



36:44

to convene with us and because we're a lot of fun here.



Matt Hunckler 36:48

Absolutely. As soon as I can person I am. I am there. 100% have fun, and I'm super, super happy that the show is going on this year. You're continuing the momentum. I just want to say thank you for everything that you do in the state of Tennessee to help create a better

connected tech ecosystem. I know this year has not been easy for anybody, and certainly not for a new new position as CEO. So it really seems like you've you've been navigating things really well there. And thanks. Oh, you're,



37:20

you're very kind, but we are, you know, like everybody else. We're just trying to do the best we can. And I appreciate all the work that you do, Matt trying to raise awareness that there are entrepreneurs or they outside of the coast. So thank you for that work. And thanks for spending time with me today.



Matt Hunckler 37:39

Absolutely. It's been a pleasure and looking forward to seeing you on the different networking apps for 3686.



37:46

I know it'll be fun, and you make it fun. My ads is what I'll tell you make your an MC make it fun. Oh,



Matt Hunckler 37:53

yeah, you know, I I've got my 3686 t shirt at the ready.



37:58

Oh, you got your Speaker package. Yeah, that's awesome. Actually, this package is there.



Matt Hunckler 38:03

This is actually from, I think last year or the year before when there was screen printed t. So this is a vintage item.



38:11

Oh, you're gonna pull out your vintage stuff? Well, it's likely that you're going to get in the

mail in the next few days. This year's version.



**Matt Hunckler** 38:19

Okay, cool. Well, I might have to throw that on to All right, well, thank you so much. Thank you to van this has been awesome. That's it for today's show. Thank you so much for listening. Also, huge thanks to my guest van Tucker. Make sure you check out van and all the amazing work she's doing with her team at launch Tennessee. You can find that at [launch.tn.org](http://launch.tn.org). You can also find out all about 3686 and the awesome lineup that they have prepared there for what's going to be an amazing virtual conference. So make sure you check that out at [launch.tn.org](http://launch.tn.org) and for links to social profiles for Van 3686 launch tn All these great people and organizations and the other companies and resources that were mentioned in this episode, head on over to powder keg calm and make sure you check out the show notes while you're there. And if you're looking to hear even more interesting stories, conversations and opportunities to connect directly with top tier founders, leaders and innovators, make sure you give us a subscribe on iTunes at [podderkeg.com](https://podderkeg.com) slash iTunes. That's [POWDRK.com](https://powdrk.com) slash iTunes. And thank you to everyone who has already left us a review on iTunes that is super helpful for us to reach other people with the awesome stories that you hear right here on the podcast. Thank you again for joining me today and we'll catch you next time on the powder keg podcast.