

## Foreword

By Nainoa Thompson

Those of us who live in Hawai'i know we live in an extraordinary place. There is nothing like this place we call Hawai'i, because it is home. And like any home, Hawai'i has to be cared for.

In *Managing with Aloha*, Rosa explains how our values are about the very identity of Hawai'i. The values we share, as handed down from our ancestors, celebrate our people, our sense of place, and the land that sustains us and inspires us. We grow within these values in the arms of our families. How we thrive and find success in our home is determined by our shared journeys. Spend any time with Rosa discussing these things and she will passionately speak of her belief; that shaped by our values, we create our own destiny. She wants us to prosper in being true to who we are and who we are meant to be.

As Rosa explains, we cannot define wealth simply in financial terms. Money is part of our reality, but wealth is also defined by family, connection to our ancestry, and our best vision of our future. All of these find their inner spirit, their constancy, and their strength in the values that shape our thinking and our actions. And when the needs of our spirit are met, we find any financial wealth is most satisfying when shared in service to the community, which had lifted us toward our greater good.

Rosa says *Managing with Aloha* is a program that will showcase the wealth of talent that exists in Hawai'i, and yet reveals that our home-grown managers embody opportunities that too often are missed. She believes all people are born into goodness, and if managers start from that place of good intent, they will have an

opportunity for a profound impact on the people they lead. I share her enthusiasm and hope.

Yet even in Hawai'i there are many who are not thriving and are struggling. Far too many of our children are homeless, living poorly, and are in need of a greater sense of hope. They count on us to work with the assurance that this world holds something better and is worthy of their continued stewardship. We are the caretakers of their hope for a better future and perhaps by tapping into our full potential we can grow to do the most good in that endeavor. Rosa's own story of struggling to find worthwhile work and a job she could be proud of gave me new hope. It's a matter of feeling that you serve rather than that you are a servant.

I am just one of thousands who have had the privilege and opportunity to be a part of the evolution of *Hokule'a* and to share in her vision. A voyage on *Hokule'a* is never completely successful unless it is a shared journey, and unless we can share what we have learned with others. Education extends both hands in a farther reach, so all can participate in the experience. It then becomes a voyage of personal knowledge and hope. As Rosa explains so well, learning unlocks doors for us. The more we learn, the more comfortable we become in facing those risks that are before us, and there we find the opportunity to grow and heal.

Two full years of preparation and training can pass before any voyage on *Hokule'a*. It is the most difficult part of a voyage; when you're continually questioning yourself, anticipating, and planning. The risks are immense, but often the greatest risk is ending that training and preparation.

Fear is a natural part of the process, but you learn to embrace that fear and learn from it as well. It becomes an emotional discipline, another challenge you welcome. Eventually you ask, are you ready to let go of the lines? Are you prepared enough so that the purpose and fulfillment of the voyage is worth taking the risk? If so, then let go and set sail.

This same process happens in different ways in all walks of life, and it is our values that help us make the decisions that are right for us. Rosa's book helps in the appreciation of those values. As Rosa says, "Work is personal." This is a book that helps us tap into the core of who we are and touch the worth of the work that we do. In the end, *Managing with Aloha* is a personal guide that inspires a future of hope, dignity, and fulfillment.