



The Spring Comeback: Turning a New Chapter with the Season

Kathleen Walsh

Spring ahead, fall behind. I have been waiting for this since, well, Fall! Yes, I understand that we will lose the much needed hour of beauty sleep (speaking for myself) but also recognize the magic of daylight! It is regenerative and refreshing! And after the winter of 2026, it is deserved!

The time change also motivates me to look at "what is next"? What do I want to achieve personally that may advance me professionally? At the YMCA, employees can get \$500 towards training or classes of any type. It is a benefit that is often underutilized. This year, I am going to set an example and sign up to get my certification to teach "Spinning". Why? Because it is something that I have wanted to do for a while....yet made excuse after excuse....so there is no time like the present!

What do you want to learn in 2026? Whether it is a progressive program and simply a one off, take advantage of what is available. Just like finances are managed, skill diversification is paramount in the competitive work force as well as an asset in our professional toolbox.

So, um, in about 9 months, guess I will see you in my SPIN class???

Kathleen Walsh, editor of Rise & THRIVE, is CEO of the YMCA Metro North. She is a member of the Board of Directors of the North Shore Chamber of Commerce and member of the THRIVE Advisory Council.

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Must Reads for March



"Lead Like The Boss", by Andy Freed, he explores leadership with his love for Bruce Springsteen. Freed leads Wakefield based company, Virtual Inc. and lives in Melrose. If you love the BOSS, you'll love the BOOK!



"Awaken the Giant Within", by Tony Robbins. A book to help you take immediate control of Your Mental, Emotional, Physical and Financial Destiny.



"Getting Unstuck: A Guide to Discovering Your Next Career Path", by Timothy Butler. Be forward thinking or be lost.



"What Got You Here Won't Get You There", authored by Marshall Goldsmith & Mark Reiter. Learn how successful people become more successful!

Or have a listen



Dare to Lead, Brene Brown



Eat, Sleep, Work, Repeat with Bruce Daisley



No Stupid Questions with Angela Duckworth and Mike Maughan

Why You - Not Your Employer - Must Focus on Your Own Career

by Nirit Cohen
Forbes



You think your company will take care of your career? Think again.

Your job is changing—faster than you realize—and if you're not actively shaping your own future, you're already falling behind.

For decades, career development and progression were largely a corporate responsibility. Once you completed your studies and got hired, your employer provided a clear pathway for advancement, sent you invites to training programs, offered opportunities for new roles, and provided long-term stability as long as you performed and stayed loyal.

But long-term job stability is disappearing. AI and automation are reshaping industries at an unprecedented pace, making skills obsolete faster than ever. As companies race to reskill their workforce, they will prioritize business needs—not your long-term career. Your real job security no longer comes from your employer; it depends on your ability to stay relevant in the job market. The responsibility for career development has decisively shifted from the company to the individual.

To continue reading this article, please [click here](#).

2026 News! THRIVE Summit

We're so pleased to announce that **Jenny Holaday, President of Encore Boston Harbor**, will keynote this year's THRIVE Summit luncheon.

Jenny is an outstanding leader, serving as the top executive at Encore Boston Harbor since August 2021. Jenny oversees all aspects in the running of the \$2.6 billion resort and leads a team of approximately 3,000 employees.

Jenny has lived and worked in gaming regions from the East Coast to Nevada and many places in between. She has held executive positions for companies that include Harrah's, Caesars Entertainment, and Mandalay Resort Group, and has successfully launched two enterprise-wide casino player programs.

When she isn't at Encore Boston Harbor, Jenny loves to spend time cooking, golfing, or catching up with her two adult children. She lives on the North Shore with her dog, Snoopy. Looking forward to Jenny's keynote speech at the **June 18 Summit** at the Peabody Marriott.

Please purchase your tickets soon, as the event sells out each year. This is our 4th annual Summit!

Contact Karen Andreas at karen.andreas@northshorechamber.org if you'd like to sponsor the THRIVE Summit, and/or secure one of the limited booths at the Marketplace.



Jenny Holaday
President
Encore Boston Harbor

Summit Details

Thursday, June 18
8 a.m. to 2 p.m.
Peabody Marriott

Tickets:
\$150 Chamber Members
\$200 Non-Members



Getting To Know The THRIVERS!

Please meet ...

Darcia Tremblay
President
Silver Lining Solutions

Tell us about your professional journey and how you landed where you are today?

I "fell" into the Medicaid application consulting position – by the grace of God. I had been a stay-at-home mom for 10 years raising my three daughters.

My husband worked 2 jobs to provide for our family. When our youngest daughter entered into 1st grade, I needed to acquire a job that added income to our household. I sent my resume on a Monday; they interviewed me on Tuesday and hired me on Wednesday. Medicaid.

Five years later, I left the company and started Silver Lining Solutions at my dining room table. A year later I became so busy with referrals and cases, I hired 3 staff members that were all working out of my house. My oldest daughter then said to me, "Can you please get everyone out of our house?" One month later I moved into our first office space on Route 1 in Topsfield. Three years later we outgrew that office space and moved into a 3,600 office space right up the road. Our business started to expand throughout New England and in July 2025, we opened a second office in Rollinsford, New Hampshire to better serve our clients and nursing homes in Northern New England.

What was the most challenging professional obstacle that you overcame and how?

The most challenging part of my business has been hiring dedicated employees with strong work ethics. I can teach anyone how to process a Medicaid application. But it is difficult to find the right team members that are compassionate with our clients, and also detail oriented and organized with obtaining the five years of documents needed for the application process. I have learned through trial and error interviewing job candidates to seek specific characteristics that are required to be successful in this position. I have developed a 3-step interview process with over 50 scenario questions to ensure we hire the proper staff members. My team that I have now are amazing and truly respected by the clients, nursing home staff and Medicaid case workers.

What are your guiding principles as a female leader?

My guiding principles are to treat everyone with kindness and respect.

What would you tell your 18-year-old self?

To be brave and take chances. As long as you are a good person and work hard, good things will come to you. I believe in Karma.

What is in your physical and emotional self-care tool kit?

I enjoy walking the beach – ANY beach! I can clear my mind, relax and reflect. Some of my best business decisions and ideas have derived while my feet are strolling through the sand.

In the winter, I also practice yoga at a local studio 2-3 times a week.

And whenever needed, I will ask Siri to play 70s dance music and have a dance party in my office to de-stress.

Name three things that bring you GREAT joy outside of work?

1. Visiting my daughters – that all live in other states.
2. Vacationing at our condo in Florida – golfing, going to the beach, playing pickleball
3. Spending time with my family and friends

If offered \$1,000,000 to use in any way but for yourself or family, what would you do with it?

I believe in philanthropy and love to support women and senior citizens groups. I would donate half to non-profits that align with my values. With the other half of the money I would host an amazing Holiday party for all of the Senior Centers on the North Shore, invite Santa Claus, purchase gifts for everyone and have a dance party.

What do you want your legacy to be?

I want to inspire people to be kind and compassionate. I hope that I am remembered as being respectful and that I did my best to help others when they are in a crisis. I love to bring a smile to other's faces.



Odds & Ends

Job Opportunity: NSCC Executive Director, Institutional Advancement

North Shore Community College is seeking a dynamic professional to join our team as Executive Director of Institutional Advancement. This role offers a unique opportunity to expand access to education, strengthen community partnerships, lead fundraising and development efforts, and directly contribute to student success in our region.

<https://www.northshore.edu/hr/employment.html>



Get Involved

Run or Walk 5k for a Cause! Gear up and go beginning April 25!

<https://www.ymcametronorth.org/support/road-race-series/>



Spring Closet Cleaning?

Donate to the THRIVE Closet, hosted at the Beverly Bootstraps Thrift Store in Beverly. Donate your gently used or new professional clothes to support emerging female professionals. These clothes will be made available to those needing a little help to outfit themselves for a job interview, day to day work or education. Learn more... www.beverlybootstraps.org

Beginner and Intermediate Golf Clinics

Join Thrivers looking to improve their golf game! Beginning in April.

For more information, please contact Kathleen at

kwalsh@metronorthymca.org



Rise & **THRIVE**
North Shore Chamber of Commerce

Have an idea for content for the THRIVE monthly newsletter?
Please email **Kathleen Walsh** at kwalsh@metronorthymca.org.

Be sure to share this newsletter with your network,
and encourage others to sign up for THRIVE! It's free!