



Srdan Simac

Sun, 10/18 8:12AM • 55:20

SUMMARY KEYWORDS

mediation, mediator, Judge, people, lawyer, human, Nadine, justice, solution, person, court, conflict, listen, the legal profession, problem, find, world, surgeon, Croatia, life

SPEAKERS

Nadine Powrie, Srdan Simac

Nadine Powrie 00:02

Welcome to #Leadingthecoachingchange podcast where my mission is to help you master difficult work conversations so that you become a confident and courageous communicator in the workplace. Leading to coaching change is here to show you how to use your talents in the best way and finding your unique communications trends. Let's start having more courageous conversations today. So before we start on to today's episode, I just wanted to share with you a habit that I have on a Friday morning. Now back in 2017, I wrote a blog called 'Say Thank You'. And in that blog, I explained to the world that saying thank you is essential. So every Friday, I have developed this habit of saying thank you to people, so I'm sending emails and sending video messages. And I'm using Bonjero and video ask to do that. I'm sending voice mail. So it's a concise, personalized message, where I'm thanking specific people for what they've done, what they've done with me what they've done with my family, how they've done something positive that I have that has affected my business positively and my clients. I think that saying Thank you doesn't cost anything, it's just a few seconds of our life. And it shows that we are paying attention to others. I mean, appreciation changes everything, don't you think? And in those little short messages, I I always explain why I want to thank them. So I'm particular, there is still a specific reason. And I give that example. I think that relationships are everything in life, don't you think? You're choosing. You know, you're choosing every day to make it happen? And you're choosing to say thank you. So make generosity, part of your growth strategy. I think it's essential. As I was looking at my podcast today, I realized that I had about 14 reviews on my podcast. And that means the world to me because, in effect, it's people saying thank you, to me. And on one of the reviews, it says, 'Every time I listen to an episode, it generates new thoughts and reflections for me, Nadine has a great way of leading the conversation so that they're interesting, informative, and contains instrumental bits that as a listener, I can consider where they might make an impact in my leadership, definitely have a listen. So you're called E, and you put your feedback on 29th of July 2020. So I'd like to thank you because your feedback is having a huge impact on me, it's keeping me going! Preparing a podcast takes me about from start to finish takes me about three hours. So I am very, very grateful for your feedback because



that's exactly what I want. I want to make a difference in your life. And I want to make sure that you think about the aspect of your leadership. So thank you for your feedback. And to all of you who are listening to my podcast. Thank you very much. And now on to today's episode. So I'm very excited today because it's the 71st episode of my podcast, and I'm very, very privileged to welcome Srdan Simac who is a Judge of the High Commercial Court of the Republic of Croatia. He is also the president of the Croatian mediation Association. And in 2013, he defended his thesis on 'mediator as a generator of change of judicial system and legal profession'. Good morning. I can't hear you. Oh, you've muted yourself.

Srdan Simac 04:29

Nadine. Good morning. And thank you so much for giving me your time because I know you're very busy. You're very welcome.

Nadine Powrie 04:37

And you straightaway said yes to me, which is remarkably generous and very kind of you so

Srdan Simac 04:44

Did I have any choice?

Nadine Powrie 04:47

I think we always have a choice in life, but I'm grateful. So you have a very high profile profession because you're your Judge yourself and a mediator. What else would you like to share with us about yourself?

Srdan Simac 05:05

Oh, yes, I've, you know, all of us have some kind of problem when they ask us, what do you do? So, I'm not a judge. I am a judge, but not only the Judge. So I'm a human. And I love people. I love to mediate. I love nature. I love rock music. I love cooking, travelling, and motorbikes. I love wild nature.

Nadine Powrie 05:42

So you're a judge, you're also a mediator. And I keep saying you're; you're, you're a busy man. So how do you balance both roles?

Srdan Simac 05:53

Oh, yes. It's a pretty common question. When you love something, what do you do? I like to say in that situation; this is not a work; this is my court. At the beginning of my career, I was just a judge. And I enjoyed doing that. And I didn't know for something, anything else in a field of dispute resolution. And at some point, I realized there is something more, or there is something more significant, maybe even better. You know, when I was younger Judge, I thought that I was such an important person, you know. And, but there were a lot of triggers, why I changed something in my career and my skills and my knowledge. But one was very funny and essential for me when my kids were young, small. People used to ask them what,



what your parents do for a living? And can you imagine, they used to say, our Father is the Judge, but our mother is the law. So I, I found that I was not so important as I thought. And I tried to find other ways to restore my feeling of importance. And I found it in mediation, which is an excellent ambition for everybody, especially for lawyers and judges. And I'm the one who, who is lucky because I learned how to change my at least two heads. Mediator one, Judge one. And even they are similar in the way of staying in the middle of disputes; they are different. I like both. Maybe I can say openly. the mediator is from my point of view is the highest call in dispute resolution world

Nadine Powrie 08:39

Do you specialize in a type of mediation?

Srdan Simac 08:43

Not too formally even I have my first mediation training was a mediator for commercial disputes. So I'm a judge coming from the commercial court, high commercial court and most of my mediation are coming from the commercial world.

Nadine Powrie 09:13

So what, if any rules? Does justice unfairness, place in mediation?

Srdan Simac 09:19

Oh, yes. This is a fundamental question. I think still a lot of people do not feel deep about that. So we are always talking about justice. You know, we even call the Ministry of Justice. I want justice. And people think when they are going into the court, they will find justice. And justice is a very subjective thing. You know, nobody is going to court or somewhere else to find justice for all but the justice for me, myself. And that's it's a huge problem with the law because law offering so-called justice, just one side, not to both sides. I like the quote, and I can't remember who said that maybe, Dwight D. Eisenhower, that 'the Justice and the peace are two sides of the same coin'. And if you offer a justice just to the one side, in among in between disputants there is no solution; there is no right way of solving disputes. But if you achieve peace and justice, what is possible in mediation, that is the highest level of justice, because you cannot get justice from the court, from some professional, from some state institution, you can only get justice as disputants from the other side in the dispute. And that is something that mediators do every day, helping people find their justice tailored just to them, to their needs.

Nadine Powrie 11:27

I liked that quotation, and actually, I'll put it in the notes of this episode. We live in a world of COVID, and what has been the impact of COVID? On workplace conflict and resolution?

Srdan Simac 11:49

You know, we are now in the moment of when we kind of gets used to it. And it was pretty scary, especially at the beginning, we were, or we are still in worry, there are uncertain



thoughts about the future. But you know, I am among those who look at the problems as opportunities. And in every problem, you can find a solution or a chance, if you work hard to find it. The answer is always in front of us, but we need to be a constant trying fight to find it. So I look on this, as a big opportunity, especially for the legal profession, you know, the legal profession is still among the most conservative professions in the world. And this COVID situation, I see, maybe I'm wrong, as the most significant chance for the legal profession and legal systems to make changes, we postponed for a long time before. So, you see, we are talking like this on online platforms, we see each other very well. We can see every bit of our face, and we focused on each other, we choose words, and we listen trying to understand. So no, I think nothing will be the same even when the COVID will pass I hope as soon as possible. And even in judiciary, you know, so many courts in the world started to with online hearings. And can you imagine you are from France, I'm from Croatia? And if you are not, if you do not live and work in the same city where the court is situated, you have to travel, to be in a hurry, to be in traffic, to lose a lot of time and cost just to come in another city or another state to be there maybe half an hour and one hour, two hours and then go back and be in jeopardy of all the risks coming from travelling. Now you are in France. I am in Croatia. We are very, very well and talk pleasantly. And if we have any problems, we can solve it in this way. And I, I can say, I enjoy more and more in this way because this is a great alternative.

Nadine Powrie 15:18

So, most of your mediations are now done online?

Srdan Simac 15:24

I have to admit that it's not always such like that because people are resistant still, you know, resistant even to mediation. But I started with a few online meditations. And I was. Also, I was a bit sceptic, but I'm not anymore. And I believe, because all of us are becoming very familiar with online communications, online meetings, even solving disputes, online will be pretty standard. I hope not so far from now. And I know many of my colleagues from, for example, in the United Kingdom or the United States, they told me they have two or three online mediations per week. And they made agreements in all of them. So it's possible, why not?

Nadine Powrie 16:31

I'm sure I've read on LinkedIn that you recommended somebody who had helped you with Zoom? Or would help you set up or something? Did you have to train to use zoom or Teams to do your mediation online?

Srdan Simac 16:51

So I read a lot of articles, the lockdown or last thing, two months, maybe, I used to read to learn and to prepare myself for, even for an online mediation and for online education. And it's not such a mystery. It's not too much complicated. There are a lot of instructions you can find in videos or articles. And I feel more and more pleased with it. So people just start with



some hesitation or feeling strange. And then they begin to be so natural, and you know, we know now that we as humans, we are social beings, and we create for connections. And now we have the opportunity to be in the same webinar with 100 or more hundreds people, and you feel good together.

Nadine Powrie 18:04

That's true—actually, you. I was reading an article about you. And you said, 'I feel there is no disagreement, conflict or dispute, especially in a business one, I can't help. Mediation has made me a better human and a better professional.' So mediation has transformed you.

Srdan Simac 18:25

Yes, definitely. I heard that from many professionals, many people who were introduced to mediation at some point. It happened to me in 2000 in Montreal. I am so grateful to my colleagues, judges in Canada, in Quebec, Montreal. And the group of 15 Croatian judges were there to introduce ourselves, their achievements in the judiciary. And one of my fine colleagues, a Canadian judge, she started to talk about mediation as I, as I said, wow, I was amazed. I didn't know about it before, and I fell from the chair. How was I surprised and amazed, and it was the starting point of my change and my evolution as a lawyer and becoming more and more human. So from that point on, I jumped to the mediation world. And I realized all of us to be successful, should be first humans, and then professionals. And mediation is full of human skills. We and many of them somehow we forgot, use especially as professionals, and you cannot fail if you use them. And mediation is just an amazing tool to empower everything what is already inside of us, what we hide it so far. And whenever you introduce humanity in a conflict fade away, you know?

Nadine Powrie 20:34

So you talk about human skills. So do you want to tell us a little bit more about those?

Srdan Simac 20:39

Okay, so I used to say that, especially as a mediator, but I'm trying to do as much as possible, even as a lawyer and the Judge, so I'm begging mediators or future mediators. In a basic mediation trainings, please take off your professional masks from your face, put it on the table, and be an authentic person, what you are. I am Srdan Simac. I'm not the Judge, mediator, arbitrator, lawyer; I'm Srdan Simac. And when you are human, to human, that is the best way to solving all kinds of disputes. And mediation is teaching us about communication skills, how to communicate, how to use words, how to change our perspective and realize that our sense of righteousness is not the measure of punctuality. How to listen, can you imagine listening is the most powerful human skills we forgot at all? Just try to be persistent and listen someone cares carefully, you will discover huge fortune from every person, how to manage your reactions, how to manage conflicts, what is the conflict, how to negotiate, how to meditate, how to use the silence, in a conversation, amazing, an endless field of multidisciplinary knowledge, I strongly recommend to everybody to adopt as soon as possible.



Nadine Powrie 22:44

I love that, and I really love that. So how has mediation helped you be a better judge, a better lawyer, a better arbitrator?

Srdan Simac 22:56

Okay, so you know, all of us used to jump in our roles, in our lives, and we change them without thinking about it, we are not aware of changing our own. So I am a father, husband, son, lawyer, neighbour, Judge, mediator, an arbitrator. And somehow in each of these roles, there is a special kind of our face or a mask. So you will see I like to tell that and to admit that we lawyers, and especially the judges are trained to be strict, formal, with a serious face, to not show emotions. And if you met, if you meet the Judge, before the hearings, somewhere when a corridor or in some, I don't know some somewhere at the table, you will see a fine, fantastic person. But when we come in the courtroom, we put professional the mask of judge number five and become someone else. Why we do it? But there was something we used to do for a long time in history, but this is not the history; this is now the present moment. So if we continue to become strict, formal, and pretending that we are above the people in the courtroom, we will stay in a huge problem in which is a legal profession, which is still not aware that we are not above the people. We are just servant to the people, and we are in a business of helping people solve their problems. We are in the business of solving other people's problems. And me as a judge, I feel like a public servant. And if I ask you, Nadine, what do you think? Who is the most critical person in the courtroom?

Nadine Powrie 25:21

Ah, what do you think? What do you sing? What would you respond to your own question?

Srdan Simac 25:26

It is not the Judge; parties are the most critical person if we do not change that they will change us or replace us. So, there is a vast, new moment in judiciaries coming again from the United States called participative for procedural justice. So, it means so that we even in the courtrooms as the judges, all authorities in societies have to show respect to all people. If we, if I was a judge, call people with their names, show respect, dignity, empathy, if I treat them as humans with the big problems, and as a person who is here not to just to decide by the law, but to help them find the solution. And if I make them possible to tell me, not just what is legally relevant for me, but what is relevant for them. They will feel respected, heard, understood, and that everything is fair. They will respect me. They will respect my decision; they will respect the court and the system. And the base for this approach, which works amazingly, but in a small amount still, his article from Professor Tom Tyler, "why people obey the law". Okay, so if the show respect, they will obey law voluntarily.

Nadine Powrie 27:39



Okay, so again, I've tried to dig out this article and then put it in the show notes, and I want to read that actually

Srdan Simac 27:50

You will find, and please find an amazing video of my colleague, Judge Victoria Pratt, with duty at the end, "how judges show respect in the courtroom", amazing widow and the TED Talk. How can we do it? Without needing new laws, new reforms? Just be humans with authority.

Nadine Powrie 28:20

You're very successful and well-known mediator. But what about you? What do you find most rewarding yourself as a mediator?

Srdan Simac 28:32

Haha, yes, good question. You know, there are a lot of things, but I can say, you know, me as a judge, nobody can choose me to be a judge in their dispute. Because of that I have some formal authority, you know, they respect me, but their respect to me is coming from fear of me because I have power over them. So they don't really believe me, or like me, they just respect the power I have. But as a mediator, can you imagine, I have so-called "natural authority"? What does it mean? They choose me because they believe that I can help them. That is a huge privilege that somebody with the big problem in his or her life or business, choose you as a person and give you trust to help them, so I feel so privileged, and never they choose me as a mediator, and I do my best to bring them back even more. So many people, especially among lawyers, ask themselves, but "how can I manage people with the conflict, which is escalated if I have not any formal power", you don't need formal power to help other people, you need to trust and be your authentic human. And you will see, everything is going to solve, eventually.

Nadine Powrie 30:39

And how do you develop other people's trust? Because I mean, mediation is done over a very short period of time, usually. So how can you develop that level of trust very quickly?

Srdan Simac 30:54

Trust is the most, or the, the most important asset of any mediator. So if they choose me, maybe they know me, maybe they know me for my reputation, or they heard somewhere about me. So this is the bit and the very important beginning, when they, when they, when I am nominated as a mediator, I immediately call them by phone, you know, lawyers and the party's "Hi, I'm Srdan Simac, your mediator, thank you very much you have chosen me, and you gave me a trust to help you. I would like to talk a little bit more before we meet. And people love that, you know, me as the Judge, I cannot call people before the hearings, how are you today?. So at that moment, they connected my voice with everything they knew and heard about me. And then we exchanged probably some emails, some briefs. And definitely, I always have preparatory meetings, you know, for both sides. In that preparation meeting,



we will see each other in life. And they now connect a face with the voice and what they knew about me, and we start as humans, like all the friends, not just as a friend, but as an open and friendly person. And they introduce me to their whole importance of the problem, I introduced their mediation and how will they behave and teach them how to act and what to expect, at the beginning of the common meeting. And when we do that, they are ready for a common meeting face to face. And they are ready, how to act to react and what to expect. And now all of us are, get to know each other much better. And we have to say, increase trust in each other. And that's this sum of privileges of mediators. At some point, the mediator is the only one person to whom parties trust, you know, and it's a huge privilege. And at some point, you know much more about the case from each side, much more than they know individually. And that kind of knowledge they shared with you, helped you a lot in helping them going further. Do you think that a successful mediation is influenced by what you, as a mediator do in the pre-meeting, you know, all of that work that you do prior to them coming together? Do you think that can influence the outcome? So, I would like to say a little bit. Differently, I can influence that chances for the settlement become higher, not the outcome. So when I was educated for the first time about mediation, they told us you should be a mediator, you don't need to know too much about the case, about the parties and just start fresh to not be influenced by their opinions. And I did it, and at some point, I realized that I lose the time if I do not prepare myself and themselves for what is coming in front of us. And from the moment I started with the preparation meetings and many contacts before, during on or even after mediation, I realized that my mediation has become more and more successful, and the rate of settlement is much, much higher. You know, the first moment or first condition for the success of mediation is that parties accept that they have a problem, that it means they took responsibility for the solution, then they realize they need help. And then when they choose mediation, it means they are ready to fight for finding a solution. So, this is a huge asset for any mediation you have in advance. So, it is not possible to find the settlement, if parties are not ready to do it. And we are as mediators, we are just small intermediaries, who are helping to connect all these broken dots together, and help them re-communicate, communicate again, listen to each other, understand, generate solutions, and find their own outcome.

Nadine Powrie 36:53

So parties arrive on the day, and they have different opinions. How do you manage the difference of opinions?

Srdan Simac 37:04

Oh, yes. That's some of the topics I like, the most. So you know, it is for most of the people is so hard to leave the feeling of "I'm right, you know", so "I'm right", people like so much and feel good about it. And even me, I have to say, to admit that I lost probably 50% of my life, trying to convince other people that I'm right. So, especially as a lawyer, can you imagine we are trained to use argument to convince others that we are right, but there is no such a thing as "I am right, you are wrong" because all of us are subjective. We are not objective, we have only information what we have and coming from the standpoint of ours, it



seems of course, correct. But if we do not allow ourselves to stand out of our head, and to jump to the perspective of the other side, and here, but their reasons why they think differently, there is nothing possible to change. So, I tell them, please, I understand that you have felt, right? And you are right. And you will see the other side feel the same that they are right. And you are here because you cannot understand why the other side cannot see that you are right. And I tell them, please be just open, patient and calm. Definitely, you will hear something with what you will not agree. You will disagree. But do not react. Please just be calm and listen more not to disagree, but to understand the reasons why they think differently. And it works. Of course, they are humans, and they react sometimes. And I tell them if you react, don't worry. I'm here for you to remind you that it is not helpful. So in the mediation or in real life, I think in regular life outside of mediation, I like the approach. So if you and me, Nadine, if we disagree about something I can tell you, Nadine, I understand that we do not agree about this because I care about you, because I care about our relationship. I would like to suggest something, please, I suggest that I listen first to you, I will listen to your reasons, why do you think differently than me. And I will listen to you about that, until the moment I will understand your reasons as you are. So nobody will tell you, I don't like that suggestion. Everybody of us craves, are so hungry, to tell to another person, especially in conflict, my version of the story. And if we, if you succeed, to become calm, and to be open, you will discover a lot of information you didn't know before. And they influence that you change your perception or position with which you came into the mediation. And that is the beginning of the solution.

Nadine Powrie 41:29

It's an art isn't it to listen, I mean, people are not really used to listen, they listen to respond on day. So it's a little bit like you're talking and I'm just listening to ask you the next question. Some people don't really listen to what you say they listen on. Okay, what am I going to respond to what he's saying? And then he's saying, He's speaking for a long time, and oh, I'm losing the thread of what I, you know, so so it's quite an art, isn't it within a short period of time to, to change people so that they really listen actively, don't they?

Srdan Simac 42:06

So I used to say, we, as humans, we love ourselves the most in the world. So we do nothing than think about ourselves. And other people are somewhere as in our mind. And if we want to be successful if we want to have good relations, we should start to be interested, not interesting. We are always trying to be attractive to other people. But nobody cares about ourselves if we do not start to care about themselves first. So so it's a massive mistake to you Nadine and said, I'm Srdan Simac. Hello, I'm doing my best as a judge as a mediator. And I do that it is boring for you. But if I come to you that been inside, Nadine, I heard that you have a fine mediator? Tell me more, please. How do you do it? And why do you love it? And you will tell me your whole story about it. Like you asked me today. And I'm happy because I can tell you about myself? No, if you do not allow me to tell me about myself. And if you are not interested in what I'm telling you, you will never be interesting to me. So in the end, I will tell you, this is a different format, of course. And then I will ask you,



Nadine. Okay, thank you for listening to me. Can you tell me please much more about yourself?

Nadine Powrie 44:07

Wow. I mean, I I'm a coach as well. And I loved telling me more because it's very open. And there is no judgment. It shows curiosity, as well. And genuine curiosity about people. And this is so; this is so nice. It's warm, isn't it? It's about feelings as well. You're just touching the heart here, aren't you? Yes. I love that. I love that. I feel I mean, obviously, you know, you're in Croatia. I'm in the UK. I'm not in France. I'm in the UK. And I feel your passion. And yet we're not in the same room at all. And I was looking at the world of mediation. What do you think the future looks like for mediation globally? You know, not only in Croatia or France or in the UK. Where is mediation going? What does the future look like?

Srdan Simac 45:03

You know, I am an optimist on duty. So I'm really optimistic I do not quit, I fight for mediation, officially 17 years or maybe 20 years, and it seems that everything's going slowly, especially in Europe, the UK is probably ahead, but not so far still. And the United States started with mediation in 1976, officially, and they had plenty of time to adjust and to learn the environment about mediation. And what is really important is they started to teach students, not just law students, but economy students, about mediation, about negotiation, and it's a whole new world. And there is more work, and there is more and more aware that the law is not the only and the best or the first solution, the law has a lot of limitations in finding the best solution for any kind of broken relationship, the law is fine for making a contract, contract but when you have a broken relation, the law doesn't have a remedy, doesn't have a solution in a sleeve of the Judge or the lawyer and fix the problem. The only way is to empower those with the conflicts, to find own solution with the little help, and with the non-legal skills, which is fantastic, I see that new technology is so empowering us as humans, in every aspect of life. Expect our own humanity; they cannot compete with us still in our society. And this is the only way, the only chance for us to stay relevant in a market, in the labour market and in the professional market. And the power of mediation is mediation is applicable on every level of society, from kindergarten to relations between countries. And I think globally, have excellent chances because I don't need any more to travel in the United Kingdom to solve the problem with you or to have meetings, we can pleasantly talk like this and use our skills, first humans, human skills and then professional and solve every problem if you have goodwill to do that.

Nadine Powrie 48:59

Wow, wow. And you know, talking about legacy, and what gift Do you want to have as a mediator first?

Srdan Simac 49:12

You know, good question. You know, all of us mediators are or were impatient. So, we see, we know, we feel that this is something that amazingly works. But other people don't see



that. No, there is no crowd in front of my door, like in front of my court. And we need to find a way how to push those people waiting in front of the court with which are not happy, most of the time, need another way. So I cannot say ultimately, but I quit a bit my impatience, you know, when it will happen really, I don't need to be something that I believe to be fast, I'm going to the same direction every day as a true believer and with my enthusiasm and my optimism, and I am the one with many others who are trying to open new paths, new ways for those who will come after us. And, and now, this is a fantastic time and a fantastic feeling to be a part of something new and wonderful. And I didn't find any person so far, believe me, even among those who were totally sceptical about mediations, when they decided to take time to listen to me or some videos or lectures about mediation after half an hour day, they say, "oh this is really something in it, I can find it something for me too". So I used to say that the difference between me and other people who don't know about mediation yet, just because I was exposed to the mediation earlier than the others when their turn will come, they will feel pretty same about it, like myself, I believe it. Yesterday, we had a ceremony for mediation awards in Croatia. And you will see 15 nominators and winners from different fields of mediation. And if you can touch or feel that energy, that passion, that enthusiasm from schools to lawyers, offices to unions, to I don't know, and how they were excited about what they do, and, and about the award. This is something really contagious. And I would I wish that these complimentary views of mediation beat as soon as possible Corona or COVID-19 wires

Nadine Powrie 53:11

WWewill finishes on that note to give it to give us hope, all over the world. So Srdan if ple want to get in touch with you, if they want you to become their mediator, what do they do? How can they contact you?

Srdan Simac 53:26

So I have my Facebook profile, I have a LinkedIn profile. Srdan.Simac@gmail.com. So it's straightforward. So do not hesitate to address me and I will be here for you always.

Nadine Powrie 53:51

That's beautiful. Thank you so much for giving me your time today and for talking really passionately about what you do. And, you know, we always say that when we don't mean to meet people by coincidence, you know, everything happens for a good reason. I have to say, I mean those 45 minutes, you've entirely illuminated in me. Right, you've thoroughly I don't know how I should say that. But it's a pretty surreal feeling that I've got right now. It's almost contagious, right? And yet, you're in Croatia, and I'm in London. But thank you so much for this extraordinary moment and those very 45 minutes very special in my life actually. Thank you so much for your time.

Srdan Simac 54:43



Thank you very much, Nadine, for this opportunity and for your kind words. Yes, it is contagious. If you believe in something, you talk about. Hey, it is easy to spread and not to pretend, I am just as I am and know what really works.

Nadine Powrie 55:08

And you speak with your heart, you know, and definitely Wow. I love it. I love it. Thank you so much, Srdan.

Srdan Simac 55:15

Thank you, and you are very welcome.