

came chairman, moving away from day-to-day operations to focus on global strategy and expansion. In the years that followed, we accelerated our store growth and our confidence, and our stock price soared as our sales and profits increased quarter after quarter after quarter. Until the quarter they didn't.

By 2007 Starbucks had begun to fall itself. Obsessed with growth, we took our eye off operations and became distracted from the core of our business. No single bad decision or tactic or person was to blame. The damage was done and quiet, incremental, like a single loose thread that unravels a sweater inch by inch. Decision by decision, store by store, customer by customer, Starbucks was losing some of the signature traits it had been founded on. Worse, our company's self-induced problems were being compounded by external circumstances as the unprecedented change in

the economy was hurting,

Notes

received a considerable financial boost from the stock-financing activities of billions of dollars in corporate bonds, spent a month working a temporary retail job, and kept unemployment, and, ultimately, credit for a full-blown global recession.

At the same time, a serious and widespread behavior was under way, and people looked for just more and more, but the more they normally want, health, wealth, and athletic prowess. Customers were looking for companies they did business with—retailing, banking, or higher education.

And then there was the digital revolution and the new change in how information flows—the proliferation of online media and social networks, as well as the rise of the blogosphere. Very often, the real-time, worldwide exchange of opinions and news seemed to follow Starbucks every move.

Finally, an onslaught of new coffee and espresso competitors—from multinational corporations to independent coffeehouses—competed

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