

The Road to Success is 'STILL' under construction

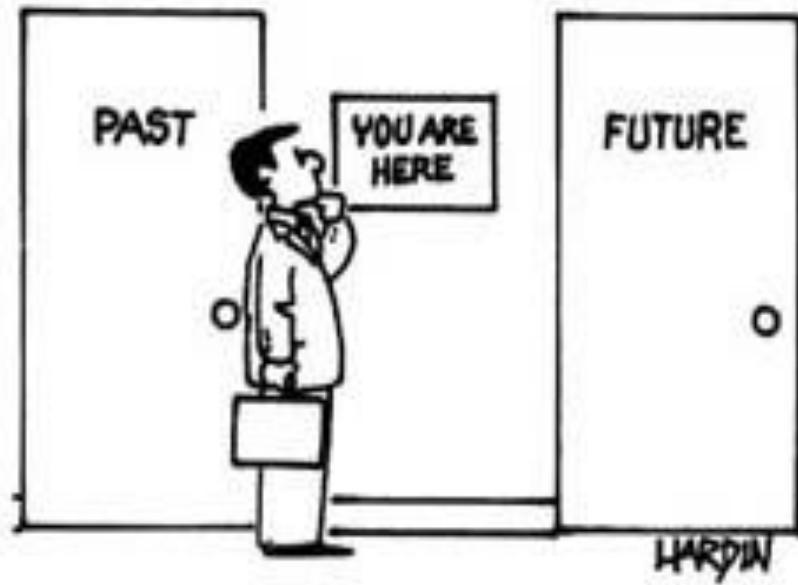


Legacy of Leadership

[illegible]

Bob 'Idea Man' Hooey

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Choose wisely!

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Leaders...

- Not born
- Open to change
- Creative
- Make mistakes and build on their lessons
- Forged in the heat of reality
- Readers
- Foundations for team success



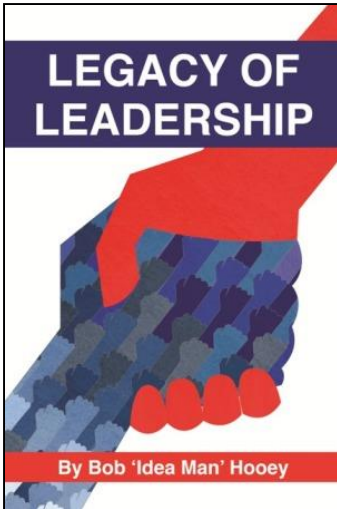
**Challenge
any stagnant
preconceived
'ideas' you
have about
leadership**

**“Leadership
at its ‘best’
... is about
developing
other strong
leaders!”**

Bob ‘Idea Man’ Hooey



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Leadership is a choice not a label

Personal leadership is a key component to your success as a manager or supervisor in leading effective teams

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The Great Wall of China





Whew!



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A close-up, low-angle shot of a yellow steamroller's large, dark metal drum as it moves across a road. The machine is yellow with red and white striped safety markings. A large, dark, cylindrical drum is the central focus, with a smaller yellow drum visible behind it. The machine is moving from left to right, leaving a fresh, dark asphalt surface behind it. The background is a blurred green field under bright sunlight.

**12 keys to
your team's
success!**

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**Expect the 'BEST' from the people
you lead!**

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**Isn't this what
an 'effective'
leader does for
their team?**

BUILDING

- Bridges not barriers or boundaries
- Profitable client and supplier relationships
- Success via long term vision and value

EMPOWERED EMPLOYEES

- Putting their energy and enthusiasm to work
- Committing to excellence in serving our clients
- Providing inspired "by example" leadership

STRATEGIC

- Thinking in focus, value and action
- Recruiting and promoting the 'right' leaders
- Alliances with strong leaders and companies

TRAINING

- Employees to succeed in and on the job
- Initiatives and innovation in client service
- Executives in honing their leadership skills



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**Make a thorough
study of the other
person's needs**



**Establish high
standards for
excellence!**





“When I asked for a higher leadership post, this was not what I had in mind!”

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Create an
environment

where
'failure' is
not fatal

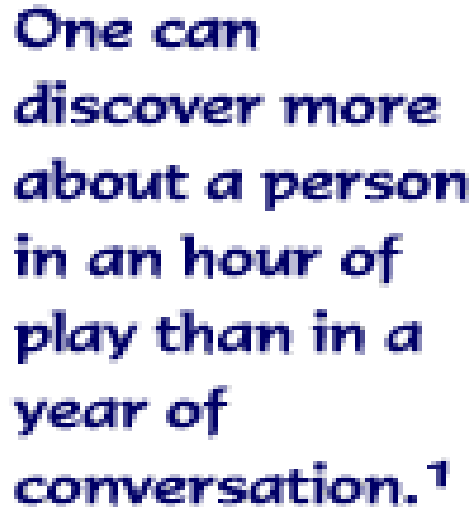




**Climb on other
people's band wagons**

Employ models to encourage success





One can
discover more
about a person
in an hour of
play than in a
year of
conversation.¹

***"People learn
best in times
of enjoyment."***

**Dr. Ralph Smedley
Toastmasters Founder**

Recognize and applaud achievement



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YES ☒

NO ☐



**Employ a mixture
of positive and
negative
reinforcement**

Appeal sparingly to the competitive urge



Place a premium on collaboration



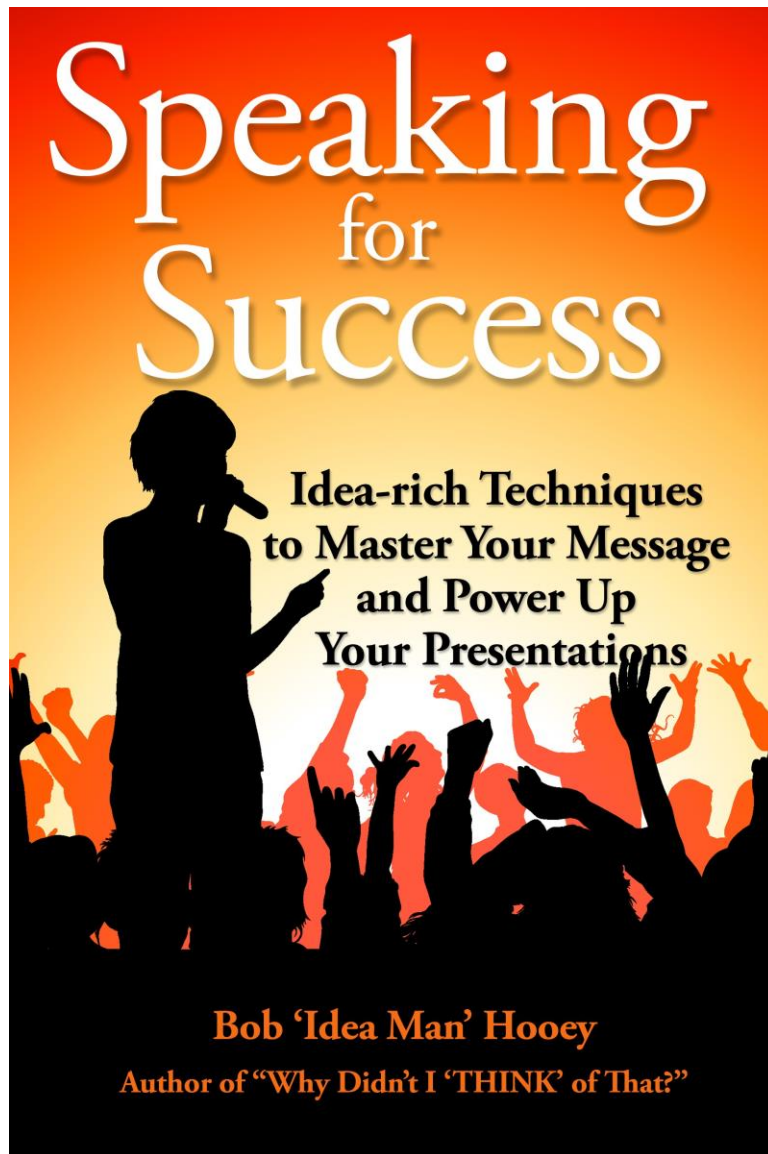
and solid teamwork

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**Build into the
group an
allowance
for storms**

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**Clear, concise
communication
is the key!**

**Leaders walk
their talk!**

“There may be no single thing more important in our efforts to achieve meaningful work and fulfilling relationships than to learn to practice the art of communication.”

Max De Pree



3 keys to success as an effective communicator



The Knowledge Pool

- **Expertise (materials and topic)**
- **Empathy (audience)**
- **Experience (yourself)**





7 Be-Attitudes

- **BE** informative
- **BE** valuable
- **BE** interesting
- **BE** memorable
- **BE**-lievable
- **BE** inspirational
- **BE** enjoyable

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Talk to the hand

- Opening
- 3 points
- Conclusion



Handling nerves

Don't fight it

Be mentally prepared

Do something physical

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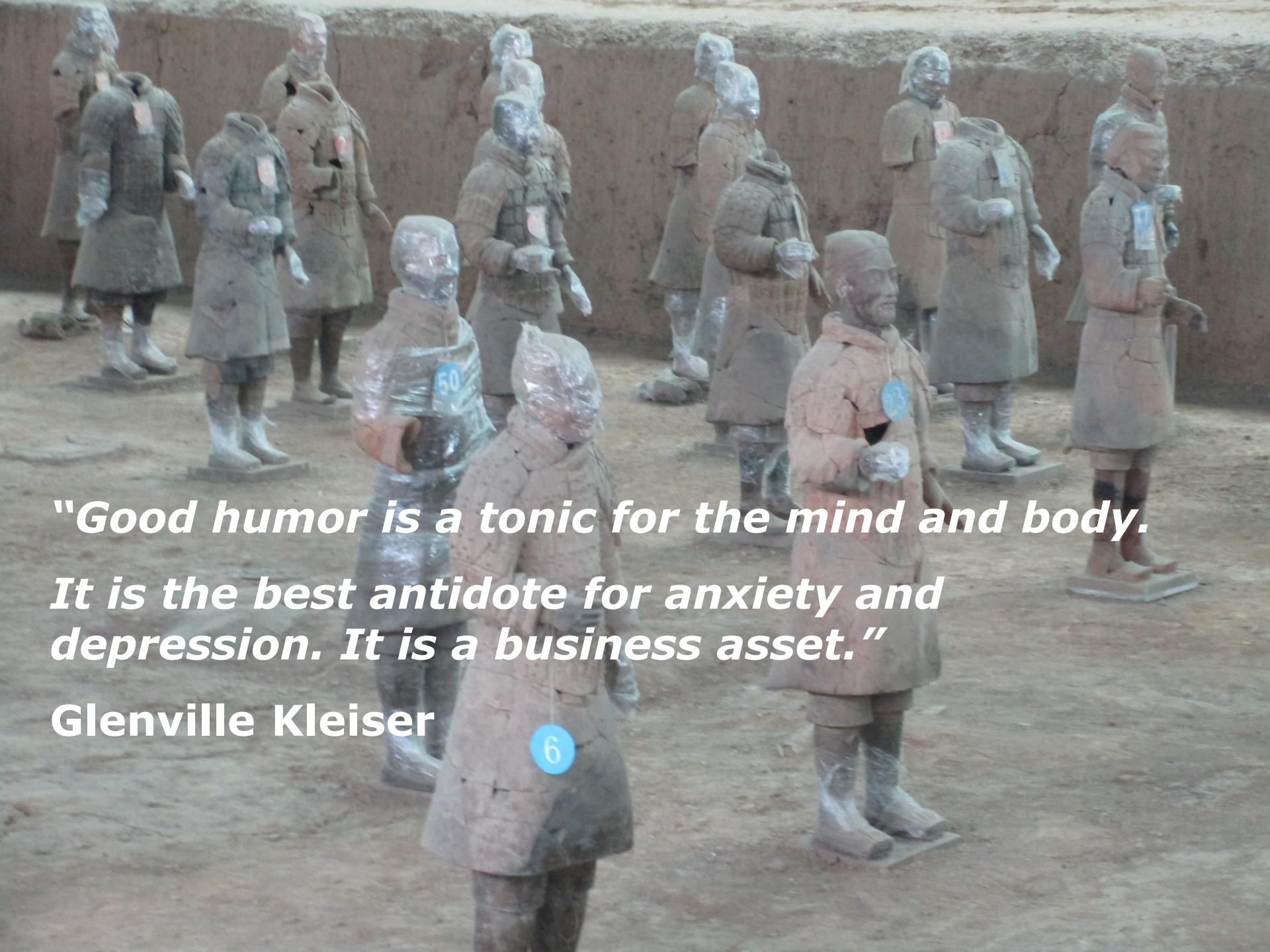


3 M's

- Message
- Messenger
- Method

Take steps to keep your motivation high





***"Good humor is a tonic for the mind and body.
It is the best antidote for anxiety and
depression. It is a business asset."***

Glenville Kleiser



***"We cannot become what we
need to be by remaining
what we are..." Max De Pree***

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**Thanks to Christine
and the AMSA team
for inviting me today**



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