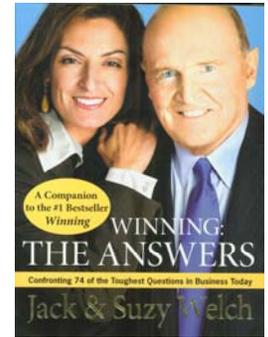


Are Leaders Born or Made

Talent to Execute – ***Get Things Done!***



Positive Energy – the Capacity to Go-Go-Go with **Health**, **Vigor** and an **Upbeat Attitude** through **Good** times and **Bad**.

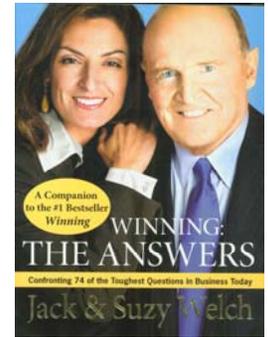
Ability to **Energize** others – Releasing their ***Positive Energy***

Edge – The ability to make tough calls, to say **Yes or No**, not maybe.

To have ***Passion*** – to care **Deeply**, to **Sweat** and **Believe** in what they do

The Leadership Mind-set

Give **Feedback** at Every Opportunity



Being a **Leader** changes **Everything** – a whole new **Mindset**

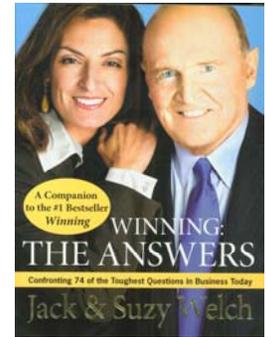
Success is about growing others – making your people
Smarter, Bigger, Bolder

Actively **Mentoring** your people and others

It's not about **YOU** anymore, it's about **THEM**

Tough Guys Finish First

They set **Clear** *Challenging Goals*



Tough is a Multi-Layered Term open to discussion

They conduct **Frequent & Rigorous** *Performance Reviews*

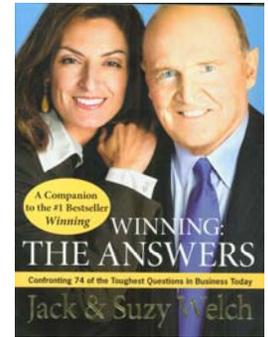
They *Reward Results* accordingly with **High Praise & Commensurate Compensation** for *Effective Contributions*

They are relentlessly Candid, letting everyone know
Where They Stand

They ask for **allot** and expect to *Get It!*

The Courage to become a Change Agent

You need an **Inspirational *Mission***



You may need to turn things **Upside Down & Inside Out**

You need a set of ***Values*** to describe how people will need to **Act** in order to **Achieve** the ***Mission***

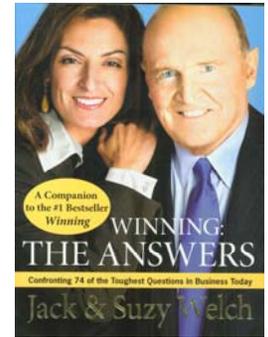
Another word for **Values** is simply ***Behaviors***

“I can’t change things because that’s not the way it’s done here”

Some people will **Resist Change**, they always do!

Building Trust from the *Top Down*

Say what you Mean, and *Do what you Say!*



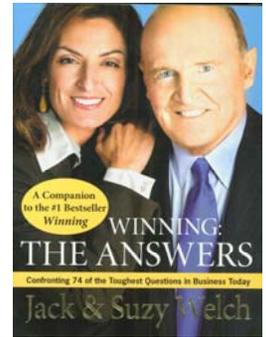
Do not sugarcoat *Tough* Messages

Do not use **jargon** and **baloney** to purposely make matters obscure & therefore less accountable

Espouse the *Values* & *Live those Values*

Trust ultimately isn't very complicated. It's earned through *Words & Actions, and Integrity in Both!*

Keeping your People Pumped



Create a “Push-Pull” **Positive** environment

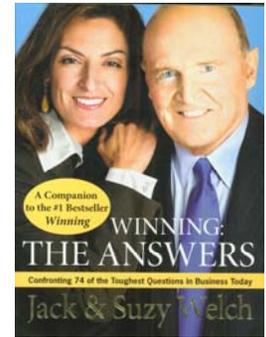
Recognition of something notable for **Individuals** and **Teams**

Celebration of the **Victories** along the way

Create a **Shared Goal**, a collective **Sense-of-Purpose**

Create a work environment with the right **Balance** of **Achievement** and **Challenge**

It starts with Self Confidence



Set a **Realistic Goal**

Keep this **Goal Attainable** and **Contained**

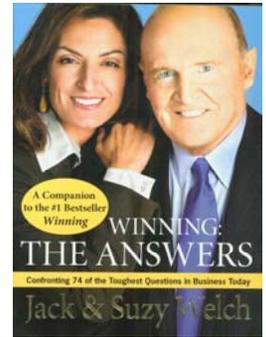
Don't **Overextend** your **Expectations of Yourself**

Achieve that **Goal** & recognize the **Accomplishment**

Next, set a **Larger, Bolder goal** to **S.T.R.E.T.C.H.....**

Build Self Confidence **Step-by-Step!**

What do you call Winning



Winning in **Business** is not a **Zero-Sum** game

When people have **Meaningful** work,
they have the **Freedom** to set their own **Goals**,
not just **Survive**

It is a **Search** every day for new **Ideas**

It will create a new **Future** for **You** and **Others**