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What you CAN do for Leaders!

As simple as 1-2-3!



*Everyday is a good day when
we focus in a positive way!*

As simple as 1-2-3

Let's Discuss



- Managers and Leaders
- Goal Setting
- 3 I's for Leaders
- Recruiting and Selection,
- Training and Development,
- and Retention





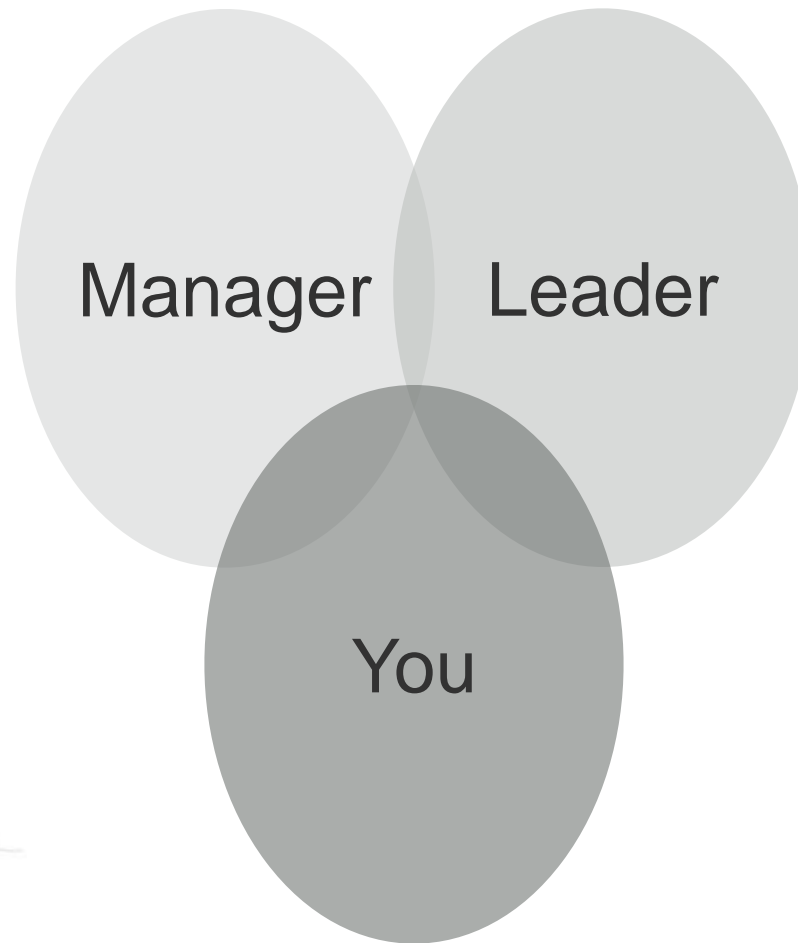
We Feel Responsible



- Family
- Staff
- Corporate Office Clients
- Stakeholders



Goals



The Three Step Process

1. Evaluate
2. Formulate
3. Act

As simple as 1-2-3

Select One Goal At a Time and...

Evaluate

- Analyze
- Destination
- Prioritize

Formulate

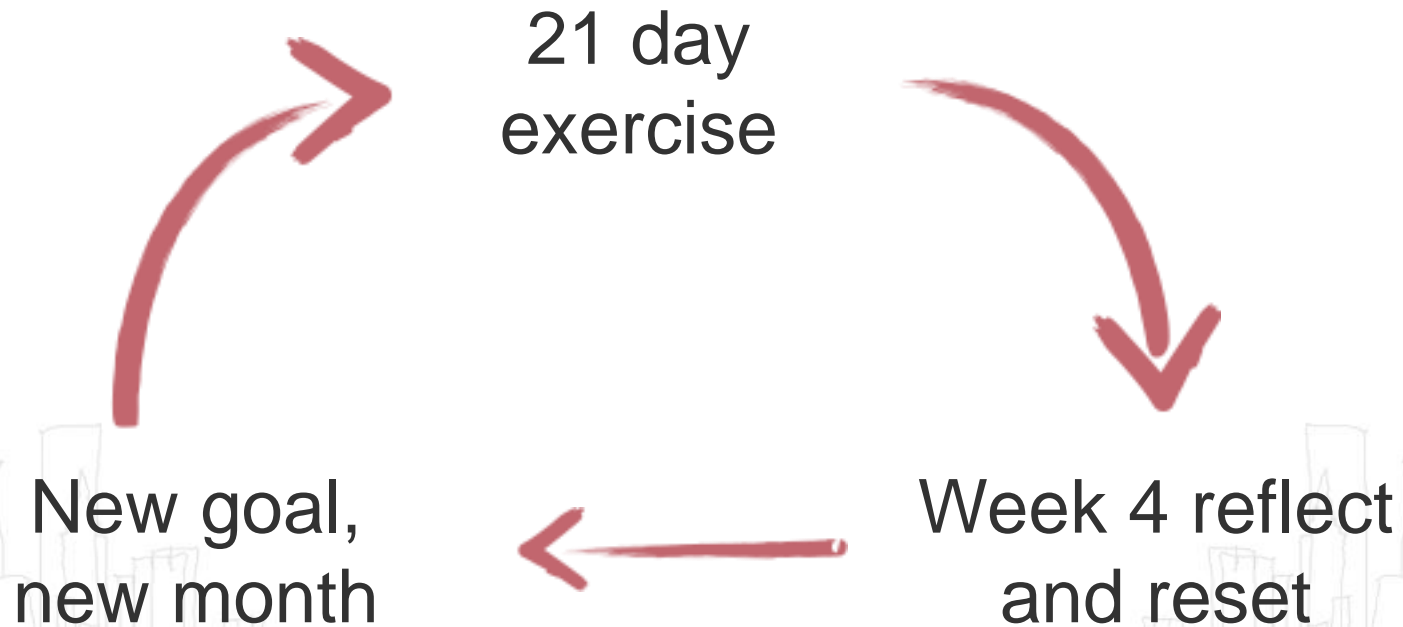
- Purpose
- Strategy
- Process

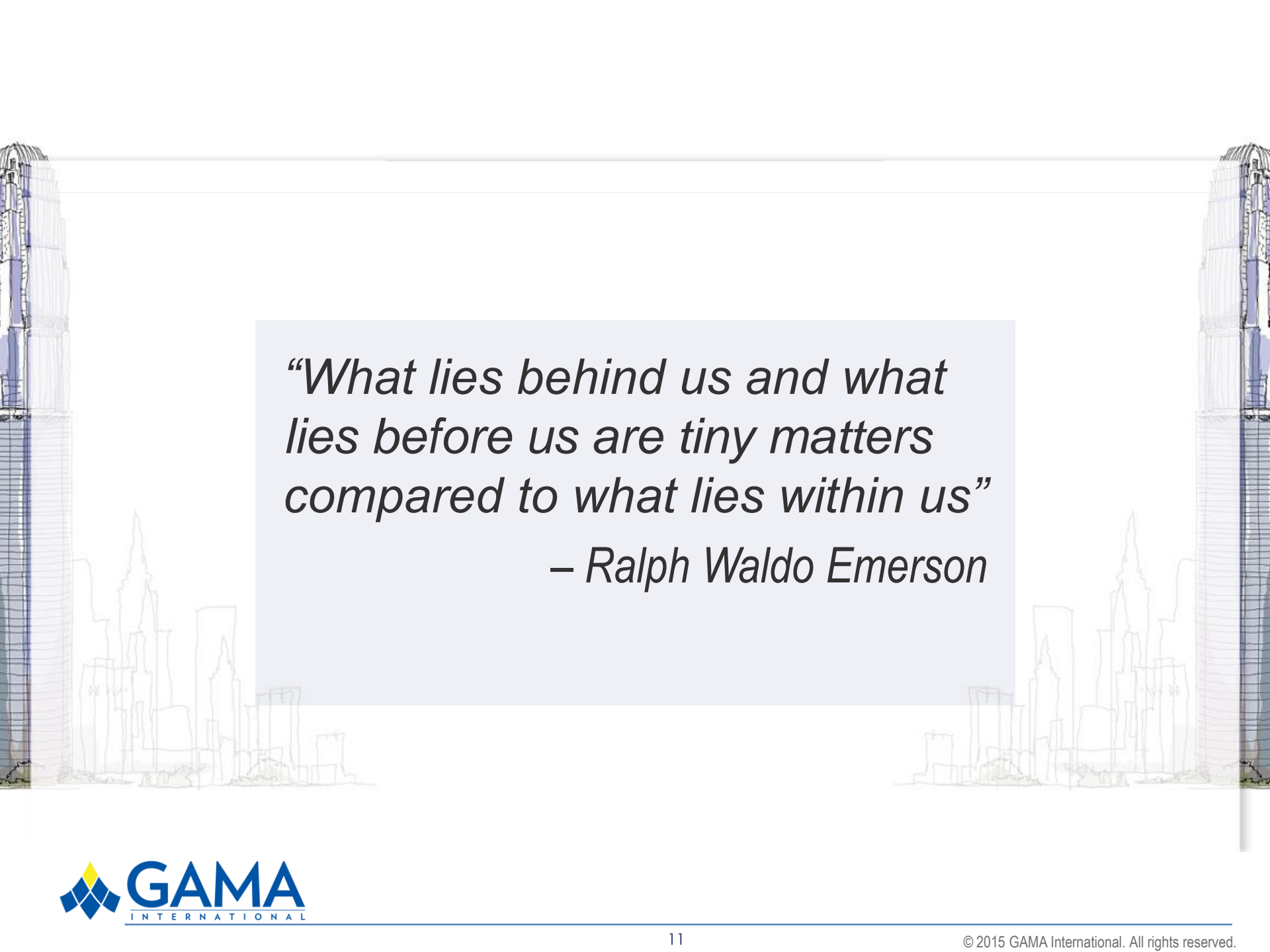
Act

- 21 days
- 3 weeks
- 1 goal per month

As simple as 1-2-3

12 Goals Per Calendar Year





*“What lies behind us and what
lies before us are tiny matters
compared to what lies within us”*

– Ralph Waldo Emerson

21 Day Exercise – Repeat Weekly

- **Mon (Day 1):** I can be enthusiastic about my goal because...(Positive thoughts)
- **Tues (Day 2):** I can stay on track and keep it simple because... (Simple wisdoms)
- **Wed (Day 3):** I can keep my attitude positive because... (Intellectual positives)
- **Thu (Day 4):** I can feel good because...(Physical positives)
- **Fri (Day 5):** I believe I can because...(Psychological positives)
- **Sat (Day 6):** I can because I have learned...(Lessons learned)
- **Sun (Day 7):** I can measure my progress this week by...(Measurable progress)

Features of Goals

Daily Check In

Promote


- Enthusiasm (1)
- Confidence (5)
- Competence(6)

Reinforce

- Mental (3)
- Physical (4)
- Belief (5)

Be

- Purposeful(1)
- Actionable (7)
- Clear (2)



*“We don’t have to be
great to start, but we
have to start to be great”
– Zig Ziglar*

Your Goals – Pick only 1 each today

Personal

1. Evaluate

2. Formulate

3. Act

Management

1. Evaluate

2. Formulate

3. Act

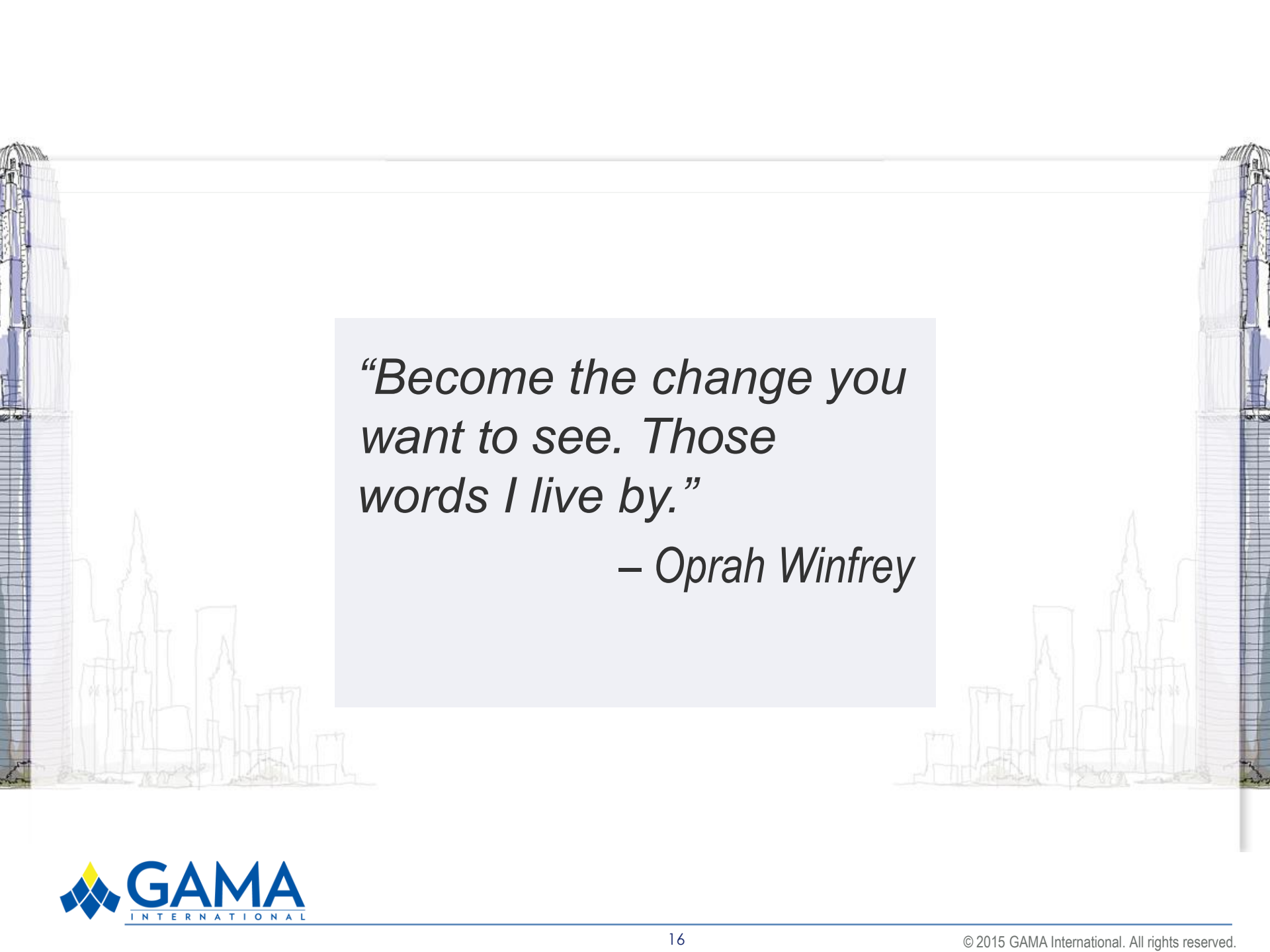
Leadership

1. Evaluate

2. Formulate

3. Act

As simple as 1-2-3



*“Become the change you
want to see. Those
words I live by.”*

– Oprah Winfrey

Let's take a quiz:

If you could choose only one of the following characteristics, which one would you choose?

A or B?





A

1. Dictate
2. Control
3. Mandate
4. Direct
5. Disseminate
6. Observe
7. Secretive
8. Team owner

B

- Empower
- Influence
- Engage
- Participate
- Communicate
- Involved
- Sharing
- Team captain

How did you score?

A=___

8
7
6
5
4
3
2
1
0

0
1
2
3
4
5
6
7
8

B=___



Three I's for a Leader


- **I**nform
- **I**nspire
- **I**gnite



A Leader Informs

A learning environment where...

- Every day is a school day,
- Teaching is collaborative, and
- There is a culture of sharing.



“As we look ahead to the next century, leaders will be those who empower others.”

– Bill Gates

A Leader Inspires

- Empowered team members
- Positive influence
- Change, grow and let go

A Leader Ignites

- Facilitate process and participate
- Solution oriented outcomes
- Commitment to core values

Be a great manager
and an excellent leader!



Everyday

Recruiting

Training

Retention

Selection

Development

As simple as 1-2-3

Recruiting

Evaluate-Formulate-Act

- Where do your recruits come from?
- Where do you spend most of your recruiting efforts?
- What is your favorite resource?

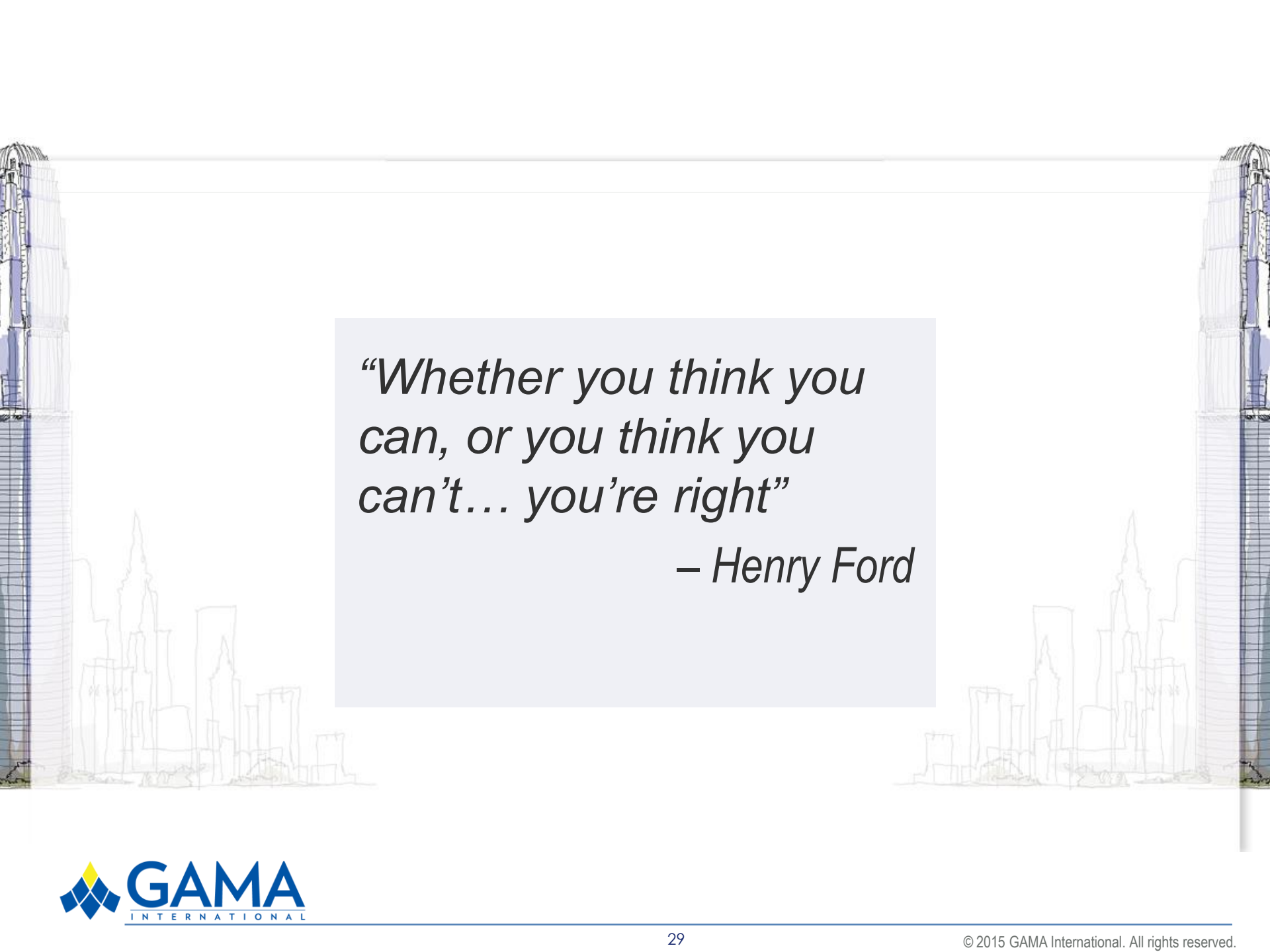
As simple as 1-2-3

Selection

Evaluate-Formulate-Act

- Your top 3 characteristics?
- What is your promise?
- How do you select out?

As simple as 1-2-3



*“Whether you think you
can, or you think you
can’t... you’re right”
– Henry Ford*

Training

Evaluate-Formulate-Act

- Products
- Sales skills
- Business operation

As simple as 1-2-3

Development

Evaluate-Formulate-Act

- Mentor
- Mentee
- Next level of growth

As simple as 1-2-3

Retention

Evaluate-Formulate-Act

- Advocacy
- Special attention
- Commitment and trust

As simple as 1-2-3

We have discussed...



- Managers and Leaders
- Evaluate-Formulate-Act is our 3 step process.
- 21 day goals
- Inform-Inspire-Ignite are the 3 I's
- Recruiting & Selection, Training & Development, and Retention

Importantly.....

1. Find the CAN in the CAN'T,
2. Keep your eye on your goals,
3. Keep it as simple as 1-2-3

What you CAN do for Leaders!

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