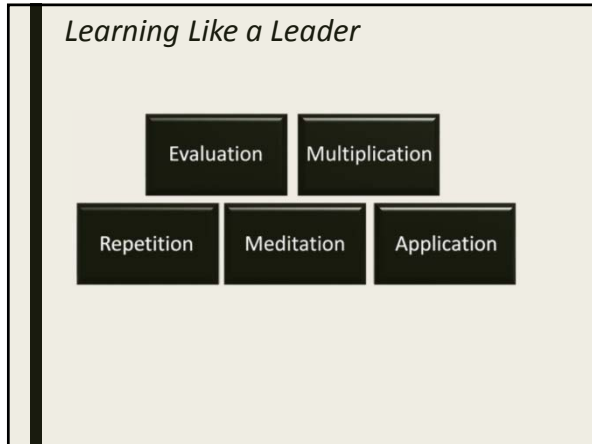
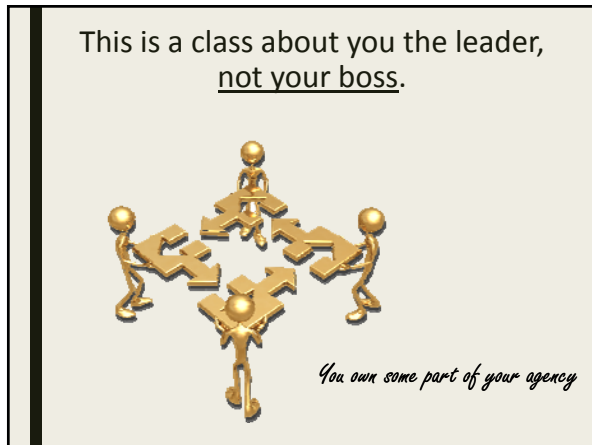


Objectives

- Understand the concept of ownership as it relates to performance, and satisfaction
- Understand the importance of belief systems and how they affect our everyday lives.
- Understand that we are all leaders and, that we are all leading, all the time.







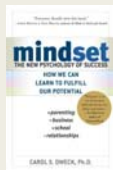
Ownership / 'ōnər, SHip/

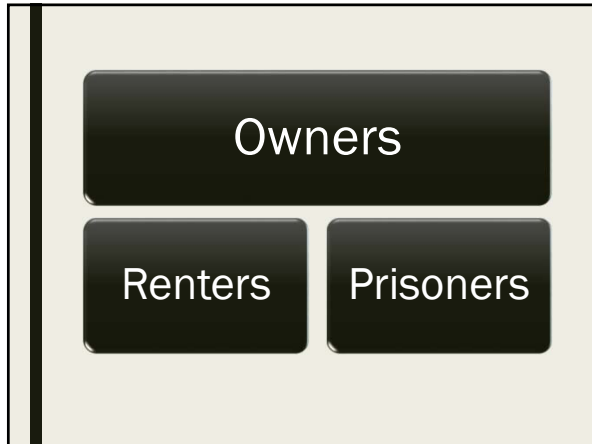
- Latin root is the word “dominium”
- “To be the master of” or,
- “Complete power to use”



What's your "Mindset"?

- | | |
|-----------------|-------------------|
| ■ Growth | ■ Fixed |
| ■ Moldable | ■ Carved in Stone |
| ■ Humble | ■ Arrogant |
| ■ Happy | ■ Miserable |
| ■ Owner | ■ Prisoner |





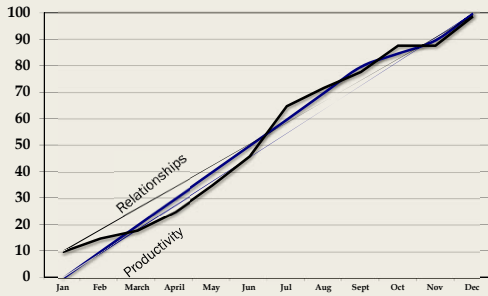
Leadership - *lē-dār-ship*

- Typical definition: "Getting things done through people"
- Leadership does not require a title or perfection.
- There are many people "in charge" who are not leaders.
- There are many leaders who are not "in charge".
- "We are all leading, all the time" (Remove "Just")
- "Leadership is about who I am as much as it is about what I do"
- Leaders see the people they serve as heirs, not slaves.
- Remember: Great leadership is an art.

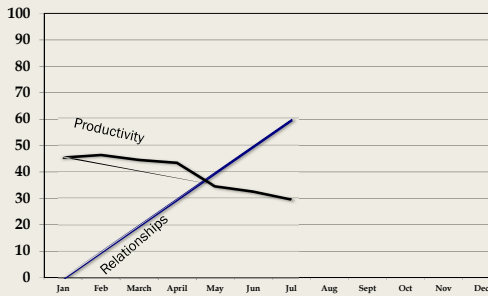
Leadership is a Balance of Two Things...

- *Relationships*
- *Productivity in relation to the mission*
- **Questions ALL leaders must ask:**
 - (How well do we get along?)
 - (How productive are we?)

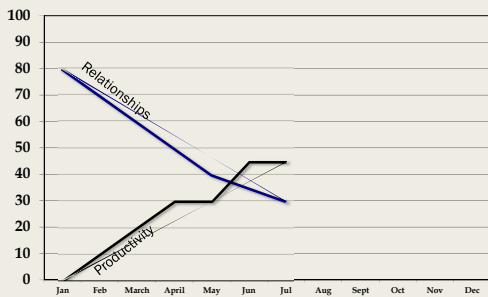
One affects the other...

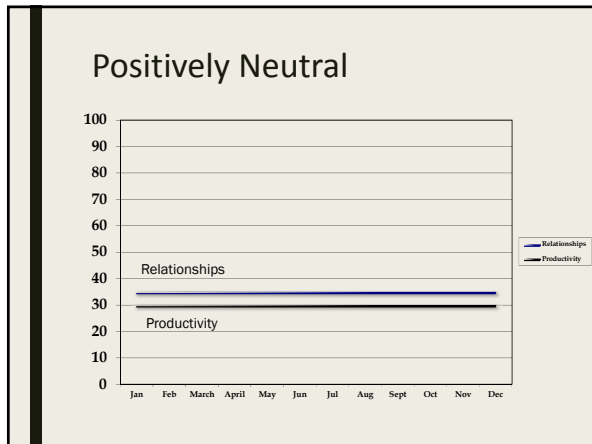


Relationship-Focused



Production-Focused





Does this job ever frustrate you?

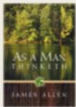
- ### Your Sources...
- Spouse/Significant Other
 - Boss
 - Co-Workers
 - Press/Media
 - General Assembly/Elected Officials
 - Workplace Committees
 - New "Rookie" Employees
 - OSHR/Rules
 - Other Agencies
 - Inefficient Processes
 - Lack of Resources
 - "Slackers"
 - People who only look for the "wrongs"
 - Bureaucracy
 - Constant GASB Changes

MY
FRUSTRATION...

“If you always do what you’ve always done, then you’ll always get what you’ve always gotten.”


As a Man Thinketh
By James Allen

“Man is victimized by circumstances so long as he believes himself to be the creature of outside conditions.”




As a Man Thinketh
By James Allen

Man is made or unmade by himself; in the armory of thought he forges the weapons by which he destroys himself.”




As a Man Thinketh
By James Allen

Man is made or unmade by himself; in the armory of thought he forges the weapons by which he (improves or) destroys himself.”



As a Man Thinketh
By James Allen

“But when he realizes that he may command the hidden soil and seeds of his being out of which circumstances grow, he then becomes the rightful master of himself.”



As a Man Thinketh

By James Allen

The vision that you glorify in your mind,
the ideal that you enthrone in your heart,
...this you will build your life by, ...this
you will become.”



“When service is unto people,
the bones can grow weary;
the frustration, deep.”

Ann Voskamp

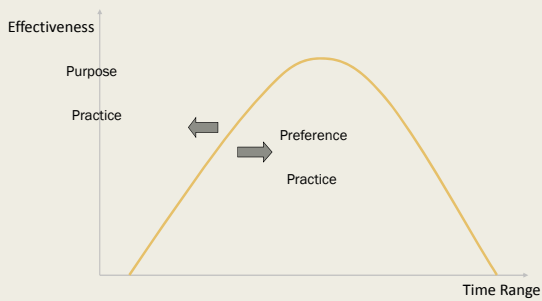
Jack Welch On Bureaucracy

“Bureaucracy frustrates people...

Jack Welch On Bureaucracy

“Bureaucracy frustrates people, distorts their priorities, limits their dreams and turns the face of the enterprise inward.”

Cycle of Effectiveness



“The longer I focus on me, the harder it becomes to see the needs of others.”

Jack Welch on Bureaucracy

“But the allure of bureaucracy...
(Power! Greed! Selfish ambition!)
...is part of human nature and hard
to resist.”

Jack Welch
CEO General Electric

HOW DO WE GET OUT OF THE
BLAME GAME?

Charlie Plumb

- ✓ 24 Year Old Naval Academy Graduate
- ✓ Top Gun Graduate
- ✓ Shot down on May 19, 1967 on his 75th combat mission
- ✓ Spent five years and nine months undergoing torturous treatment

Other Notables who were there...

- Admiral James Stockdale - USN (CDR)
- Senator John McCain - USN (LTCDR)
- General Norman Gaddis - USAF (Col)
- Admiral Bob Shumaker - USN (LTCDR)

Shumaker's Prison Code

	C1	C2	C3	C4	C5
R1	A	B	C/K	D	E
R2	F	G	H	I	J
R3	L	M	N	O	P
R4	Q	R	S	T	U
R5	V	W	X	Y	Z

Plumb

7 Feet

7 Feet

Charlie Plumb

“Faith, Commitment, and Pride...
...more important than the rice we ate...the
water we drank.”

-Charlie Plumb

The Need For Belief Systems

“This is not a prison camp and you are not a prisoner, this is a
duty station....it is a lousy, rotten duty station but a duty
station none the less and you have a duty especially to
each other.”

James Stockdale

Lessons of Charlie Plumb

1. We all will play the **blame game** at some point of our lives.
2. However, the **only person** over which I exercise control is **myself**. (What part do I **own**?)
3. We must **establish, sustain** and **celebrate** a strong **belief system** in who we are what we do.

The Power Of The Belief System

“Beliefs drive behaviors or performance.”

The Power Of The Belief System

“As a scientist who has studied the brain, I consider belief to be the most important factor in determining human performance.”

Dr. Richard W. Sperry

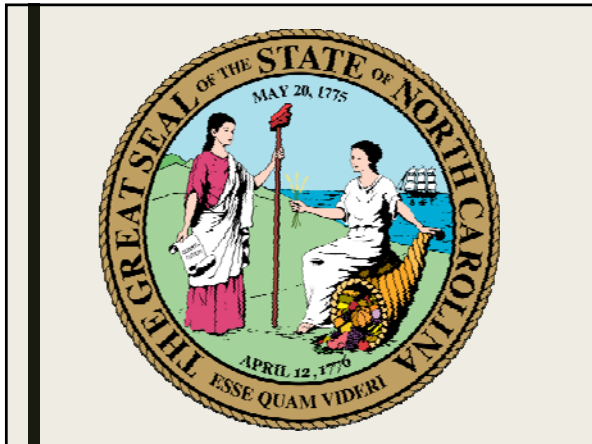
Remember...

We must establish, sustain and celebrate a strong belief system in who we are and what we do.

LESSONS OF SEAMAN HEGDAHL

- ## The Lessons Of Seaman Hegdahl
- **Commitment** to something bigger than you.
 - We often **underestimate** our potential and the potential of our people.
 - There is a need for **leadership** at every level.
 - You need to begin **today** to develop your leadership/management skills in yourselves and your people even before they are **in charge**.

- ## Test Answers
- A four-letter word that paralyzes us all: **FEAR**
 - We all will play the **BLAME GAME** at some point of our lives.
 - However, the only person over which I exercise control is **MYSELF**. (What part do I **OWN**?)
 - We must establish, sustain, and celebrate a strong **BELIEF SYSTEM** in who we are what we do.
 - **COMMITMENT** to something bigger than you
 - We often **UNDERESTIMATE** our potential and the potential of our people.
 - There is a need for **LEADERSHIP** at every level.
 - You need to begin **TODAY** to develop your leadership/management skills in yourselves and your people even before they are **IN CHARGE**.
 - The concept of a **PERFECT LEADER** is a myth. Don't hold people to unrealistic expectations.



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