



Preparing Yourself & Your Employees

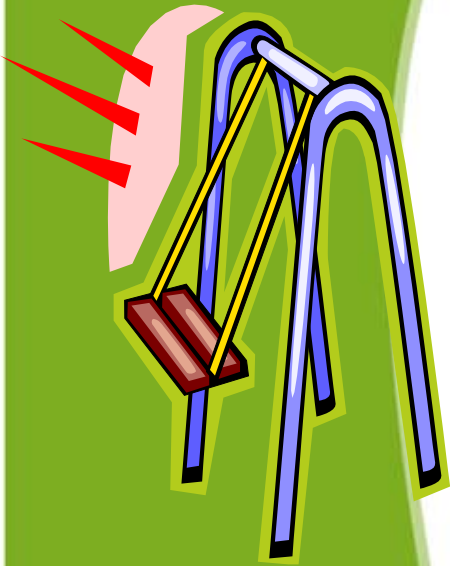
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Retired - Polk County Sheriff's Office

Creating the UPSWING & Renewable Energy



- Challenges
- Fear
- Do more with less
- Trust/loyalty
- Success mode
- Our Circle
- Its all about me

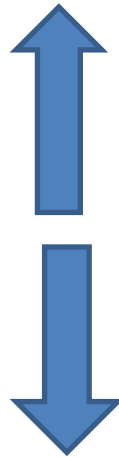
**“Unless someone like you cares a whole awful lot,
nothing is going to get better. It's not.” ~Dr. Seuss**

“psychological recession”

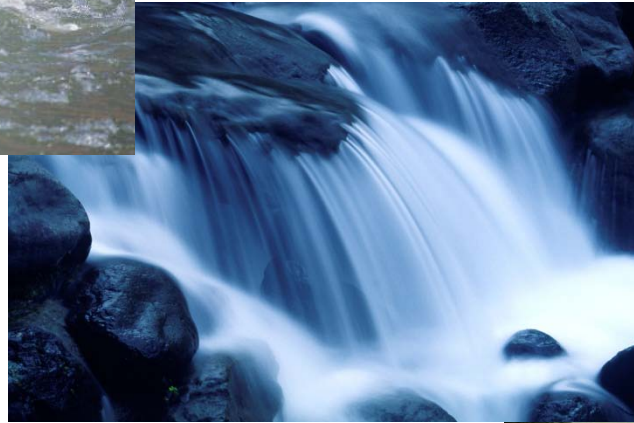


- How is this impacting our organization?

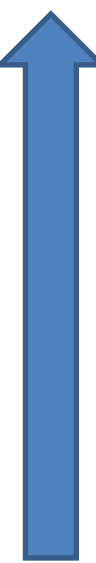
- Absenteeism
- Healthcare costs
- Lack of focus
- Negativity
- Morale
- Productivity
- Creativity



White Water , Rapids & Placid Lake



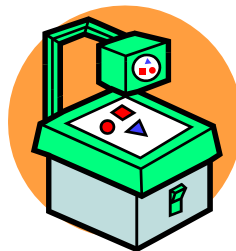
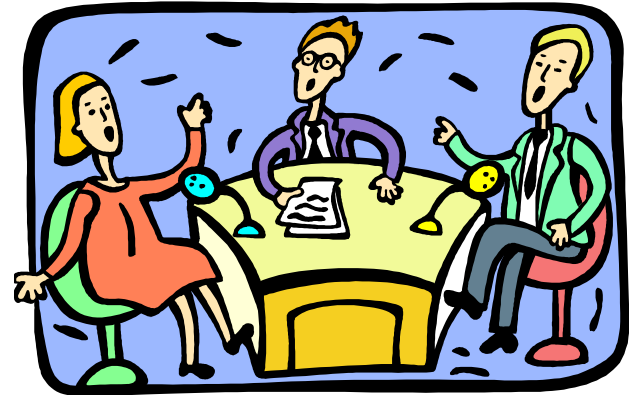
Human Resource Challenges

- 
- Grievances
 - FMLA
 - ADA
 - Worker's Compensation
 - Safety
 - Turnover



How Can We Get Back in Success Mode?

- Tell it like it is
- Give a little RESPECT
- Keep Promises
- LISTEN
- Discuss Facts
- Transparency
- Trustworthiness





What can I do?

- I need to reduce my fear and reduce the fear of my fellow co-workers.
- I need to understand my contribution to the organization.
- I need to focus on me, my family and the organization.
- I need to channel my energy in a positive direction.

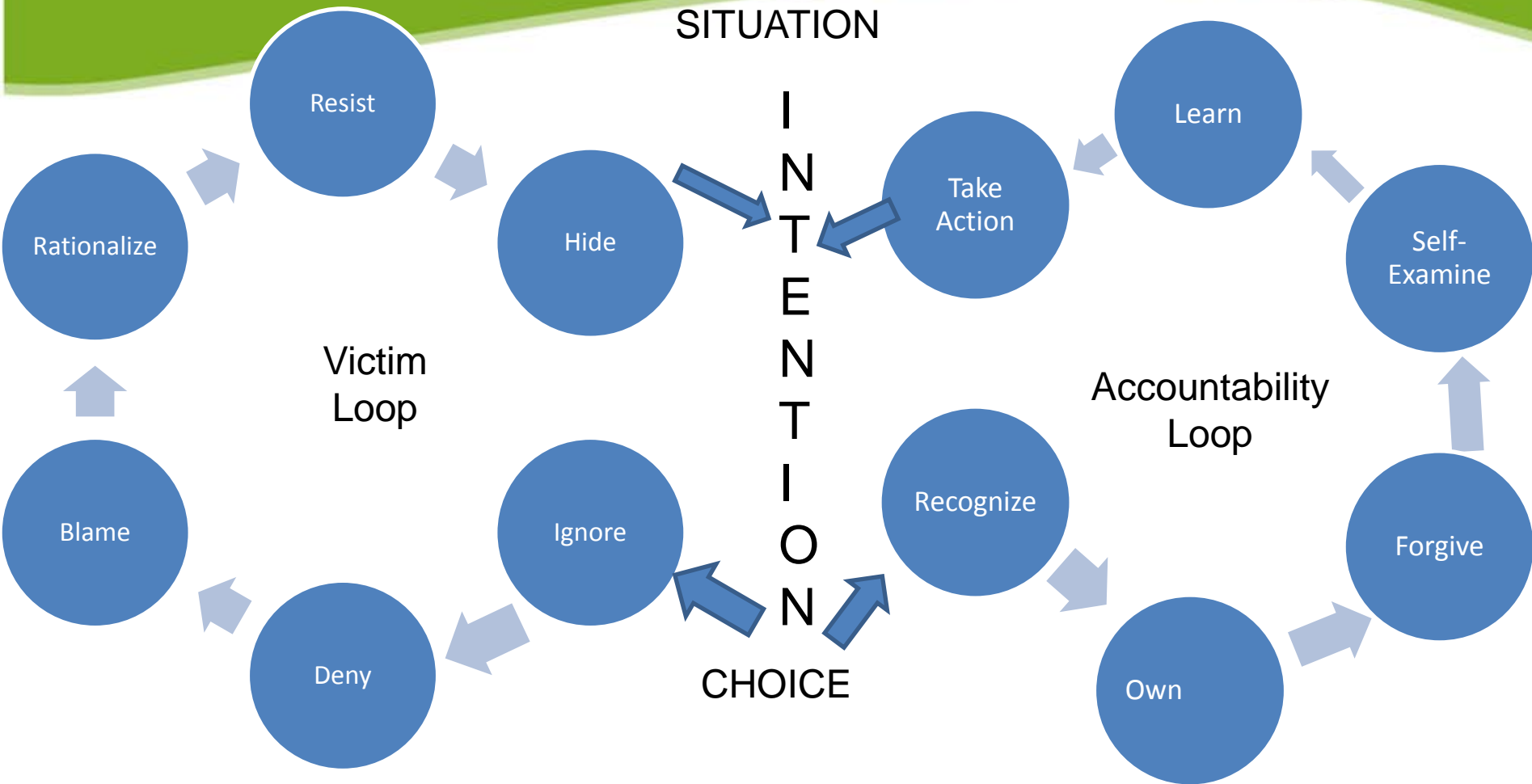


Be a Leader

- **"Control is not leadership; management is not leadership; leadership is leadership. If you seek to lead, invest at least 50% of your time in leading yourself—your own purpose, ethics, principles, motivation, conduct. Invest at least 20% leading those with authority over you and 15% leading your peers."**

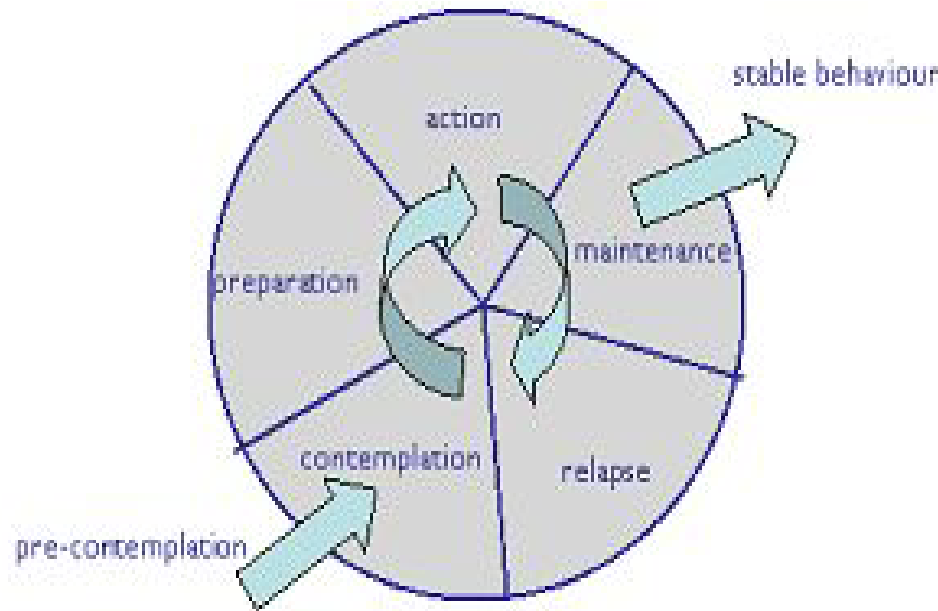
Dee Hock

Accountability Loop



CHANGE – Me First

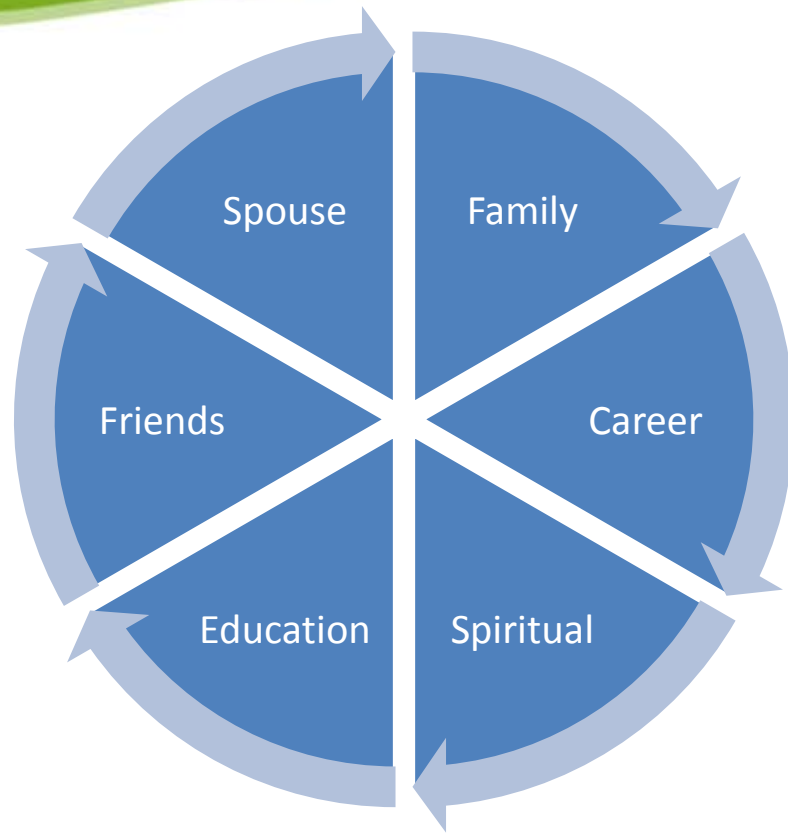
- The Change Starts Here



Stages of change model

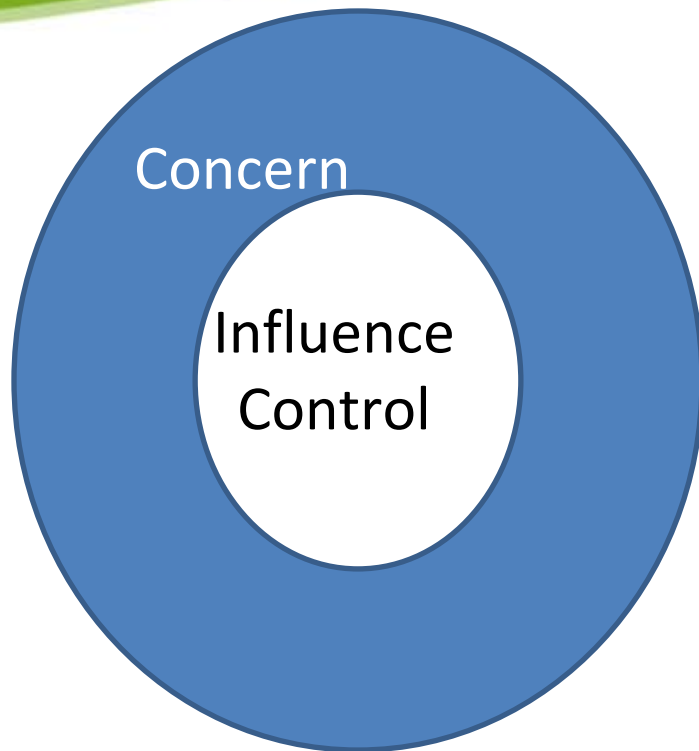
ME

Your Balance Wheel



- What is important to you?
- How can you meet the needs of you and everyone else?
- How can you balance it all?

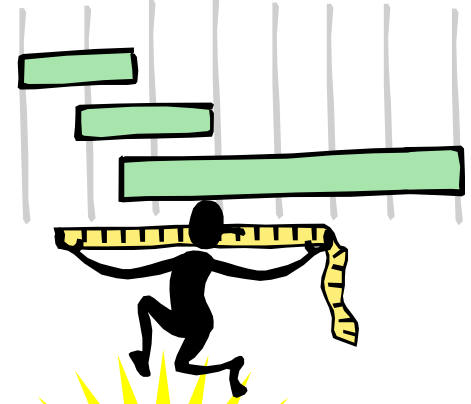
Where are we in the Circle?



- Where am I?
- How can I refocus?
- What can I change?
- How do I move myself?
 - Invest in me
 - Focus on my job
 - Learn and share
 - Cross-train
 - “Walk-the-Talk”

Team Effort

- Be honest with everyone
- Set goals -SMART
- MEASURE Success
- Reinforce Successes
- Discuss challenges
- Provide evaluations
- THANK OTHERS!





Your Mission should you decide to accept it!

- Take Action
- Dig deep for answers by asking good questions
- Focus on behaviors that are engaging and rewarding
- Avoid Auto Pilot
- Balance your life
- Be as Master Learner
- Reward and recognize yourself and your team
- Eliminate the victim loop and step up to accountability
- Build Trust
 - Be honest
 - Respectful
 - Create clarity
 - Deliver Results



Parting Thoughts

“I am only one, but I am one. I cannot do everything, but I can do something. And I will not let what I cannot do interfere with what I can do. ~Edward Everett Hale

“In the power to change yourself is the power to change the world around you.” -Anwar

THANK YOU!

QUESTIONS???



References

- Predictable Results in Unpredictable Times, Stephen R. Covey, Bob Whitman
- Personal Accountability
- Seven Habits of Highly Effective People, Stephen R. Covey
- Change Management Model – FSU CPM Class
- What Matters Most – Stephen R. Covey/Franklin Time Management