



THE “OLDEST” PROFESSION

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LEADERSHIP

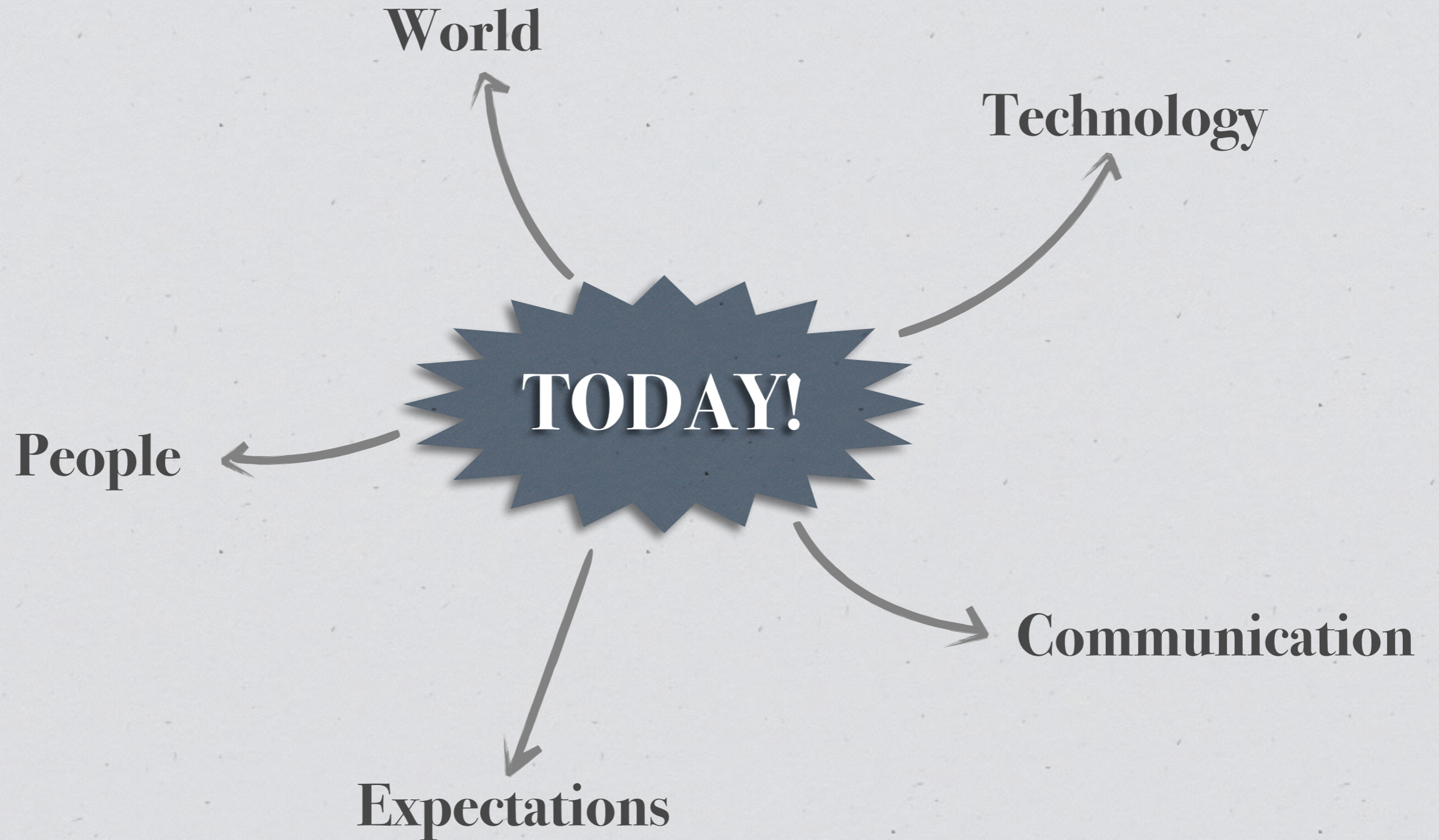
- AND -

THE NEW ORDER



THE PROBLEM

THE PROBLEM



THE SOLUTION

YOU!

KNOW YOUR “TEAM”

KNOW YOU

KNOW YOUR
“CHARGE”



MOTIVATION

A) INTRINSIC

- SENSE OF PURPOSE
- BELIEF IN THE ORGANIZATION
- EXPOSE THE PASSION

B) EXTRINSIC

- RECOGNIZE THE GOOD
- CUSTOMIZE INCENTIVES
- OFFER GROWTH OPPORTUNITIES

PURPOSE



DEVELOP UNDERSTANDING



INDIVIDUAL MEANING



ADJUST/UPDATE/RETHINK

5 STEPS TO “IMPROVEMENT”

1. INTERACT

2. GIVE FEEDBACK

3. EXPLAIN DECISIONS

4. PRAISE: BASED ON “PEOPLE” NEEDS

5. STAY POSITIVE!

WHAT "DRIVES" PEOPLE?

1. ACCOMPLISHMENT

2. ACCURACY

3. APPRECIATION

4. ASSOCIATION





TURN AROUND A “NEGATIVE” GROUP

1. GET INPUT

2. COMMUNICATE

3. DON'T PLAY THE “BLAME” GAME

4. ELIMINATE THE “FEAR”

5. CELEBRATE SUCCESS!!!



“REWARDS”

- DEFINE THEM
- SELL THEM/VALUE!
- FOLLOW THROUGH!
- MAKE THEM “ACHIEVABLE”

DELEGATE

I. KNOW YOUR “PEOPLE”

- KNOW THEIR “STRENGTHS”
- KNOW THEIR “WEAKNESSES”



II. IDENTIFY “TEAM” NEEDS

- INPUT
- SCOPE OF “PROJECT/TASK”
- SKILL/COMPETENCY NEEDS
- CONFIDENCE REQUIREMENTS

III. ACCOUNTABILITY

- COMMUNICATE EFFECTIVELY
- MEET REGULARLY
- SOLICIT FEEDBACK

DELEGATE FOR RESULTS

1. CHOOSE RIGHT PERSON
2. DESCRIBE WHAT YOU WANT
3. PROVIDE RESOURCES
4. REWARD!

SET GOALS

MATCH “GOALS” WITH DESIRED “RESULTS”

1. OUTPUT

2. COMPETENCY

3. BEHAVIOR

SET GOALS

MATCH “GOALS” WITH DESIRED “RESULTS”

1. OUTPUT

↳ QUANTITATIVE, MEASURABLE

2. COMPETENCY

↳ QUALITY OF PERFORMANCE

3. BEHAVIOR

↳ SPECIFICS

ELIMINATE OBSTACLES

1. ORGANIZATIONAL CLARITY

- A) HOW DOES "IT" WORK
- B) KNOW YOUR COMPETITION
- C) KNOW YOUR PHILOSOPHY

2. TOOLS

- A) TECHNOLOGY
- B) TRAIN THEM

3. TEAMWORK

- A) ATMOSPHERE OF COLLABORATION
- B) PREVENT "TURF" BATTLES

4. SKILLS

- A) COMFORT LEADS TO COMPLACENCY
- B) ENCOURAGE NEW "TOOLS"

PROBLEMS?

1. DESCRIBE THE SITUATION

2. LAY OUT THE EXPECTATIONS

3. SET A PLAN FOR IMPROVEMENT/CHANGE

A) WITH A TIME FRAME!

4. SPELL OUT CONSEQUENCES

A) PERSONALLY

B) TEAM/SECTION



COMMON PIT FALLS

1. HOGGING ALL THE CREDIT
2. MAKING ALL THE DECISIONS
3. OVEREMPHASIZING “YOU”
4. RESISTING FEEDBACK
5. DISCOUNTING EFFORTS
6. NOT COMMUNICATING PLANS

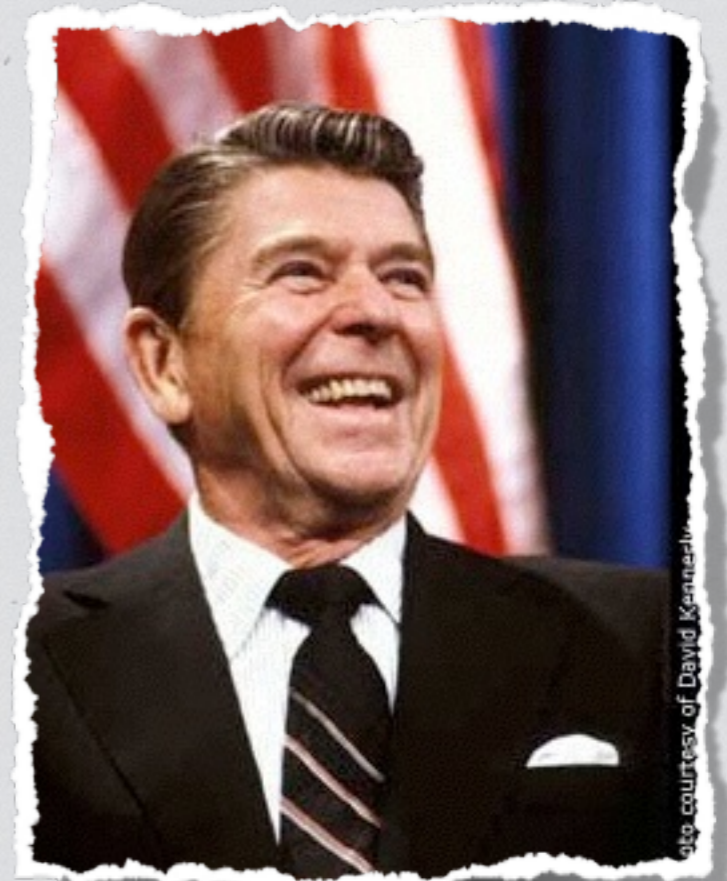
RECOGNIZE CONFUSION

DO THEY:

1. AVOID EYE CONTACT
2. TILT THEIR HEADS
3. SQUINT THEIR EYES
4. CLOSE THEIR MOUTHS AND KEEP THEM CLOSED
5. LOWER THEIR EYEBROWS
6. CROSS THEIR ARMS AND LEGS

ARE YOU:

RONALD REAGAN
“THE GREAT COMMUNICATOR”?



-OR-

GEORGE W. BUSH
“THE BUMBLING ORATOR”?



FOCUS TO ENHANCE YOUR SKILLS

1. PERCEPTION VS. TRUTH

2. THE INTEGRITY CARD

3. “THINK” TIME

WHY YOU?



1. QUALIFIED

2. COMMITTED TO THE CAUSE

3. YOU UNDERSTAND THE NEED

4. YOU SEE THE BIG PICTURE

5. YOU ARE NEEDED NOW MORE THAN EVER



IF NOT YOU...

WHOM?

IF NOT NOW...

WHEN?

“Few things help an individual more than to place responsibility upon him, and to let him know you trust him.”

Booker T. Washington, Educator

Dr. Frank Tracz
Director of Bands
Kansas State University

