

Great Quotes:

* "It's not what you accomplish in life that matters. It's what you overcome."

Johnny Miller

* "No one can make you feel inferior without your consent."

Eleanor Roosevelt

* "...Life is about 10% what happens to you and 90% how you react to it."

Charles Swindoll

Interesting Money Facts

A dime has 118 ridges around the edge.

All 50 states are listed across the top of the Lincoln Memorial on the back of the \$5 bill.

On a Canadian two dollar bill, the flag flying over the Parliament building is an American flag.

There are 293 ways to make change for a dollar.

The eight billion US notes printed each year are enough to wrap around the earth's equator 30 times!

Taye H. Cairnes, Inc.
PO Box 5448
Charlotte, NC 28299
704.567.3095
Cell: 704.299.6553

**Real World Learning
That Inspires Growth**

Three Gifts of Leadership

When conducting a leadership program, I often begin with asking members of the audience what they would change at their work place. What are the things that drive them crazy during the work day? The great majority of the answers have to do with personnel problems. (This person is negative, this one gets too many personal phone calls, so and so won't follow the dress code, etc.) When finished with that exercise, I like to recommend a book many of you have read, The Seven Habits of Highly Effective People, by Stephen Covey. One of the habits is, "Begin with the end in mind." When we work towards growing and improving our leadership skills, it is imperative that we look inside ourselves, at our own skills, before we can lead others. Here are three key skills that consistently help:

1. Self-awareness

Be aware, what kind of leader are you? Do you react out of anger? Do you stay in your 'comfort zone,' not addressing personnel issues that need to be confronted? It is easy to stay in a 'comfort bubble', however, our job as leaders is to help other people become successful.

2. Self-correction

This step is difficult! It means that once we become aware of a behavioral style which impedes our leadership ability, we must work to overcome that. If we are too quick to react, we must learn to listen. If we are too slow to react, or don't react at all, we must learn to get out of our comfort zone. Neither is easy, both are imperative.

3. Drop judgment of other people.

This will be the most difficult transitions that most people

make. Judgmental thoughts leap into our mind all the time. (I can't believe she's wearing that! Look at his hair! She's too new to know what she's talking about...etc.) We cannot provide inspiring and productive leadership until we begin to see people as 'more than' instead of 'less than'. Remember, employees don't quit companies, they quit bosses. Strive to become a leader that positively impacts all his/her employees.

Recommended Leadership Books:

Seven Habits of Highly Effective People, by Stephen Covey
Gung Ho! By Ken Blanchard and Sheldon Bowles
Effective Coaching, by Marshall Cook

Why Coach?

1. It focuses totally on the person being coached and his or her developmental need.
2. It provides hands-on, real-life guiding of the person being coached, not preaching or teaching.
3. It provides modeling by the coach of the desired behavior in its best form.
4. The close interactive nature of coaching provides close observation of behavior, and appropriate intervention in a timely manner.
5. Coaching focuses on results and therefore includes tools and processes for measuring these results in the real world where the game of life is played.
6. Because coaching is experiential as opposed to conceptual, it enables an exhilarating experience of being fully engaged in the moment, aware of the presence of the new skills, and cognizant of the immediate results.
7. Because coaching enables you to actually feel and see yourself getting better at what you do on a daily or weekly basis, it is the process that most quickly helps people feel more powerful and self-confident.
8. Because of its intensity and close interaction, coaching builds a powerful human bond between the coach and the coached.