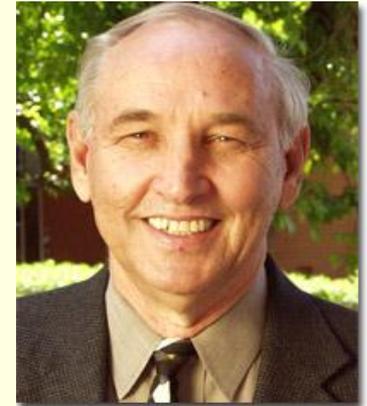
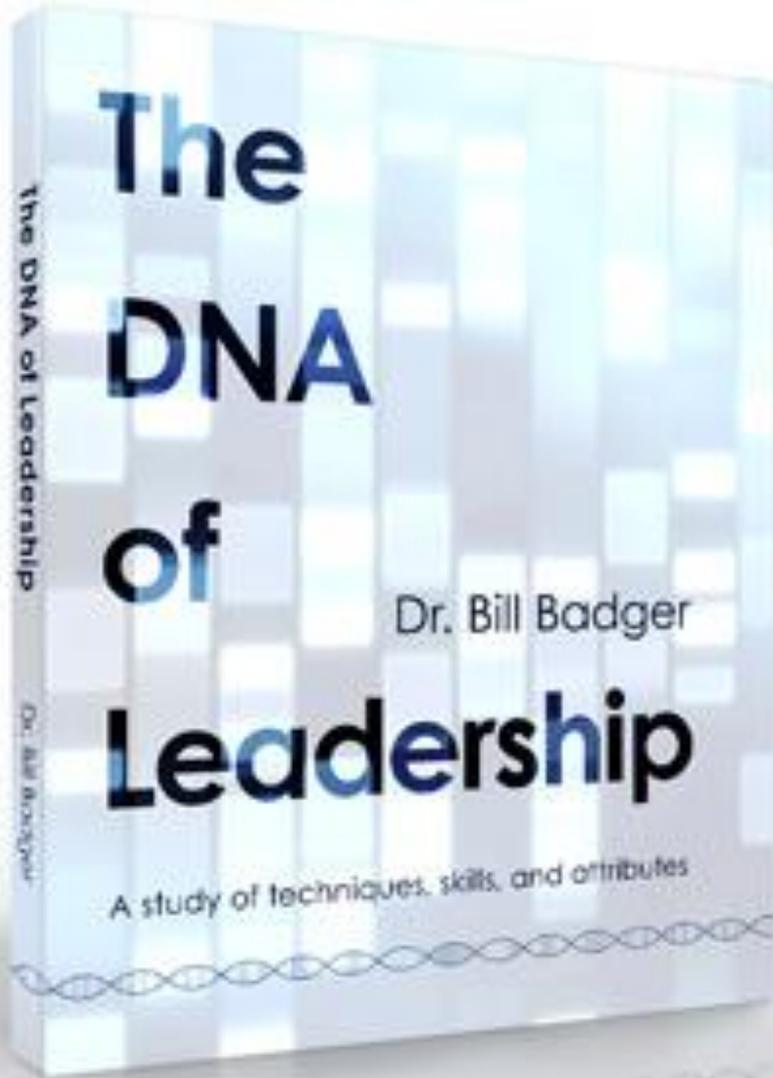


Leadership in My Rearview Mirror



Professor Bill Badger





A study of techniques, skills, and attributes

Leadership

Leadership Is Not New

- Li Erh (604 B.C.) the royal court librarian and historian known as the “Old Master”

Lao-tzu

Effective leadership is to **water** as they both cleanse and refresh all creatures without judgment



Lao-tzu

Poor leaders are those who people fear and despise.

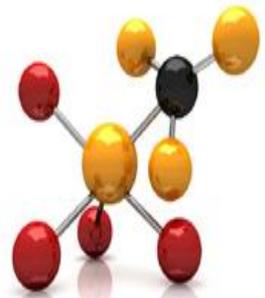


Lao-tzu

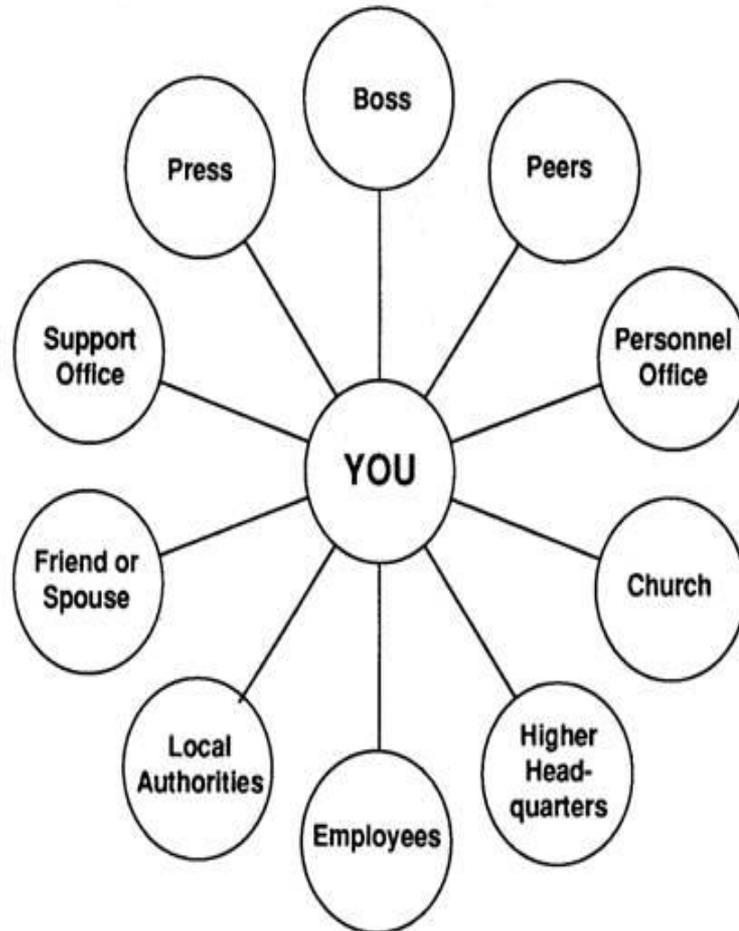


- ☞ “Good leaders are those who people love.”
- ☞ “True leaders are hardly known to their followers.”
- ☞ “Great leaders are those who people say we did it ourselves.”

Relationships



Molecule Diagram



Friends come and go, but enemies accumulate,

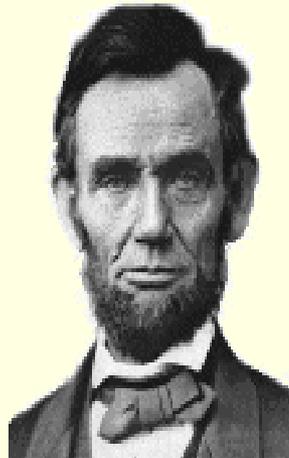
Have a Win-Win Relationships with all your Stakeholders

Learn How To Kiss Every Cow In The Pasture



Win-Win Relationships

I dislike that man, I need to get to know him better.



Accept Help Graciously

- ❑ None of us is as smart as all of us.
- ❑ People want to help the boss.
- ❑ They want to be part of the corporate body.



Respect All People



Use the Magic Words

Thank you,
You're Welcome,
Please,
Yes Sir,
No Sir,

Yes Ma'am,
No Ma'am,
Good Job,
Good Question, and
I AM SORRY.

Never ask a dumb person a hard question

- ❑ He/she **won't** know the answer and will resent you.
- ❑ Know your audience (the person you are talking with) before asking a question.
- ❑ Questions drive the conversation, and they get a reaction in the other person.



Golden Rules



Old-Old Golden Rule,
He who has the gold rules.

Old Golden Rule,
Treat people like you want to be treated.

New Golden Rule,
Treat people how they want to be treated.

Sustained Niceness

- It is nice to be important, but it is more important to be nice.
- Be nice daily to all the people around you.
- Nice people do finish first.

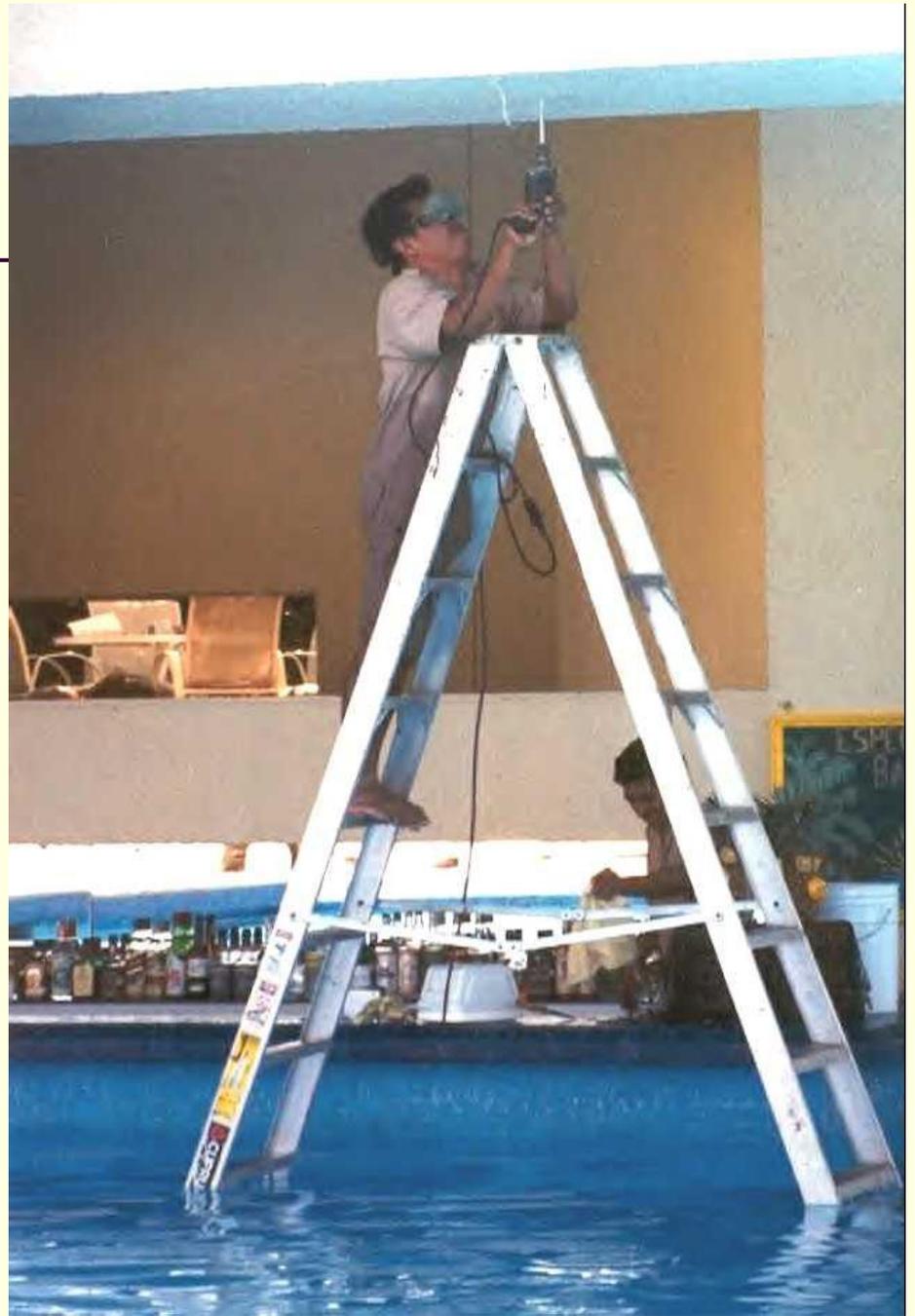


Safety

- ❑ You have to keep your people safe.



First Place Award



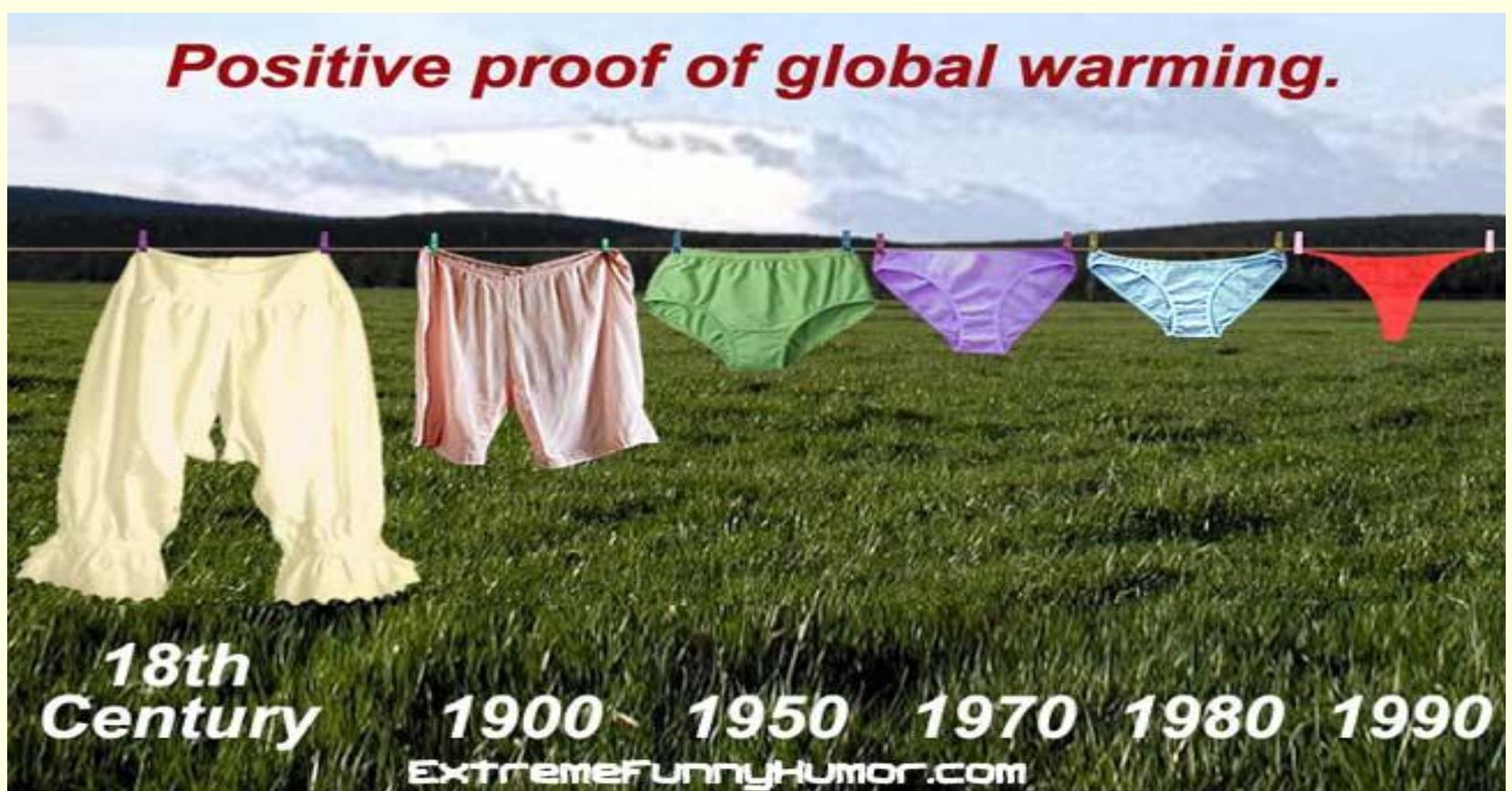
Humor

- ❑ Ranks Number 3 on the list of frequently cited leadership traits.
- ❑ Enthusiasm Number 2.
- ❑ Communications Number 1.



Great Metric for Al Gore

Positive proof of global warming.



**18th
Century**

1900

1950

1970

1980

1990

ExtremefunnyHumor.com

Oxymoron

Popular oxymoron's

- In popular usage, the term *oxymoron* is sometimes used more loosely, in the sense of a simple contradiction in terms.

Examples of Oxymoron's



Holy war
Found missing
Minor Catastrophe
Affordable housing



Near misses
United nations
Death benefits



Good grief
Civil War
Government organization



Sanitary landfill
Legally drunk
Small crowd



Temporary tax increase



Sweet sorrow
Jumbo Shrimp
Plastic glasses



Honest Politician
Peace force



Tight slacks
Twelve-ounce pound cake
Working vacation



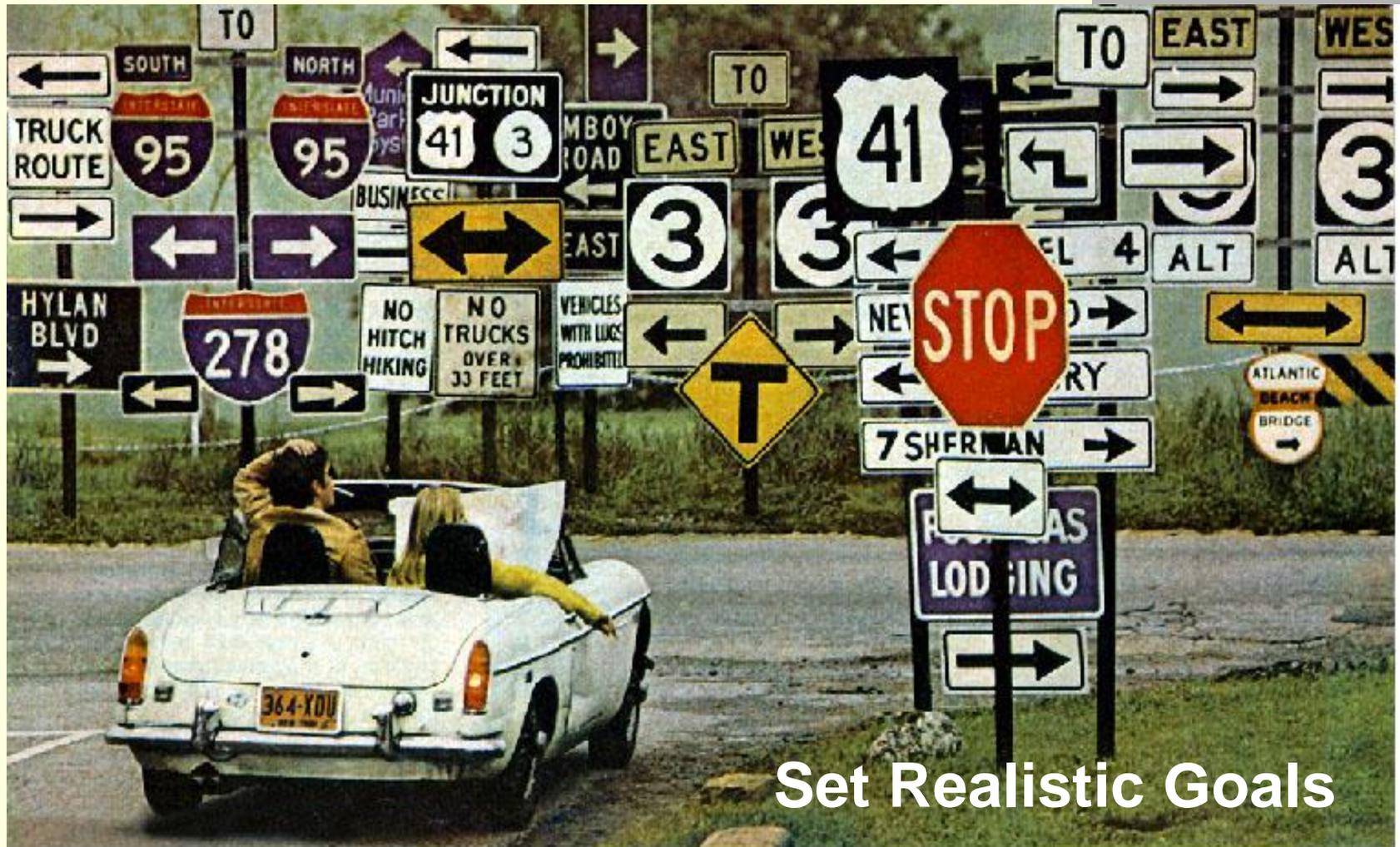
Pretty ugly
Freezer Burn
Postal Service
Exact estimate

We Are All Captains of Our Own Ship !



- ☺ Know where you are going.
- ☺ Pick a good Crew.
- ☺ Don't swim without a life jacket.
- ☺ Embrace the "ing" words.
 - ✓ Living
 - ✓ Learning
 - ✓ Creating
 - ✓ Helping
- ✓ **Don't Procrastinate**

Know Where You Are Going



Set Realistic Goals

Honor The Horse You Rode In On



Remember your “home training”

Life Is Not Fair

- ❑ Life is about how well you play the cards you are dealt and what you contribute to others to make things better.



- ❑ If you act like the victim, you will be treated like a victim.

Always Have a Plan B

- ❑ There is a fellow named Murphy out there who will ensure your Plan A will foul up.
- ❑ O'Riley's Law – Murphy was an optimist.
- ❑ When preparing a Plan A, always consider the worst scenario and come up with a **workable Plan B.**

It will make you think!



You Grow Or You Go

- Lifelong education is a must.



Solution Book's



First Page is a Mirror

- ❑ We can change what we know, the way we act, and our attitude; however, we are **unable** to control or change the other person.
- ❑ Since most problems are people problems, we need to start with the person that we can control - **Self**.

Hire The Best People And Get Out Of Their Way

- ❑ Smart people don't waste your time.
- ❑ The less gifted are high maintenance.



Use Lombardi Time



- ❑ Always arrive early.
- ❑ When you arrive early you can review the agenda, think, find the best seat, and build relationships with the other early arrivals.
- ❑ If you are late you feel embarrassed, sit only in the empty seats, and wonder what you missed.

Reality

You are hired for your technical skills;

fired for your lack of people skills; and

promoted for your leadership and management skills.



Don't Be Mislead

If the map does not agree with
the ground, the map is wrong.



Change Is A Fact; Learn To Embrace It

- ❑ Leaders are change agents.
- ✓ Give people logic for the reality part of the brain.
- ✓ Give motivation for the emotional side.



Openness Encourages Ethical Behavior

- ❑ Budget are self-audited.
- ❑ Rumors disappear.
- ❑ Peer pressure comes into play.
- ❑ We just act better.



All Professionals Need To Reconnect, Daily

- ✓ Go home and find your significant other.
- ✓ Take 15 minute to listen to her or his successes and/or failures.
- ✓ A great investment in relationship building.



How to Impress Your Neighbors

- ❑ Boring garage door?
- ❑ Just stick a new decal on your door!
- ❑ Then check out the looks on the faces of your neighbors.





www.ksars.com

1000

www.ksars.com



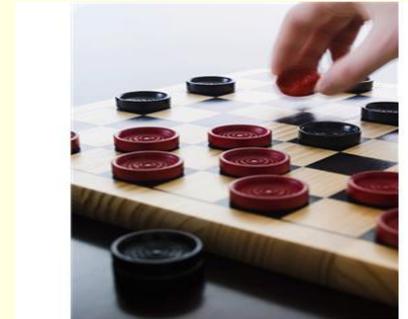




What's Your Game?

❑ Are you a **re-active manager** ?

- ✓ Emails, phones, paperwork, & people drive you
- ✓ Are you a Fireman ?
- ✓ They move, you move ?



❑ Do you **think strategically** ?

- ✓ Utilize thinking time
- ✓ Think many moves ahead
- ✓ See the big picture, plan the details
- ✓ Consider the unanticipated consequences



Leadership Pays



- Profiling Construction Field Superintendents
- Profiling Project Managers
- Profiling Construction Company Owners

Good Bye

- Never stop learning.
- Make things better.
- Be successful.
- Be happy.
- Build and maintain the world.
- Remember you are the
Captain of Your Own Ship!