

Leadership Stratagems

Based on the book of Ken Blanchard
called “Leadership Smarts”.

Honor Books

People



Love people

Because at the end of the day,
this is all that matters

Praise people

Praise is one of the best ways to express love, affection.

It is also the #1 motivator

Praise progress, although it is fleeting

Every step in the right direction matters. Let people know they are doing fine. They need your feedback



**Consider feedback as
nourishment of the mind**

Without it most people freak out ...
really!

No feedback means no love or care

Develop people

The key to developing people is
catch them doing something right

Ken Blanchard

Focus on results, not techniques

People that produce good results
feel good about themselves

Ken Blanchard

Let people make their own mistakes

The notion that you will save them scars is not really wise because most people want to learn this way --- by trial and error

Never punish a learner

But, punish the arrogant impudent
fool that thinks it is fun to be
arrogant and disrespectful



Never blame

You can punish one without blaming. Just explain what is unacceptable behavior

Most people are OK. It is their behavior that needs adjusting

You are the one that will make the attitude adjustments. Do you know how?



Feed people's self-esteem

Allow people to produce good results. They will feel good about themselves and about you



Don't set up people to fail

When they fail, you fail with them



Every person has a different motivation

**Learn what it is in order to
motivate that person the right
way**

You get from people what you expect

High expectations will give you
high results

Make your expectations known

**Don't wait for policies and
procedures to tell people what to
do**

**Winning coaches make their
teams audible ready**



We need each other

Our collective wisdom is more
valuable than any individual
wisdom



Build relationships with people

Better yet, build permanent bridges. Nurture and advance the relationship. Own it!

Don't burn bridges

You don't know when you will
need them





Don't be afraid of people and their inanity or pettiness

Yes they will hurt you, but be
above it all. Take the high road.
Be a modern Christ!

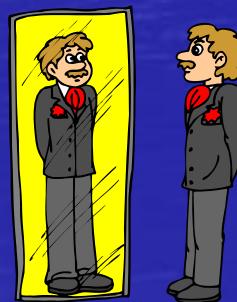
**All empowerment exists in the
present moment**

Ken Blanchard

The past is behind you and the future
means nothing when you and your
people need to achieve something
today or now

If your people are not performing
well look yourself in the mirror

Typically you are the problem



If you want your people to be responsible, you must be responsible and responsive

Lead by example.
Be the beacon of light



When you become a beacon of light others will naturally come to you --- they know you have value

They are attracted to you like moths are attracted to the light



Leadership is not a popularity contest

It is more important to be respected by others, than being popular

Lead, follow, or get out of the way

Not everyone wants to lead and that is perfectly fine. If leadership is not “your thing” admit it and make the change. No one will blame you

**Leadership is not something you
do to people, but rather
something you do with them**

Learn to work with and through
people. Don't antagonize ...
synergize

Vision



Have a vision, share the vision

Without sharing, no one cares
about your vision



**Vision without action means
that the vision is DOA**

Actions speak louder than words.
It is then and only then that
people start believing you

**Vision is more than talk,
posters, and PowerPoint slides**

A real vision is lived, not framed

Ken Blanchard

Vision also means knowing where you are and how you will get to the promised land

Knowing where to go is not enough. There needs to be a plan

Vision must be based on core values

The core values must be communicated and practiced. They must be imbedded in the way one does business

Vision must also have a purpose

Purpose is not merely being something or achieving certain objectives. It is about becoming something. Tie purpose to your bliss and destiny

Talk the talk, walk the talk

Without walking, talking is just noise or BS. You are not fooling anyone with talk

Actions



Taking action is not acting

Do it because you mean it and you really want it, not to please or impress others. Business is not Hollywood



**It is surprising how much you
can accomplish if you don't care
who gets the credit**

Abraham Lincoln

**Selfishness and egotism are
negative energies that need to be
re-directed to positive things**

Positive thinkers get positive results

Because they are not afraid of problems or the possibility of failure

**Learn to create positive
energy with whatever you do**

Positive energy it feeds on itself,
the same way that negative
energy does

**Things that are worth doing,
should be done well**

And things that are not worth
doing should be left to someone
else

If you want your game plan to win, then practice it

Practice by having the right meetings, making decisions, and taking actions at the right time

**Make sure that those that work
for you know what your
expectations are**

Otherwise be prepared to get ...
whatever. Then don't complain



Encourage your people to work smarter not harder

This applies to you too!

**Delegation does not mean
making others responsible for
your problems**

**Your problems are your problems.
Take responsibility for them**

**Real communication happens
when people feel safe and trust
you ... yes you**

Create the right environment for
open communications flowing in
all directions

Good performance starts with clear goals

So what are your goals? Have you communicated them to your people?



Your Own Behavior



Always ask what leader am I?

Am I serving my people or am I serving my self?





You cannot soar with eagles
when you are surrounded by
turkeys

You are only as good as the
people you have working for you.
Are they eagles or turkeys?





Eagles flourish when they are free to fly

Are your eagles flying?
Did you cut/remove their shackles?

Get rid of your ego

It is the number one ball and chain for you and your people



Don't take your self too seriously

Learn to laugh at yourself and your mistakes. However, take your actions seriously

Learning = Growth

When you stop learning you stop
growing

Learn, learn, learn



Teach, Coach, Mentor

Help others improve --- make
them better

It's a form of cloning





Share the wealth

It is the best way to create positive energy for yourself and for your company

Yes, share the wealth

I've never seen a U-Haul®
attached to a hearse!

Ken Blanchard



Biz Smarter Free Course



Don't forget to celebrate

Dance with your troops. Congratulate, reward, award, applaud, and praise those that deserve it! They have made you who you are

**Perpetual prosperity comes to
those who help others**

Ken Blanchard

**It is the way of Oneness.
Live Oneness and you will
understand what this means**

Be fair and consistent

Help people to stay cool, calm, and collected. Unfairness and inconsistency freak out people

Consistency is not behaving the same way all the time

One must take into consideration
the circumstances and long-term
effects

**When “pushing a certain button”
creates pain, please stop**

Know when to quit

Never give in or give up

When you give in and give up you
lose the respect of others and
your self-respect

Integrity is your number one personal asset. Do not lose it

When you lose integrity, you lose more than respect --- you lose your soul

Integrity = Clear Conscience

Do not numb your mind or
senses. Without Integrity you can
never find Spirituality

If something does not work well
people will find it and make fun
of it

Find out what it is and fix it. Talk to
your people. You will be amazed as to
what you hear and find

**It is smart to toot your own
horn once in a while**

Humility has its limits.
On the other hand overtooting is
a braggart's way

**When you've made a mistake,
say out loud that you are sorry**

Saying it makes you stronger, not
weaker

Saying that you are sorry is not enough, unless your behavior changes

If your behavior does not change,
your sorry was meaningless, and
you have learned nothing

Wisdom For The Ages





Know Thy Self

You cannot improve if you don't
know what or who you are.

You only think you know



No one can make you feel inferior
without your permission

Please get rid of all your inferiority complexes --- from education to money and position in society

Success is not forever, and failure is usually not fatal

Success is only a fleeting thing. Ask yourself what is your next big act? Where is the next success going to come from?

**That which does not kill you
makes you stronger**

But only if you have the smarts to
persevere and guts to continue





Turn your failures and those of others into lessons learned

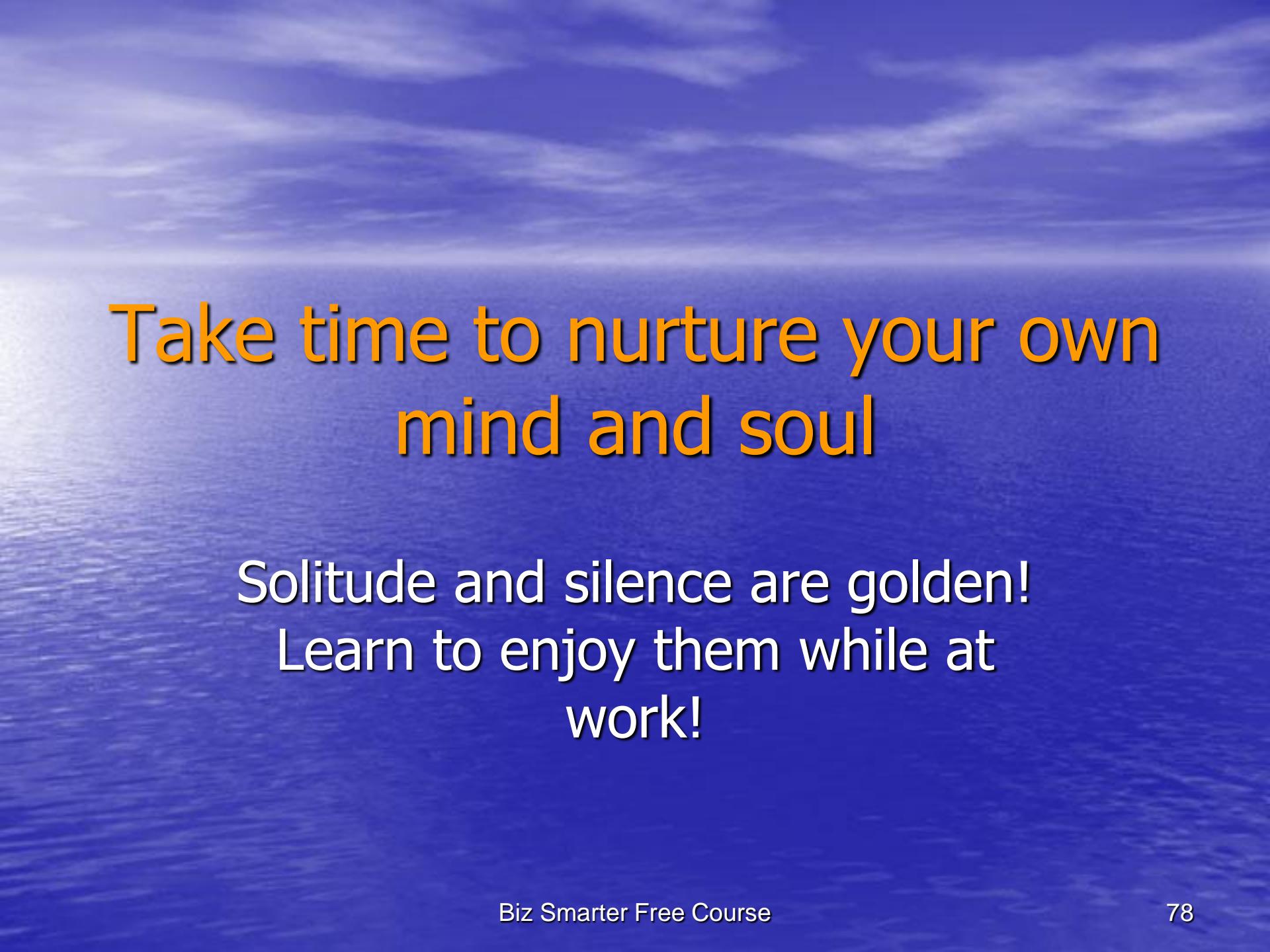
Learning from mistakes is smart.
Those that don't learn from their
mistakes are doomed

In life what you resist, persists

Werner Erhard

Learn to accept certain things so
that you can move on.

Try delegation you may like it



**Take time to nurture your own
mind and soul**

**Solitude and silence are golden!
Learn to enjoy them while at
work!**

The only true job security you have is your learning and experience

Please, never stop learning and never stop experimenting. Keep pushing yourself outside the box

**Nice guys do not finish last! They
simply run a different race**

Be a nice guy and your rewards
will be many --- both materially
and spiritually

Numbers don't lie, people do

However, be aware that sometimes
when the numbers look right the
decision is still wrong!

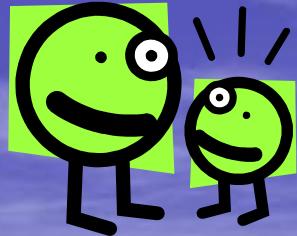


If you don't seek perfection you
will never reach excellence

Excellence is a journey, not a
destination. Promote continuous
improvement

Continuous improvement must be fed knowledge and wisdom

This is why learning is so important.
Without knowledge continuous
improvement and excellence cannot
happen



Think big, really big! Act big! Be big!

It is a state of mind that helps fuel growth. Growth will not come from good marketing and sales plans alone! Growth is more of an attitude!!!!!!



Don't worry about losing it all

If you do, it was God's way of telling
you to do something else in life. There
is Destiny --- allow it to lead you.

Just accept it and move on

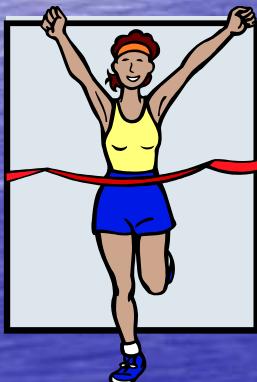
**Live life with gusto.
Work with zeal**



Just pretend as if each day is your last one. Put your signature on whatever you do. Be proud of it

Your life is yours to design. Make it all it can be!

Ken Blanchard



Be all you can be!
Why are you holding back?
When it is over it is over!



Bless it be your work!

Make it count.

Other people depend on you.
Humanity is depending on you!

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