

# PERSONAL LEADERSHIP PORTFOLIO

Timothy Scott Sweeney Jr

TLyS Sweeny Scott Jr

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# WELCOME

Hello,

My name is Tim Sweeney - I trust you will enjoy this portfolio, a summary of my relationship with leadership. This Leadership Portfolio should allow you to view my leadership and character with a more insightful light.

Leadership, to me, originates from valuing others' goals, and culminates from your own desire to promote them to success. While many people lead by employing different techniques, in the end, the goal is empowering a team to strive for a better future, united and together.

I believe that leadership is a mindset, a group of characteristics, a certain methodology one carries throughout life. Leadership is not determined by a position, not granted by privileges, nor bought with money. Leadership is obtained through introspection, determination, and the constant consideration of others.

With this portfolio, I hope to exemplify some of my viewpoints on leadership. I trust that by reviewing this portfolio, you continue to develop your views of leadership, as I know my own are constantly evolving. Please enjoy this read - I look forward to our future engagements.

Sincerely,

**Timothy Scott Sweeney Jr**  
(619) 219 9934  
[tim.s.sweeney@gmail.com](mailto:tim.s.sweeney@gmail.com)  
[timssweeney.com](http://timssweeney.com)  
<http://www.linkedin.com/in/tssweeney>



# LEADERSHIP LIFE STORY

*While still on the journey of discovering myself, my purpose, and my role as a leader - a journey I feel never ends - I would like to tell you my story of how and why I am here today.*

Growing up, I had loving parents, a supportive family, and positive social influences. I always have taken great pride in excellence and achievement. As a young child, I had a passion for learning and loved teaching others. Upon entering high school, I had been voted most likely to succeed, held the technology position in student government, and was just short of a perfect transcript - less one B for my "talking" behavior.

During high school, I excelled greatly in math and science; this lead to a passion in computers, information, and business. My most fulfilling moments were those when I was tutoring other students. I set up my own tutoring organization, printed business cards, and held office hours. I quickly learned that helping others succeed gave me great intrinsic value. I have tutored many of my peers and am proud to have seen them excel. Again, senior year, I was voted most likely to succeed by my peers.

Towards the end of my high school career, I became interested in entrepreneurship. I read a few books by Robert Kiyosaki and was determined to stay out of the rat race. Quickly, I formed a non-profit recycling company in my hometown. Over the course of 8 months, my best friend and I recycled material from local business and households. We ran a weekly shift to replace bags and sort the material. We raised and donated over \$400.00 to breast cancer research and prevention, after paying for all of our overhead and operating costs. We closed the business, still profitable, and am proud to have contributed to both mother earth, and our society.

Since attending Cal Poly, I have embraced our entrepreneurial ecosystem. Initially, I noticed there was no way for students to check their campus dining allowances. So, I built a mobile application and gave it away to my peers. Now, over two thousand freshman have downloaded my app. Over four hundred freshman per day access and utilize this tool. Again, I have found that dedicating myself to helping others has yielded the highest internal rewards.

Midway through my first year, I joined Cal Poly Entrepreneurs (CPE) - the entrepreneurial club on campus. I quickly became the technology officer, and revamped their website: [www.cpentrepreneurs.com](http://www.cpentrepreneurs.com). Through a year of dedication, volunteering, and helping to organize events and groups, I am now the President of CPE. This has been the latest, and most intimidating step in my leadership history. With the majority of our previous officer board graduating, I was one of the few candidates for the position. Although I was hesitant, did not feel prepared, and did not know if it was right for me - I knew I had to step up and own the position. As the most dedicated and qualified candidate, I knew it was my responsibility to carry on the legacy of CPE and preserve this resource used by 1200 students.

Today, I use the lessons of Leadership Summit, of my peers, and previous colleagues to be the best leader I can be; my greatest strength is my ability to learn from those around me.

“ PROUD TO HAVE CONTRIBUTED TO BOTH MOTHER EARTH, AND OUR SOCIETY ”

# PERSONAL CODE OF ETHICS

*Below you will find the three elements of my character that I feel are most important to preserving my ethics.*

The first element of my moral compass is accountability - taking responsibility for one's actions, and by extension, one's life. We all are destined to make mistakes, we will trip up, and we all will fall. By "owning up" to many of life's pitfalls, one gains the respect of others, as well as themselves. An accountable person can take on tasks outside their skill-set, be trusted to correct their mistakes, and be relied upon to follow through. When leading others, it is vital that people know you are human, and grounded - can admit that you are not perfect - but even more than that, they must recognize that your guidance is worthy of following.

## ACCOUNTABILITY

Secondly, I strive for compassion and empathy. With money, power, and social status, it is understandably difficult to have the capacity to understand their feelings. That does not mean, however, that the pursuit of equality and empathy is worthless. On the contrary, it is that pursuit that exhibits how much you care. We are all humans, we all have a right to life - take away the money, the fame, and the objects - you're left with character and intellect. In life, it is important to remove perception of material objects, and see people for just who they are. People will recognize this commitment to compassion and understanding. This makes you more approachable, more understanding, and lowers barriers to developing relationships with others. To see the world as flat, considering equality, is quite unrealistic - yet, stripping yourself of the ego and truly caring about the livelihood of others is quite admirable.

## EMPATHY

Lastly, commitment and dedication set the underlying framework to my life. In the end, in order to truly lead, to truly contribute to our global community, one must exhibit extreme dedication. That dedication must be focused towards immediate tasks, short-term goals, and life dreams. If you are not first dedicated to yourself, how can you possibly be dedicated to helping and leading others? Dedication is not something that comes and goes, it is part of who we are, it is a lifestyle. Pursuit of success and achievement, in the challenging face of adversity, this is what separates those who stay stagnant, from those who excel. I strive to express as much commitment to others, my relationships, and my leadership, as I do to my personal ventures and goals. I will lead by example, and I am dedicated to helping others do the same.

## COMMITMENT

“ PURSUIT OF SUCCESS AND ACHIEVEMENT ... SEPARATES THOSE WHO EXCEL ”

# VISION & ACTION

I strive to live a life of innovation, traveling along an unpaved path, to reach a future balanced between love, personal development, and creating better lives for others - I will live a life enjoying this journey while never ceasing to define the future.

## VISION STATEMENT

## ACTION PLAN

Goal	Motivation
To live a balanced and fulfilled life; one that benefits both my loved ones and my community. A balanced life consists of professional advancement, intellectual development, financial freedom, and spiritual tranquility.	To discover the meaning of life, to maximize my potential, and to give back to the world that has already given me so much. We only get one life, one chance to make an impact, one journey to enjoy.
Action Steps	Timing
<p>Actions steps are meant to be accomplished and replaced. Here is a snapshot of my current action steps:</p> <ol style="list-style-type: none"> <li>1. Empower the CPE officer board to maximize the potential of our club and to provide a life-changing resource for our members.</li> <li>2. Exceed scholarly standards by prioritizing, organizing, and truly learning everything I can while at Cal Poly.</li> <li>3. Secure a part-time position in a small, technology company that will allow me creative freedom that adds value to the company. This will both expose me to industry while helping to become financially independent.</li> <li>4. Actively take time to develop stronger interpersonal and family relationships, my artistic interests, and physical and mental health.</li> </ol>	<ol style="list-style-type: none"> <li>1. Continue training the new officers for the remainder of the year, delegating more responsibility, and enabling more creative freedom. Execute one full year of commitment and dedication to our community and ensure that the new officers are fully capable of autonomy so that I can resign respectfully at the end of my junior year.</li> <li>2. Continue following my 4 year plan and diversifying my education to ensure well-roundedness.</li> <li>3. Begin scouting potential companies now so that by next quarter I can begin applying for positions. Secure a position before summer so that I can commit to at least one year.</li> <li>4. Continue completing my monthly goals, plan vacations in advance, and allow myself to be vulnerable to those I care about.</li> </ol>
Obstacles	Resources
<ol style="list-style-type: none"> <li>1. The new officer board needs to be trained and acclimated to the rigorous workplace of CPE. Additionally, member attendance to meetings is inconsistent, as with the meeting quality.</li> <li>2. With the other responsibilities and goals I have, seemingly less important topics tend to receive less attention and poorer study habits.</li> <li>3. I do not have previous work experience in this field, so establishing a respectable position will require heavy determination.</li> <li>4. The largest obstacle to spiritual tranquility ironically is money. Much of what falls under this category requires additional spending to fulfill.</li> </ol>	<ul style="list-style-type: none"> <li>• Matt McGunagle - Former CPE President</li> <li>• Dr. Jon York - CPE Faculty Advisor</li> <li>• My Parents</li> <li>• Dr. Ronda Beaman - Leadership Summit Professor</li> <li>• Dr. Barry Floyd - Information Systems Professor</li> <li>• The CPE Officer Board - We are a Team</li> </ul>

# THE REAL DEAL

*Below you will find 5 components of my life that I will not go without. These are the “Deal Breakers.”*

In life, I have found that my most proud and intrinsically positive moments were when I was able to help someone else better their own lives. Enabling and motivating others is both a great way to learn about yourself and broaden your capability to understand and relate to others. I believe that everyone has something to offer, something to teach, something to share. When you can mediate and inspire others, you must share your own skills, while sincerely allowing them to share theirs.

MOTIVATION OTHERS

Leaving a legacy, changing a life, creating your future. If you don't make ripples in the water of life, no one will every know you existed, no one can care. It is extremely important to me to make a positive difference in the lives of those around me, and my community. This can be done everyday by greeting people with a smile, compassion, and the care to listen. But more than that, making a difference means not assuming the status quo is correct, or that it does not need adjusting. Making a difference means leaving a mark, and that is what I intend to do.

MAKING A DIFFERENCE

Life is a team sport, without other people, there is not much left to live for. In order to truly relate to and form relationships with other, one must be compassionate. You must be willing to sacrifice your prior conceptions, and empathetically be there for those around you. Compassion is a gift from one human to another; compassion is caring about the emotions and well being of others above and beyond your immediate life.

COMPASSION

Without the opportunity to innovate, life loses its luster. Innovation spans across art, business, character, habits, and more. Innovation is the modification of what is now and what is real. When you innovate, you affect yourself, those around you, and your environment. Being able to innovate means having control over the outcome, having creative control over change.

OPPORTUNITY TO INNOVATE

Vital to success is the flag atop the mountain. Purpose defines your goals, goals define your actions, and your actions are your life. Without a purpose, I feel that my life is out of control and I risk not attaining what I dream of - I risk I am not willing to take.

SENSE OF PURPOSE

“ LEAVING A LEGACY, CHANGING A LIFE, CREATING YOUR FUTURE ”

# MY ADVERSITY QUOTIENT

*Adversity Quotient (AQ) is the most widely used gauge in the world for assessing your current resilience and for establishing ways to become more effective at dealing with everything from minor hassles to major setbacks. The Adversity Quotient is mandated by PEAK Learning.*

My AQ results were the following: Control - 41, Ownership - 45, Reach - 32, Endurance - 36. This gives me an AQ of 171, indicating that I am more effective than most people in dealing with difficulties and setbacks.

The Control (41/50) dimension measures the extent to which you feel you can influence difficult situations. I feel I have the ability to influence most outcomes, however I will step back when it is appropriate. I naturally find and focus on the elements of situations that I can influence, regardless of the ones I cannot. This translates into superior mental clarity, problem-solving abilities, confidence, and optimism in demanding times.

## CONTROL

The Ownership (44/50) dimension measures the extent to which I tend to 'step up' and take the initiative to improve difficult situations, regardless of their cause. I excel in identifying what caused the adversity with a level headed, third-party perspective. I feel best when I step up, get engaged, and help improve the situation.

## OWNERSHIP

The Reach (44/50) dimension assesses the extent to which I let a setback in one area of my life reach over and affect other areas. My Reach score falls within the high range (40-50), indicating that I have an exceptional tendency to contain adverse situations and keep them from bleeding over into other areas of work and life. I tend not to let things be any bigger or worse than necessary. This keeps me resilient and effective; it helps me maintain perspective under stressful times and deal with each challenge as it arises. It also helps with relationships by not letting setbacks in one area ruin other areas which can inspire others to approach problems more constructively.

## REACH

The Endurance (39/50) dimension assesses how long I perceive adverse events will last or endure. Clear, simple, and less emotionally charged situations may seem easier to see and overcome. This can positively influence others to do the same - in fact, it can be highly contagious. I am able to see a positive future and focus on how to effectively overcome the issue.

## ENDURANCE

“  
I FEEL BEST WHEN I STEP UP, GET ENGAGED, AND IMPROVE THE SITUATION”

# ACCENTURE CONSULTING CASE STUDY

*Below you will find the summary of our leadership consultation with Sam Aborne, a top-level decision maker at Accenture.*

Accenture is self-described as a global management consulting, technology servicing, and outsourcing company. Their core values are practicing stewardship, client value creation, respecting the individual, and working with integrity. After working for Accenture for two years, Sam Aborne has operated under the title of Manager, while performing the responsibilities of a Senior Manager. Aborne has recently experienced a change in superiors as well as a change in job description. He is currently adjusting to a new Senior and Executive Manager while working on a project with the same client as before.

Previously, Aborne's client saw an increase in profit and therefore desired more from Accenture. After the change in leadership, this same client is now facing losses and is slowly withdrawing. Recently, Aborne was given the new title of "Business Architect", which vaguely defined in the company, and is up for promotion based on performance. He is wondering what to do to reestablish leadership, create value to the company and client, and is deciding if should step in to stop the decline in business.

After analysis of the situation, our group proposed three solutions that we believe are the best courses of action in this particular scenario. Each solution was crafted with the underlying principle of Ownership, something we feel can be improved within Aborne himself.

To begin with, Aborne should focus on being a leader to those who he is superior (consultants and analysts) as well as his peers in the company. By leading through example, he can help gear their work to the previous methods that have been proven to increase the client's profit. While his current position's power is not desirable, he must own the responsibilities he does have, and use them to advance the entire company.

The next course of action we recommend is making the most of the resources available. By leveraging the personal relationship with his old boss, previous clients, and his team, Aborne can begin an open conversation about the benefits to the client and the issues arising. To enact change, Aborne must take partial ownership of the company's shortcomings. He has an opportunity to take advantage of the ambiguity of the new position, react optimally, and use his new job to continue adding value to the client. He should resist feeling indignant and should not blame his superior for failing to recognize his potential. By being the best he can be at this new role, Aborne will be able to place the customer first and will be rewarded for assisting the client to achieve the desired outcome.

“  
ABORNE SHOULD FOCUS ON BEING A LEADER”

# SPEAKER ASSESSMENT

Speaker Name: Tom Shaff

Date: January 28, 2013

Topic: Confidence, Character, Concern and Initiative

**How did Tom Shaff discover his leadership potential?** Tom Shaff discovered his leadership potential over time. Initially, in school, he strived to be a leader, but in fact, only was carrying others on his back. He thought that this meant he was being a leader, but later on in life, he realized that leaders empower others to be successful themselves. Doing the work for the people you are leading is not being a leader, it is being controlling. Later on in life, after what he thought was a spectacular interview, realized he was gloating too much, and not listening to those around him. He managed to get the job after tediously posting notes on his potential employer's vehicles. He learned that taking the initiative shows leadership and accepting your faults is instrumental in success.

**What inspires him?** Tom is inspired by those in which he has followed. He takes great pride in observing those who he wished to emulate, learning from them, and taking their advice. His greatest strength comes from his ability to learn from others. He constantly attempts to live by the "3 C's." Confidence, character, and concern are what he believes great leaders exude.

**What information was inspirational to you? Why?** The comment that inspired me most was, "as you begin to understand yourself, you are enabled to create yourself." To understand yourself, you must be able to recognize, own, and work on your shortcomings. Everyone is flawed, but those who cannot share those flaws, maintaining egotistical invulnerability, are not able to connect with others in a way that allows leadership and success to flourish. While your strengths should be highlighted in your life, it is equally as important to self-critic, and admit faults.

**What mistakes did he make that you can learn from?** The biggest mistake I can learn from is not trying to carry everyone else on your back. I have the tendency to want to be involved and help with everything in a project. However, this has two faults. The first is that people feel as if I think they are incapable, or insufficient to do the job. I do not wish to impose that feeling, but regardless, my actions speak louder than my thoughts...much louder. Secondly, this doesn't empower others to take risks, try things they are not the best at, or improve on their skills. It is important to instill the feeling of confidence in those around you, strip it away and you are no better than a crab.

**After tonight's class, what do you plan to change or develop within yourself to become a better leader?** I plan on consciously analyzing if I am making people feel as if they are incapable, or taking away their thunder. I want to be the best leader I can be, and in doing so, I must truly focus on empowering those around me to succeed. Additionally, I will make sure to address my faults, accept them, and work on them. Allow others to know that I recognize my own faults, and do not claim to be perfect or superior in any way.

“  
I MUST TRULY FOCUS ON EMPOWERING THOSE AROUND ME TO SUCCEED”

## DEFINITION OF LEADERSHIP

Leadership is one's capacity and willingness to go above and beyond the call of duty for the betterment of one's self, his or her constituency, and ultimately the world. A leader is someone who views the success of others and their team as their own personal success.

Leadership is setting an example of excellence, while striving to facilitate the excellence of others. Not afraid to learn from others, admit faults, and pick themselves up often, a leader will inspire others. Selflessness, compassion, motivation, and vision. A follower, and a leader.

## LEADERSHIP VIDEO

For the final of BUS 270, Leadership Summit, each group was charged with the task to design, film, and produce a video that helps showcase what leadership should be. Our group chose to focus on inspiration, characteristics of a leader, how to lead for others, and lastly definitions of leadership. Through this process, I have learned from my colleagues, the interviewees, and myself. Please enjoy the video here: <https://www.youtube.com/watch?v=cdvjjzC4yI3g>

## EXTRA RESOURCES

Please take a moment to visit my personal website: [www.timssweeney.com](http://www.timssweeney.com). You will find a variety of content from my passions, education, and professional life. This website is and always be a work in progress - just as in life, we are constantly adapting, adjusting, and realigning, this website will go through changes and edits often. Check back periodically for new content.

*Dr. Ronda Beaman : Leadership Summit Professor : rbeaman@calpoly.edu : (805) 756-7552*

*Matt McGunagle : Former Business Partner : mattmcgunagle45@gmail.com : (707) 490-8181*

*Polly Mertens : Former Employer : polly@etnainteractive.com : (805) 441-3904*

*Dr. Jon York : Cal Poly Entrepreneurs Faculty Advisor : jlyork@calpoly.edu : (805) 756-5188*

*Dr. Sharon Dobson : Former Business Professor : sdobson@calpoly.edu : (805) 756-1606*

# LEADERSHIP SUMMIT

The best impulse decision I have made yet, enrolling in Bus 270, Leadership Summit, has significantly shaped and defined my view of leadership and how to move forward in a state of constant improvement.

Dr. Ronda Beaman has instilled a myriad of lessons, thought processes, and visions that otherwise would have taken years of experience to understand and face. Throughout this class, I have learned that leadership, at its very core, is loving others. Loving them enough to accept their faults, to admit your own, to help them improve, to help them succeed, and to be there in any circumstance to stand alongside them in the face of adversity.

From Leadership Summit, I have learned that leaders are in a constant state of self improvement, setting goals, creating action plans, and identifying the steps to achieve their visions. I have learned that adversity strikes every day, and it is how we deal with that adversity that defines our lives. Leaders do not let the current of life sweep them away, they swim, and they swim fast, so that they can reach the edge and toss a line to their team.

Dr. Beaman has showed us that once you can care for and advance yourself, leaders shift their focus on helping others do the same. Helping others to address the hard questions in life, to achieve their goals, and to be successful, a leader feeds off the well-being of others. A leader is someone who can turn a vision into reality.

As I entered Leadership Summit, I also took on the new role of Cal Poly Entrepreneurs President. Every day I am able to employ the lessons and goals of Leadership Summit to my new leadership position. I was able to critically think and envision how to change and adapt to be a better leader to the rest of the officers. I feel thankful when saying that without this class, I would not be as confident in my position, not as happy with my actions, nor as successful with my leadership.

From Leadership Summit, I have gained a new perspective on what it means to motivate and inspire people. I now understand the processes of organizing and delegating without suppressing. Even further, I feel capable of success in my current position, and am excited to lead others to success both now, and for the rest of my life.

Thank you Dr. Beaman, this experience has had a profound impact on my life.

**“ I HAVE LEARNED THAT LEADERSHIP, AT ITS CORE, IS LOVING OTHERS ”**

