

Stand-up and Lead

May 2016

Leadership Tip of the Month



Inside this issue:

| | |
|---|---|
| Leadership Tip of the Month | 1 |
| Day and Life of Supervision | 2 |
| Iron Sharpens Iron *FEATURED BOOK by Janet Ford* | 2 |
| Connections | 3 |
| Worth Repeating | 3 |
| I have a Question | 4 |

How to Establish and Maintain a Positive Work Environment

When you as a supervisor, team lead, manager or CEO walk into the workplace, you set the tone for everyone present. All eyes are focused and ears are tuned to receive and interpret what you say and how you respond. If you are happy and show it, those watching may wonder why you're in such a good mood but will smile with you. If you let out a laugh or two, someone will laugh in response. On the other hand, if you walk in with a frown or appear to be angry at something or someone, those around you will repel and not want to engage for fear of a negative reaction. Now, does this mean you should always be bubbly and joyful all the time? No, it doesn't and most of us can't keep that facade up for long anyway! However, there are ways to consistently impact your work environment and make it a positive and fun place to work.

1. Spend time getting to know the people that work for you.

Have one-on-one informal "get to know" sessions, schedule and eat lunch in the main lunch area when most employees are present and, sit with different people each time.

2. Practice good work habits.

Your people are always watching what you do and say. Be ethical in your actions and always demonstrate acts of kindness regardless of how you feel or what you think of someone.

3. Don't "Cliques" with a Few.

Don't be drawn into a specific group of employees. Be impartial and treat all team members with dignity and respect.

4. Routinely Recognize Performance.

Seek out opportunities to give "shout-outs" to employees for contributions, performance or random acts of kindness.

5. Have the Gift of Gab!

Look for positive ways to connect with employees. Start good and meaningful conversations that build relationships.

6. Tell the Truth.

Telling the truth can be very difficult at times, but not doing so will destroy the trust and respect employees have for you.

7. Laugh.

Laughter breaks down the thickest barriers between people. It creates an atmosphere of joy and a feeling of contentment. Find ways to induce a laugh or two with your employees each day.

Let us know if these tips were helpful to you or a friend and feel free to share them with others.

Visit our New and Improved website!

<http://lwpap.com/lwpap/>

Iron Sharpens Iron

“I Need to Know Now!”

By Janet A. Ford



A Quick Reference Guide for People in CHARGE!

“I Need to Know Now!” was written to provide those that love, yes I said love, their supervisor or managerial roles and desire to bring out the best in their team members and themselves. This book is needed because managers and supervisors are the backbone of their organizations and hold the keys to success or failure in their hands. Why? Because they directly impact the “heartbeat” of any organization – **the employees who make it all happen!**

If you are new to supervision or thinking of taking on a supervisory role, this book offers you simple and practical guidance for effectively handling day to day employee relationship issues.

Get Yours Today! Click [HERE](#)

Day and Life of Supervision

A female employee comes into your office and states that someone has been putting unsolicited weight loss information in her mailbox for the past several months. She advises that she'd attempted to figure out who was doing it, but was unsuccessful. She has come to you as the last resort before filing a formal harassment complaint with the EEOC (Equal Employment Opportunity Office) because she didn't want to get you, the operations manager, into trouble.

How would you handle this situation?



Connections

We have put together a list of books and articles that provide information on various leadership and management topics.

'Lead....for God's Sake: A parable for finding the Heart of Leadership'

by Todd Gongwer and Urban Meyer

'LEAD: Proven Principles to Multiply Your Success at Any Level'

by Sam Adeyemi

Article:

Being a Leader

by U.S Small Business Administration

<https://www.sba.gov/managing-business/leading-your-business/being-leader>



The Readers of

Today

are Leaders of

Tomorrow

Worth Repeating

The force that is going to carry you to your goal,
Is coiled up inside of you , in your energy, your pluck, your grit,
Your originality, your character, and your possession of a strong,
Persistent, tenacious purpose.

Whatever you do in life, keep in an ambition –
Arousing atmosphere.

Keep close to those who are dead in earnest,
Who are anxious to do something in the world.

You will catch the spirit of your environment.

- Orison Swett Marden

Poetry

I have a question

What is the most effective way for a leader to persuade upper management to make a decision on future directions of the company?



Even the most respected leaders within an organization find it difficult to convince upper management that certain changes should be considered for the good of the company, clients and stakeholders. Those who are successful in this endeavor, most like have some skill and practice in persuasion. Below are a few suggestions for delivering verbal and written persuasive arguments.

1. Do your homework first! Any persuasive conversation should provide complete and logical information that the receiver can't disagree with and, should address the responses to all anticipated questions and comments. Research and include a relevant precedence to reduce perceived risk.
2. Know what you want before starting the conversation and always assess the receiver and know what it will take to win them over or, to say "yes".
3. Speak from an outline that focuses on analysis of the situation and rationale to ensure no information is left out.
4. Include a plan of action that demonstrates your concept or suggestion can be accomplished
5. Ensure your proposal flows from the problem to the solution with all supporting information concisely provided. Be factual!
6. Taylor your argument to the reader's character trait or personality, interests and motivations.
7. Be direct and present your recommendation with rationale first before discussing alternatives .
8. Start your conversation with a strong and confident overview by stating the important ideas first.

Leadership with Purpose and Passion was launched to address the need for practical and effective leadership in today's workplace. The lack of effective leadership has led to rapid employee turnover, increased absences, rising health issues, increased overtime pay and customer dissatisfaction. All these issues have a direct impact on your organizations performance, productivity and profits. LWPAP provides unique coaching/training services for management teams in small to medium size organizations with 10 to 1000 employees seeking help with workplace issues. Our services are available to both profit and nonprofit organizations and are specifically designed to meet the needs of our customer.

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844-482-Lead(5323)



*The Solution to
 "People Pains"
 in the Workplace*

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