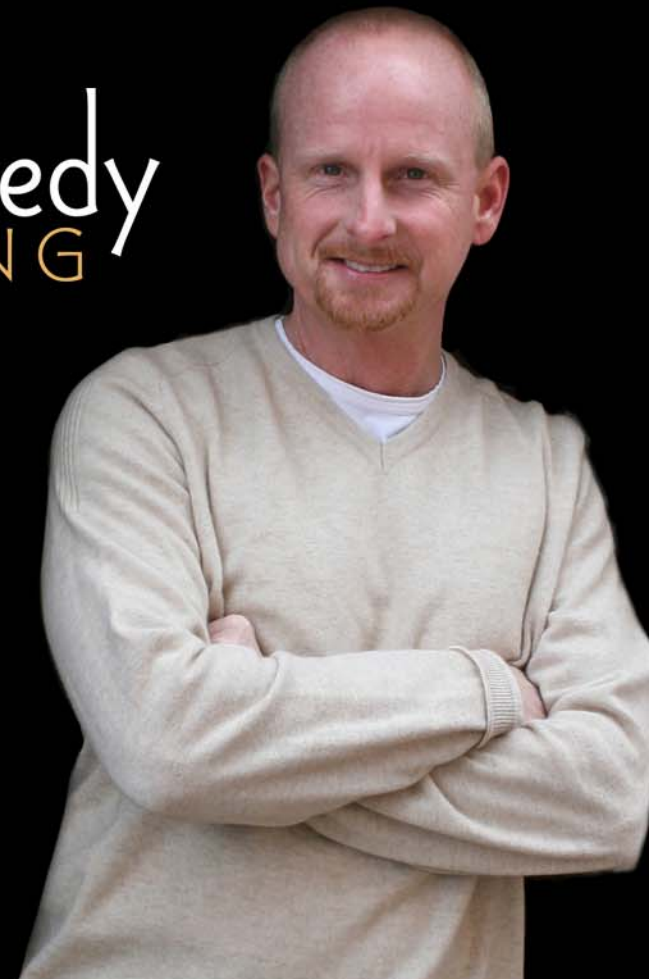


# Visions, Values and Volition: Build a Better Organization

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ABMA  
March 5, 2016

JKC

# Attitude

The longer I live, the more I realize the impact of attitude on life. Attitude, to me, is more important than the past, than education, than money, than circumstances, than failures, than successes, than what other people think or say or even do. It is more important than appearance, giftedness or skill. It will make or break a company... a church...a home. The remarkable thing is we have a choice every day regarding the attitude we will embrace for that day. We cannot change our past... we cannot change the fact that people will act in a certain way. We cannot change the inevitable. The only thing we can do is play on the string we have, and that is our attitude. I am convinced that life is 10 percent what happens to me and 90 percent how I react to it. And so it is with you...we are in charge of our attitudes!

-Charles Swindoll



# The Evolution of a Culture

# The Evolution of a Culture

Event

Behavior

Systems

Culture



# All Aboard The Blue Train

No way!

Can't be done!

We've done this before!

Blah, Blah, Blah

(-)

Destination:  
No where

Yes we can!

Why the heck not?

Can't hurt to try

Endless Possibilities

(+)

Destination:  
Anywhere

# The Two Faces of Leadership

## Tactical Leadership:

Day to day

Reaction

Your department

95 % / 80

## Strategic Leadership:

Over a year

Proactive

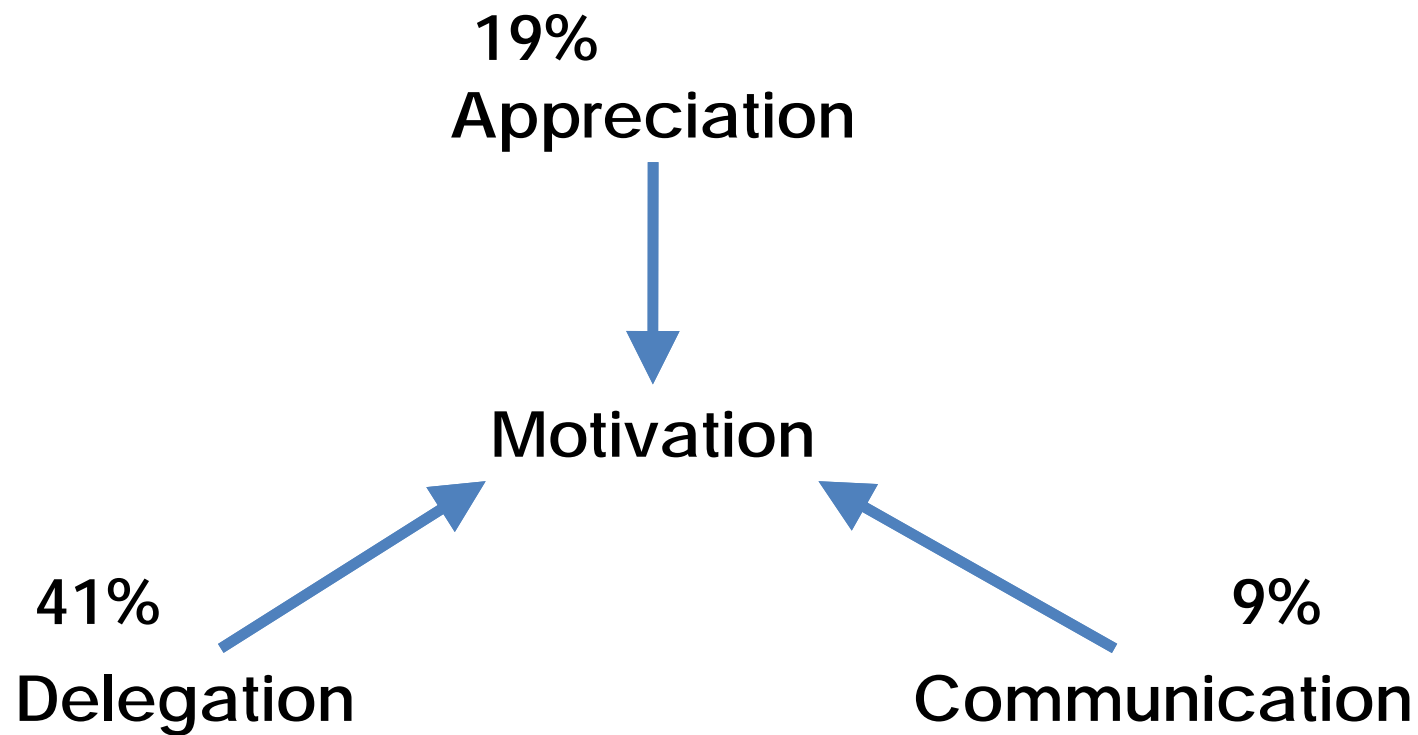
Our company

5 % / 20

# Value-Based Decision Making

- |               |                   |                  |
|---------------|-------------------|------------------|
| 1. Fun        | 10. Faith         | 21. Service      |
| 2. Integrity  | 11. Balance       | 22. Perfection   |
| 3. Trust      | 12. Fitness       | 23. Recognition  |
| 4. Innovation | 13. Passion       | 24. Independence |
| 5. Honesty    | 14. Knowledge     | 25. Respect      |
| 6. Courage    | 15. Fairness      | 26. Loyalty      |
| 7. Change     | 16. Diversity     | 27. Teamwork     |
| 8. Wisdom     | 17. Competence    | 28. Legacy       |
| 9. Commitment | 18. Attitude      | 29. Family       |
|               | 19. Determination | 30. Growth       |
|               | 20. Structure     |                  |

# "The Cannoli Factor"





# Transform, Build, Grow

To **transform** the business,  
You must **transform** the people

To **build** the business,  
You must **build** the people

To **grow** the business,  
You must **grow** the people

“Riding The Blue Train”

## “Line Of One Culture”

The ability to create  
a solid and unified force  
of people and  
energy...focused on  
accomplishing the same  
mission

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