



WHOM

are YOU

becoming?



Who are you **BECOMING** Plan

	Mon	Tues	Wed	Thurs	Fri
 (What I will do)					
 (How it worked)					

"Who you **BECOME** is infinitely more important than what you do or have."

The Autobiography of Benjamin Franklin 93

FORM OF THE PAGES

Temperance.
Eat not to Dullness
Drink not to Elevation.

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*The Thirteen Virtues
of Benjamin Franklin at Age 20*

1. "TEMPERANCE.	Eat not to dullness; drink not to elevation."
2. "SILENCE.	Speak not but what may benefit others or yourself; avoid trifling conversation."
3. "ORDER.	Let all your things have their places; let each part of your business have its time."
4. "RESOLUTION.	Resolve to perform what you ought; perform without fail what you resolve."
5. "FRUGALITY.	Make no expense but to do good to others or yourself; i.e., waste nothing."
6. "INDUSTRY.	Lose no time; be always employ'd in something useful; cut off all unnecessary actions."
7. "SINCERITY.	Use no hurtful deceit; think innocently and justly, and, if you speak, speak accordingly."
8. "JUSTICE.	Wrong none by doing injuries, or omitting the benefits that are your duty."
9. "MODERATION.	Avoid extremes; forbear resenting injuries so much as you think they deserve."
10. "CLEANLINESS.	Tolerate no uncleanness in body, cloaths, or habitation."
11. "TRANQUILLITY.	Be not disturbed at trifles, or at accidents common or unavoidable."
12. "CHASTITY.	Rarely use venery but for health or offspring, never to dullness, weakness, or the injury of your own or another's peace or reputation."
13. "HUMILITY.	Imitate Jesus and Socrates."

B. Franklin

What pillars will you start with?

Applied “Teach-ability”

3 Simple & Effective Feedback Tools

What worked:

-
-

What IF:

-
-

Stop, Start, Continue

1-10, how are we doing? What would make it a 10?

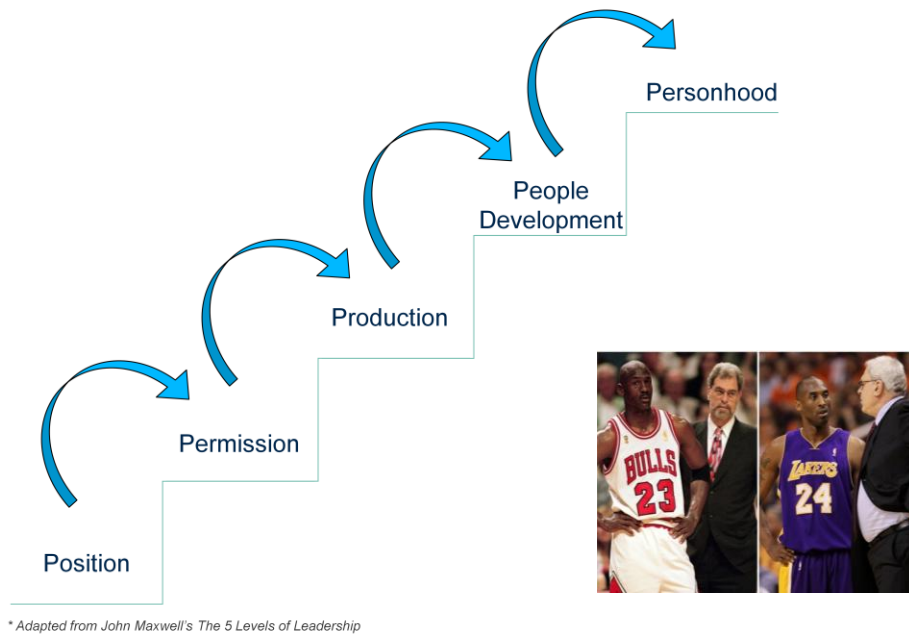


“Don’t hide minivans!”

How will you prevent “hidden minivans”?

Who will help?

Who are you **BECOMING**? Who are you helping others to **BECOME**?



At which level are you with the people you lead? What's your plan to climb the steps?

Position:

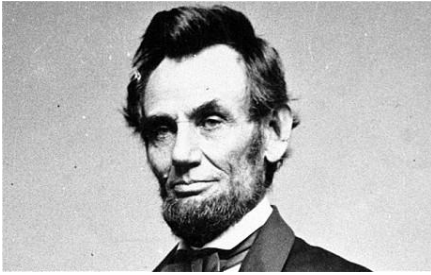
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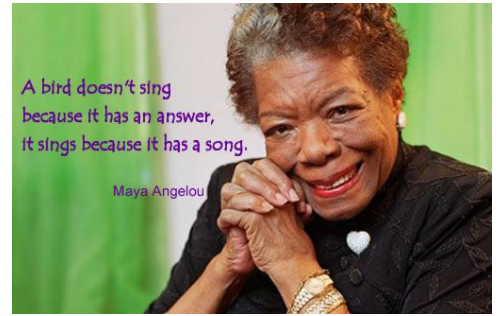
People Development:

Personhood:

What is your sentence?



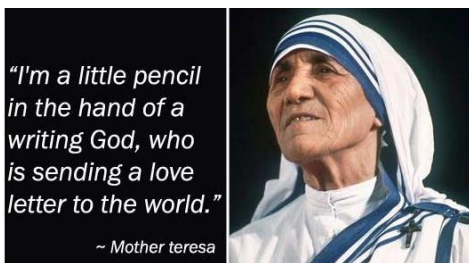
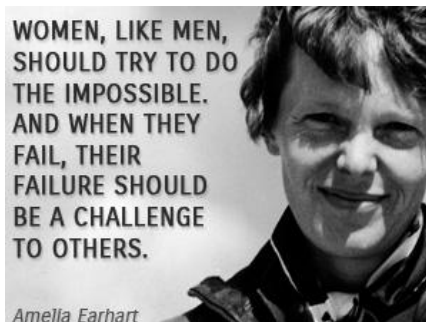
Free the slaves and preserve the union.



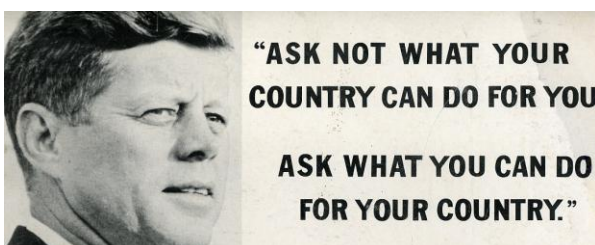
Lead America through a depression & help win a world war.



Suppression of the slave trade and reformation of manners [morality].



No chipped paint and all the horses jump.



Clear vision is rarely created in a day. Start with some words & phrases. Make Chili - let it cool - reheat



Deliver WOW through service
Embrace and Drive Change
Create Fun and A Little Weirdness
Be Adventurous, Creative, and Open-Minded
Pursue Growth and Learning

Build Open & Honest Relationships with Communication
Build a Positive Team and Family Spirit
Do More With Less
Be Passionate and Determined
Be Humble

“For individuals, character is destiny. For organizations, culture is destiny.”

~ Tony Hsieh (Zappos CEO)



Be Genuine
Be Welcoming
Be Involved
Be Considerate
Be Knowledgeable



Energy
Energize
Edge
Execute
Passion



Be Encouraging
Be Loving
Be Enthusiastic
Be 100% Responsible

What “committable” core values would you like to define *your* organization’s culture?

Happen to the world...

$$S + R = O$$

Define a relationship outcome. What might fit into *your* “R”?

Define a business outcome. What might fit into *your* “R”?

Define a leadership outcome. What might fit into *your* “R”?

Practice Courage



What would help you make significant progress and require significant courage?

Conversations:

Goals:

Responsibilities:

Apologies:

Other:

It's almost 8 o'clock... **BE** there



“People forget what you say and do: they remember how you make them feel.”

Pick 2 relationships you'll truly **be there** for:

Leadership Assessment:
Rate yourself. - Try to be completely honest! (5 is Strongly Agree ... 1 is Strongly Disagree)

- | | | | | | |
|---|---|---|---|---|--|
| 1 | 2 | 3 | 4 | 5 | I have clarity of purpose and pursue it with passion. |
| 1 | 2 | 3 | 4 | 5 | I have a clear idea of the kind of leader I am intentionally becoming. |
| 1 | 2 | 3 | 4 | 5 | I am able to generate a contagious enthusiasm. |
| 1 | 2 | 3 | 4 | 5 | I know what matters most to people on my team and help them in their pursuit. |
| 1 | 2 | 3 | 4 | 5 | I set high goals for myself, rarely settling for "good enough". |
| 1 | 2 | 3 | 4 | 5 | I am aware of my own abilities and resources. |
| 1 | 2 | 3 | 4 | 5 | I show patience and self-control with others. |
| 1 | 2 | 3 | 4 | 5 | I confront people with problems/situations as they arise. |
| 1 | 2 | 3 | 4 | 5 | I consistently demonstrate courage – in action, words, and saying no when appropriate. |
| 1 | 2 | 3 | 4 | 5 | I am able to discuss difficult issues. |
| 1 | 2 | 3 | 4 | 5 | I clearly articulate expectations. |
| 1 | 2 | 3 | 4 | 5 | I coach and counsel employees to ensure compliance with goals. |
| 1 | 2 | 3 | 4 | 5 | I give genuine appreciation, encouragement, and feedback to others when appropriate. |
| 1 | 2 | 3 | 4 | 5 | I am actively involved in the development of subordinates. |
| 1 | 2 | 3 | 4 | 5 | I meet the legitimate needs (as opposed to wants) of others |
| 1 | 2 | 3 | 4 | 5 | I am able to forgive mistakes and not hold grudges, encouraging others to take risks. |
| 1 | 2 | 3 | 4 | 5 | I live with the motto of “applied teach-ability”, <u>seeking</u> and <u>applying</u> feedback. |
| 1 | 2 | 3 | 4 | 5 | I “happen to the world” pro-actively responding rather than blaming or making excuses. |
| 1 | 2 | 3 | 4 | 5 | People can tell that I truly value them and their opinions in all of my interactions. |
| 1 | 2 | 3 | 4 | 5 | I approach challenges with a belief that very good solutions exist and we will find them. |
| 1 | 2 | 3 | 4 | 5 | (Write your own leadership challenge here) |

~ Howard Thurman (mentor to MLK)

[illegible]

~ Jonathan Fanning

[illegible]