



We can all be leaders...

Everyone has the ability and responsibility to lead. Successful leaders follow fundamental principles that can and should be practiced by everyone in an organization. A culture of leadership can positively impact the bottom line quite significantly.

Integrity – Honesty, personal accountability and commitment build trust—the basis of every successful working relationship. People want to follow someone they trust.

Commitment to the organizational vision – Clearly link your personal goals and performance to organizational vision and goals. Understanding how personal and organizational goals and performance are linked creates a common purpose that drives both individual and organizational success.

Be a good follower first – Value the expertise of coworkers. Look for opportunities to learn from them. Acknowledge your shortcomings and find ways to develop your skills. Learn how functions across the organization are integrated to produce the end result.

Share your knowledge and experience – When you share what you know, you help others achieve their potential and increase the chances of success for everyone. You also increase the likelihood that coworkers will share their knowledge and expertise with you.

Bring your “A game” every day – Be enthusiastic about your work and work hard. When you have high expectations of yourself, coworkers will often raise their own standard of performance. Look for opportunities to create efficiencies and improve processes. Jump in to help—no task should be too menial.

Influence by example – Notice I did not say “lead” by example. Leadership *is* influence. Treat colleagues and coworkers with respect, follow through, take responsibility for mistakes and acknowledge others’ accomplishments. Let go of your ego—you’re only as good as your team.

President John Quincy Adams said it best. “If your actions inspire others to dream more, learn more, do more and become more, you are a leader.”

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Words to Live By...

“The constitution only gives people the right to pursue happiness. You have to catch it yourself.”
Benjamin Franklin



A BRIGHT IDEA

Speak kindly...

It is said that speaking kindly to a plant can help it grow. Imagine what it could do for people. Sadly, kindness in the workplace is often misinterpreted as being “too soft”. Ironically, studies show that being kind to another actually improves *our* physical and emotional health. The benefits can last for days. According to the Random Acts of Kindness Foundation, helping others reverses the negative effects of feelings of depression, decreases feelings of hostility and stress. Find one way to be kind today and notice how good it feels. It’s your body’s way of saying “I like this—kindness is good for me.”

Training Corner

Increasingly organizations understand that leveraging the “soft skills” of employees is the key to gaining that competitive edge in a challenging global economy. Fill your toolbox with the skills that drive individual and organizational success. Learn to listen effectively, to be assertive without being confrontational, to problem-solve collaboratively and to build top notch performance teams. Learn more at www.alternativeresolutions.biz or contact us at 920-993-1490 to tailor training to your specific needs.

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