Join The “Leading Like You Own It” Movement!

So you have the title of Manager, Supervisor or HR Manager. This is a huge undertaking and responsibility. You probably have a multiple six or seven figure annual payroll. You are responsible for results, a huge budget and the livelihoods associated with that budget.

You will take one of two paths:

1. You will distribute tasks, put out fires, occupy a position, make a paycheck and leave behind a résumé line item. This is a boss/employee mindset.

2. You will build an Educated, Engaged, Accountable team that grows, improves, make a difference and leave behind a legacy. This is the Leader/Owner mindset.

You may or may not have been informed of this but you are in that position to improve results. You are not there to distribute tasks, put out fires and maintain. Improved results keeps businesses open, growing and protects livelihoods.

“Leading Like You Own It”™ is designed to compliment any existing internal and external leadership development. It is developed from 30+ years of personally witnessed lessons in leadership, Human Resources and consulting.
This content is not from the latest trendy business book or from modules written by others. I’ve lived it, developed it and deliver it. If you want a canned training program, look elsewhere. These are readily available at many companies and can be very beneficial. Growth and development never go out of style.

We have received positive feedback from managers with time spent in leadership ranging from one hour to 36 years. Below is feedback from a recent two hour session in Rogers, Arkansas:

*I first had the privilege of hearing Greg speak during a seminar in Little Rock and immediately I knew I would be doing a disservice to my employees if I did not share with them the message he delivers. Greg brings to the table tremendous insight about leadership, relationships and personal responsibilities that demands one to take their personal inventory; but he does it with such a humorous gentleness that you’re left with a feeling of, “Wow! I can’t wait to get started!”*

*We invited Greg to speak at our Leadership Retreat in July. Sixteen (out of seventeen) of our returned evaluation questionnaires had a positive comment regarding Greg. (The one without a positive comment, did not have any comments.) Here are a few examples, “[Greg Gilbert] changed my life! He is an amazing speaker and has a wealth of valuable information.” “Best speaker I’ve ever heard!” And “The most helpful aspects of the retreat were Greg. He was very interesting and gave me things to think about and use.” One of the questions on the questionnaire was “What aspects of the retreat did you like best?” Ten of the sixteen answered that Greg’s presentation was the best.

Thank you Greg. As one person wrote, [your presentation] “is from the heart”.
- Lin Hanson, HR Director, OHC - Rogers, Arkansas

For those wanting to do more than create a line item on a résumé, the content in “Leading Like You Own It™” can change careers and lives. I know this because it changed mine.

Greg Gilbert
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Who should attend?
Managers, Supervisors and HR Managers with and without direct reports wanting to do more in leadership than distribute tasks and put out fires.

What attendees will gain:

• The huge impact of trust and empowerment on results and morale. Why a team that is “high on trust and low on rules” will ALWAYS beat a team that is “high on rules and low on trust.”
• The advantage of “leading like you own it” and why we never wax a rental car. (If you wouldn’t purchase your team with you as the leader, why should you expect your company to do the equivalent every time they issue a paycheck?) If you owned the company, would you hire you with your results and attitude?
• The three legged stool of success. Education, Engagement and Accountability. No leg can be cut shorter or eliminated to build a successful team.
• How to become a Top 10% Manager.
• Bob’s Rule #1. If I have to do your job, I don’t need you.
• The value of building a team that knows you are "For Them" instead of "Against Them" or "For Yourself." They will walk through walls for you if you are "For Them." "Against Them" and "For Yourself" produce team members that do "just enough to get by" or leave. This costs companies Billions.
• The BS (Buffalo System) of leadership.

• Leadership takes guts. When you are first placed in a leadership position, you have more authority and leadership tools than you have knowledge, confidence and guts to use. This phase MUST be measured in a few months, not years.
• The huge ripple effect on lives, careers, results and morale by ignoring any poor performers.
• The contents of an effective leadership tool kit. (Note: This kit does not contain a hammer, screaming, intimidation or belittling others.)
• If you can lead one, you can lead many. If you can’t lead one, you can’t lead any. How to lead yourself.
• The huge impact and difference on lives and careers of leaving a legacy rather than just a line item on a résumé.
• The Bucket Story and your priorities.
• Protecting the livelihoods associated with your multiple six or seven figure annual payroll.
• Why you MUST view your position as a Professional.
• Why the inability or unwillingness to have “Courageous Conversation” with poor performers disqualifies you for a management position with direct reports. (Note: there is nothing wrong with this. Not everyone is cut out for traditional leadership. Leaders exist and are necessary in all levels of an organization. Management and Non-Management.)
  o The indescribable feeling of watching a team member totally turn their life and career around. It’s knowing that by doing all the things above, you contributed to their success rather than enabling their failure.

Even a small increase in productivity, quality, attendance or safety results would be a great return on investment for this program. I look forward to hearing from you and scheduling the date. Call my office at 870 777-1454 if you have any questions.

Thank you,

Greg Gilbert

Thank You For Your Consideration.