

Turning It Around During Challenging Times

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Get ready for this **5 Step Educational Process** that will help you and your team members to best address the specific issues of these challenging times.

Now is the time to **TAKE ACTION** by:

1. **KEEP IT SIMPLE!**
2. **BE CLEAR ABOUT EXPECTATIONS!**
3. **RECRUIT THE BEST!**
4. **PLAY TO YOUR STRENGTHS!**
5. **RE-CREATE THE VISION!**

Step 1: KEEP IT SIMPLE!

Josie Miller has raised and overseen the construction of over 400 barns in his lifetime. He is a master planner and motivator.

The Amish **keep things simple. They have faith and execute their plan** as they use materials that are tried and true. Instead of using metal nails, the notched beams are secured with wooden pegs that will last for generations. Old oak beams from older barns are recycled because these beams are stronger for standing the test of time. An Amish barn raising is **a community event where everyone helps** and it promotes long-term relationships and a feeling of community.

Josie defines specific roles for each team member. He developed timelines, goals and holds everyone accountable! Lastly, they finish what they start and celebrate together.

Amish farms are the most profitable farms in America according to a study by Ohio State University in 2002. They keep it simple with the use of tried a true tools and they even use simple technology to drive efficiency and profitability.

Do you go the extra mile to plan and prepare to address your customer's specific needs? Do you promote long-term relationships between you and your customers? Do you insure profitability through the simple use of technology? The Amish do and there collective business success can be a powerful reminder to all of us that the old ways still work!

What Are Your 3 Greatest Priorities at Work and at Home?

List Your 3 Greatest Priorities for Business Success:

1. Sales
2. Education
3. Preparation

List Your 3 Greatest Priorities for Personal Success:

1. Relationships w/Family
2. Time Balance
3. Personal Improvement

My Career Best Effort Strategy- Professional

I make 5 calls or e-mails/day to generate new business!

(1) (2) (3) (4) (5)

I read three articles/week for professional growth!

(1) (2) (3)

I send 10 personal notes/week!

(1) (2) (3) (4) (5) (6) (7) (8) (9) (10)

I prepare presentations and game notes well in advance!

(1) (2) (3) (4) (**THIS IS THE ONE THAT MADE MY ESPN CAREER**)

My Career Best Effort Strategy- Personal

I tell my wife I love her and how attractive she is at least 2X/day

(1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14)

Judy and I go out on a date together 1X each month!

Date Time and Place: _____

I tell my sons I love them and am proud of them at least 1X/day!

(1) (2) (3) (4) (5) (6) (7)

I spend a minimum of one hour/wk alone with each son!

Patrick () Jimmy () Robby ()

I exercise 3X/wk for minimum of 30minutes!

(1) (2) (3)

Step 2: Be Clear About Your Expectations!

During WWII General Dwight D. Eisenhower was contacted by General George Marshall. Eisenhower was informed that he would take over the command of the allied forces in London in WWII. His orders were clear:

1. Proceed to London
2. Invade Europe
3. Defeat the Germans

CLEAR, ATTAINABLE, DECISIVE, & SPECIFIC!

Qualities of Coaches...

- Be more like a shepherd than a general.
- **Create an environment of roving leadership.**
- **Always says thank you to their team first** by giving them all of the credit for success.
- Know that **team meetings do not count as coaching!**
- Constantly are looking for and evaluating **talent!**

What are Your Expectations?

- What is that one thing you expect your entire company to accomplish together in the next 13 weeks?
- What one thing do you expect your direct reports to accomplish together in the next 13 weeks?
- What do you expect to accomplish individually in the next 13 weeks?

BE SPECIFIC and DESCRIBE in ONE SENTENCE!!!

Finish the following statement:

"I expect to experience joy whenever..."

My Expectations of Myself...

"I experience joy whenever I create value for people that I love and care about."

A Quick Test...

(Please check only one statement)

- Coaches should primarily help you to work on and improve on your weaknesses.
- Coaches should primarily help you to work on and improve on your strengths.
- Coaches should help you to maintain your strengths while improving on your weaknesses.

(Which statement do you AGREE with the most?)

- I believe that I can grow the most in my weakest areas.
- I believe that I can grow the most in my strongest areas.

MY ANSWERS:

- Coaches should primarily help you to work on and improve on your weaknesses.
 - Coaches should primarily help you to work on and improve on your strengths.
 - Coaches should help you to maintain your strengths while improving on your weaknesses.
-
- I believe that I can grow the most in my weakest areas.
 - I believe that I can grow the most in my strongest areas.

Step 3: RECRUIT THE BEST FROM TOP TO BOTTOM!

John Wooden, who won 11 college national basketball championships at UCLA, put it this way, “No matter how you determine total success in the coaching profession, it all comes down to one factor- Talent! Although not every coach can win with talent, no coach can win without it.”

Talent: Consistent and near perfect performance of an activity.

17 Interview Questions That Help Find Talents

1. How closely do you think people should be supervised?
2. What do you think are the most enjoyable aspects of serving a customer?
3. What if anything what do you like about sales?
4. Tell me about a time when you really felt successful?
5. Tell me about a professional experience when you really felt uncomfortable in your role?
6. Where and/or with whom do you get your greatest personal satisfaction?
7. What job experiences have brought you the most intrinsic satisfaction?
8. How do you feel when someone doubts what you say? (Good sales question)
9. What have you enjoyed most about your previous jobs? What brought you here?
10. What do you think your strengths are?
11. What are your future career goals? Timelines, actual quantifiable results, etc.
12. How often would you like to meet with me to review your progress?
13. Will you tell me how you are feeling or will I need to ask?
14. Are there any important personal goals or activities that you might want to share with me?
15. What is the best praise you ever received? How did that make you feel?
16. Who have been your mentors and what did you learn from them?
17. Is there anything else you might want to talk about that will help us work better together?

Step 4: PLAY TO YOUR STRENGTHS!

Talents and Time

1. List your direct reports based on talents from top to bottom on the left side of the page.
2. List your direct reports based on time spent with the same list as above from most time to least time.
3. Draw a line to each employee. How many lines cross?

What are my talents that best position me for success?

Maximizer: I focus on strengths as a way to stimulate personal growth and group excellence. I seek to transform something strong into something superb.

Arranger: I organize but am flexible. I try to figure out how all of the people and resources can be best used for team success.

Activator: I make things happen by prioritizing. I am impatient and my strength is putting thoughts into action.

Step 5: RE-CREATING THE VISION!

“How Can I” Questions:

1. ...better coach myself today?
2. ...coach one team member to greater success today?
3. ...experience joy by creating value for someone that I love and care about today?

“How Can We” Question:

...experience joy by creating value for our customers and each other?

When you and your team faces great obstacles...

- Do you go to the whip or do you go to the pat on the back?
- Do you review the individual failures or do you create a path to collective success?
- Do you re-visit history or do you re-create a new vision?
- What would Lincoln do?