

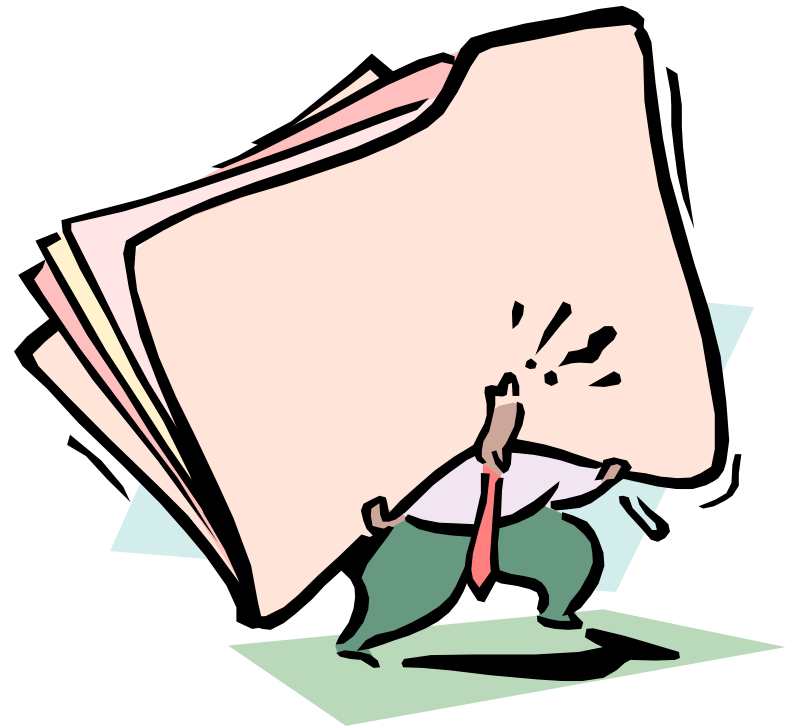
Management Vs LEADERSHIP

Pieter M. Droog

Management is...

The Maximizing of Assets to Minimize Costs

- People
- Time
- Equipment
- Training
- Money



Management

- Bottom Line – Protect It
- Use All Assets Available For Success
- Real Title is Change Agent



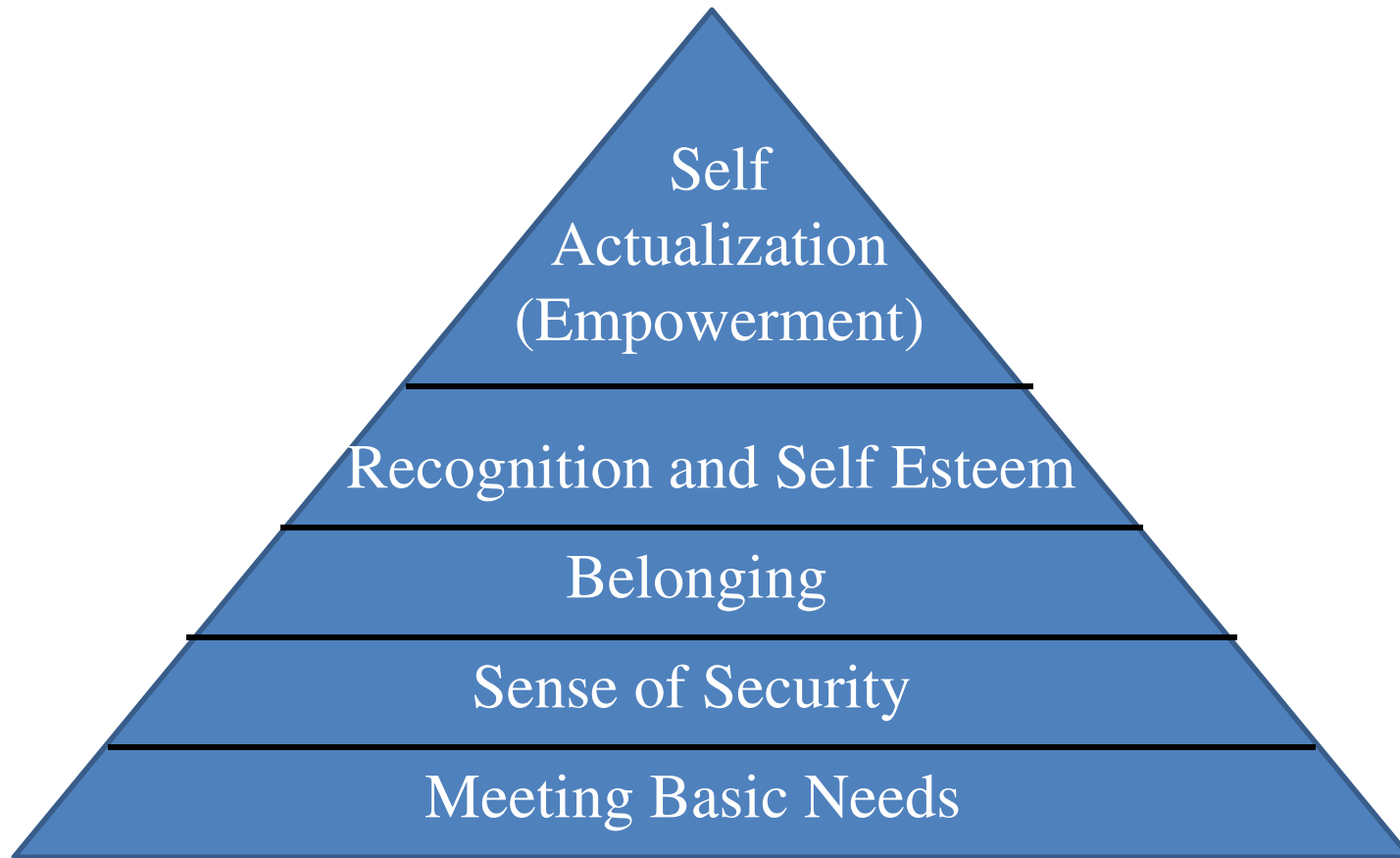
Leadership is...

*Establishing the environment
where people use their motivation
to execute the plan
as if it were their idea
(Influencing)*

Leadership

- Two Kinds of Leaders
- Management sees it, Leadership achieves it
- Senior Management is Not Technical
- Managers do things right, Leaders do the right thing

Maslow Hierarchy of Needs



***Money is not a primary motivator.
The work environment must be.***

Lead as You Want to be Led

- Credibility and Loyalty Go in Both Directions
- Never Argue for Personal Gain
- Do not Abdicate Authority



People Who Understand...

their importance to the whole pie, will take possession of their piece of the pie



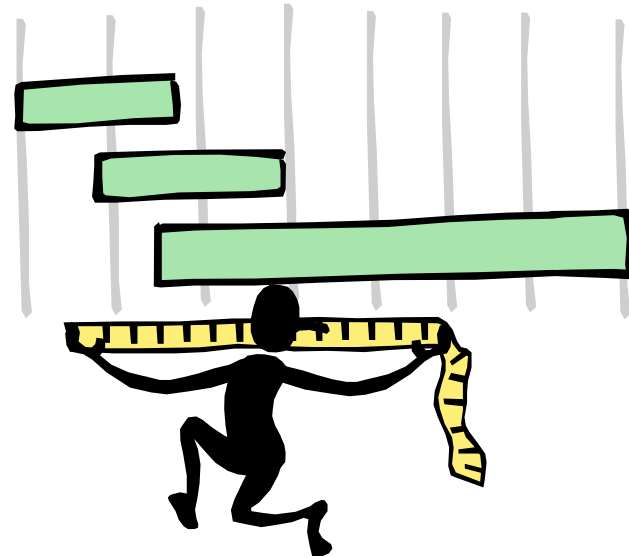
Empowerment Means...

- Time, Training, Standards

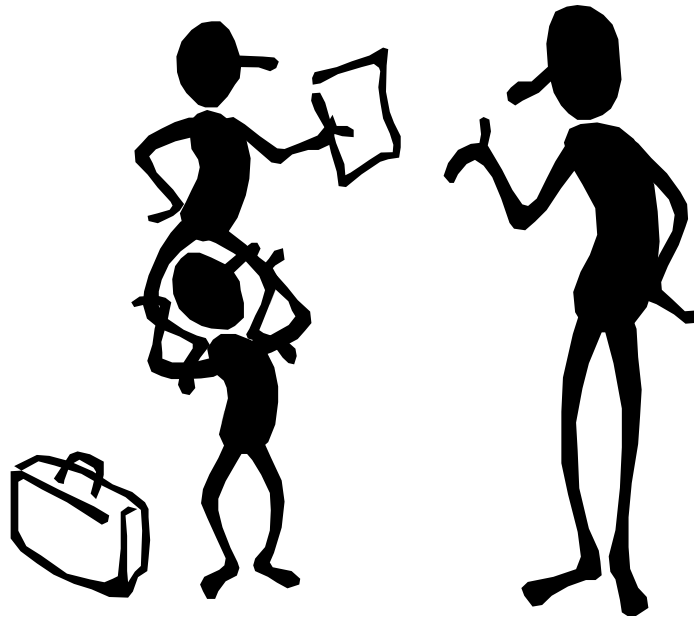


A Standard Accepted is a Precedent Set

- Life is a Chess Game



Be Accessible, **NOT FAMILIAR**



A Good Leader is *Basically Lazy*



A Good Leader Listens...

- Know Your People
- Ask Questions, Be Interested
- Avoid Gossip



A Bad Review...

Should Not Come as a Surprise

- Immediate Feedback Reinforces Standards
- A Bad Employee is Like a Disease
- Look Them in The Eye



Popularity is...

NOT a Leadership Trait

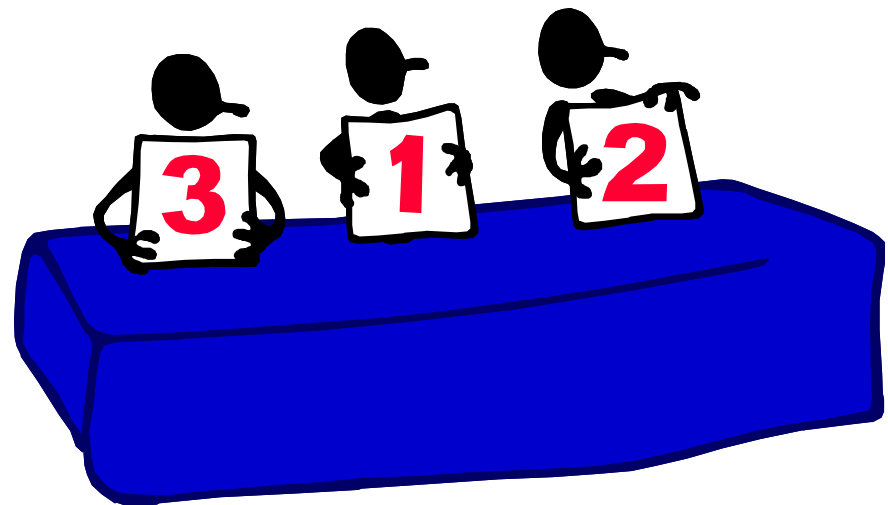
- Respect Rank and Position or The Person?
- People, Mission, Organization



Right or Wrong...

Make the Decision.

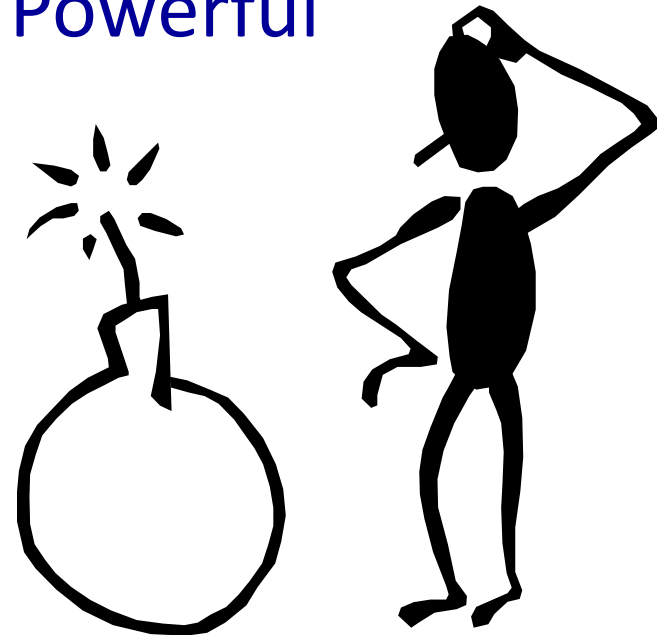
- The Only Irreversible Decisions Are...
- Patton's Rule



Leaders Can Be Human

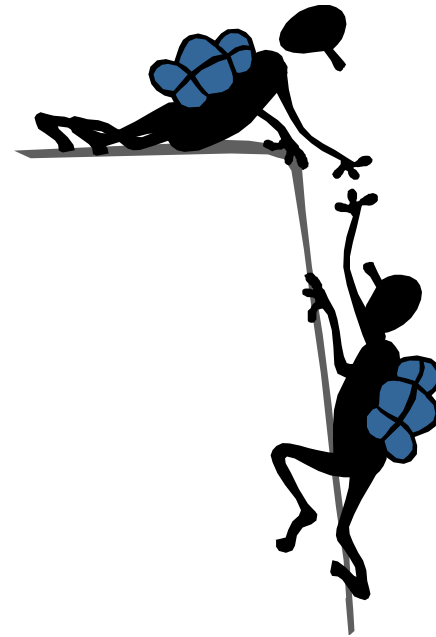
Just keep under control

- All Emotions are OK, BUT Control Anger
- Being Disappointed is More Powerful Than Anger



Find Out What's Going On

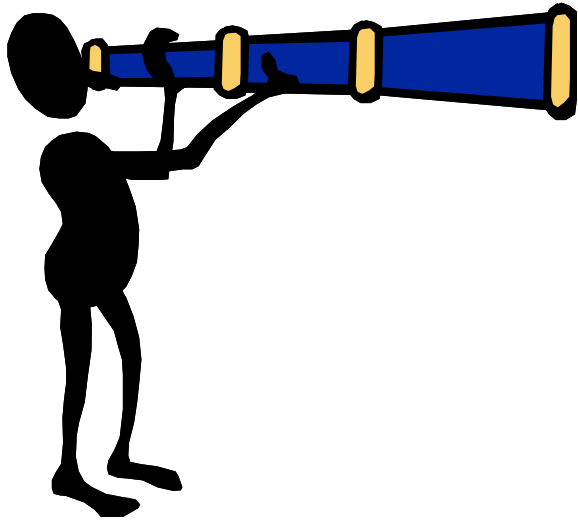
- Use Informal Vs Formal
- Look for Indicators (Trends) Via R&A
- Newton's Law



They're always watching you.

*Do you want to be a good
example or bad?*

*What Has Been Taught is Not Forgotten After
You Leave*





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