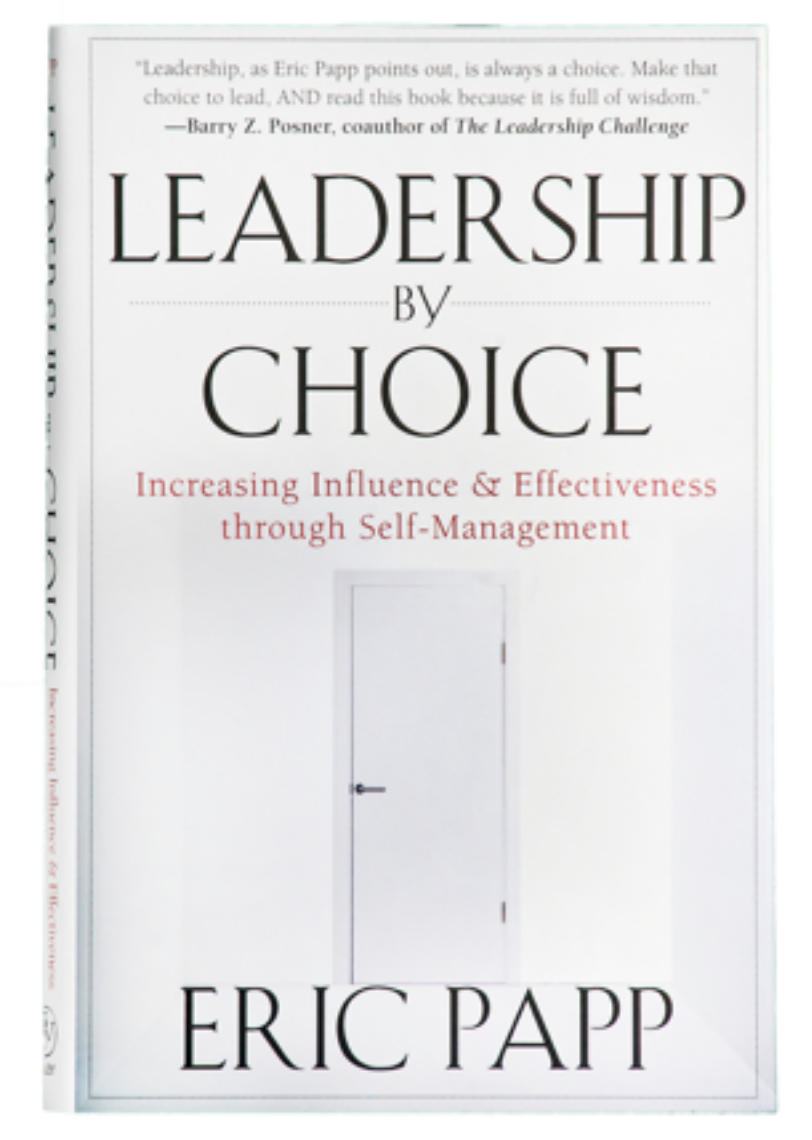
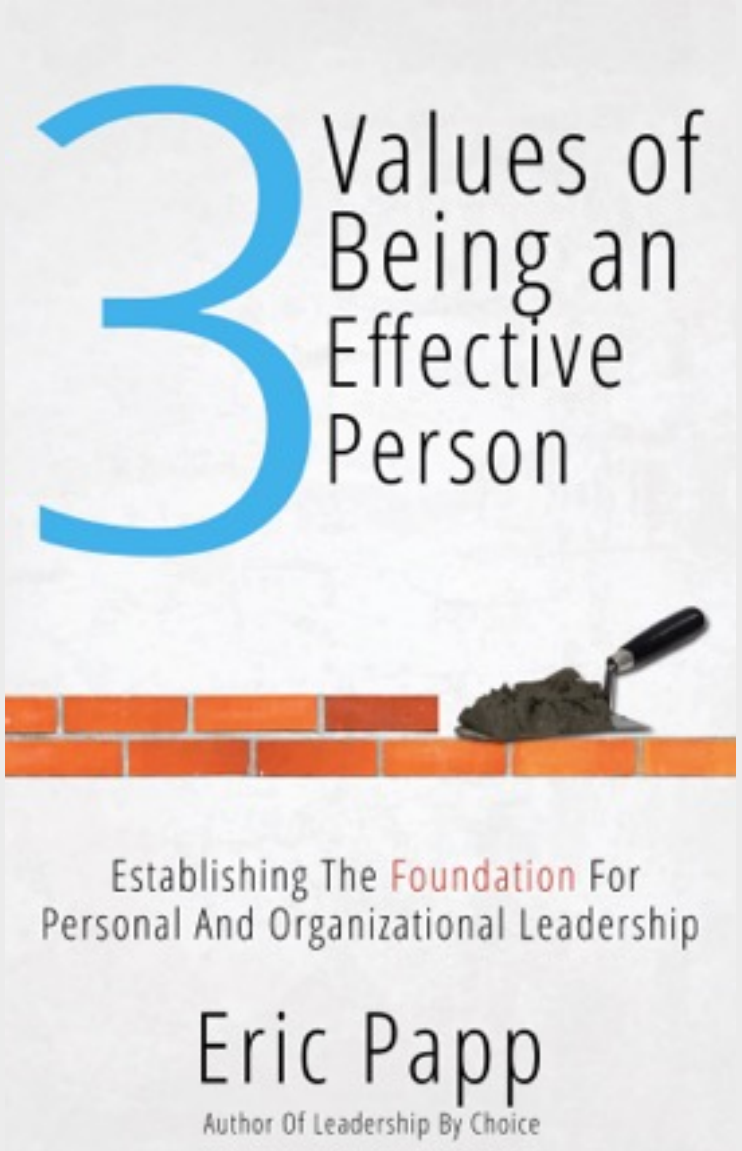
Stinking Thinking?

How are you thinking differently about waste?


"Leadership, as Eric Papp points out, is always a choice. Make that choice to lead, AND read this book because it is full of wisdom."
—Barry Z. Posner, coauthor of The Leadership Challenge
LEADERSHIP
BY
CHOICE
Increasing Influence & Effectiveness through Self-Management
ERIC PAPP


3
Values of Being an Effective Person
Establishing The Foundation For Personal And Organizational Leadership
Eric Papp
Author Of Leadership By Choice

Objectives

1. Challenges
2. Manage Promises, Not People
3. Have Fun

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Recycling Challenges?

Bales of recyclable plastic and metal at Waste Management.

Dave Sanders for The New York Times

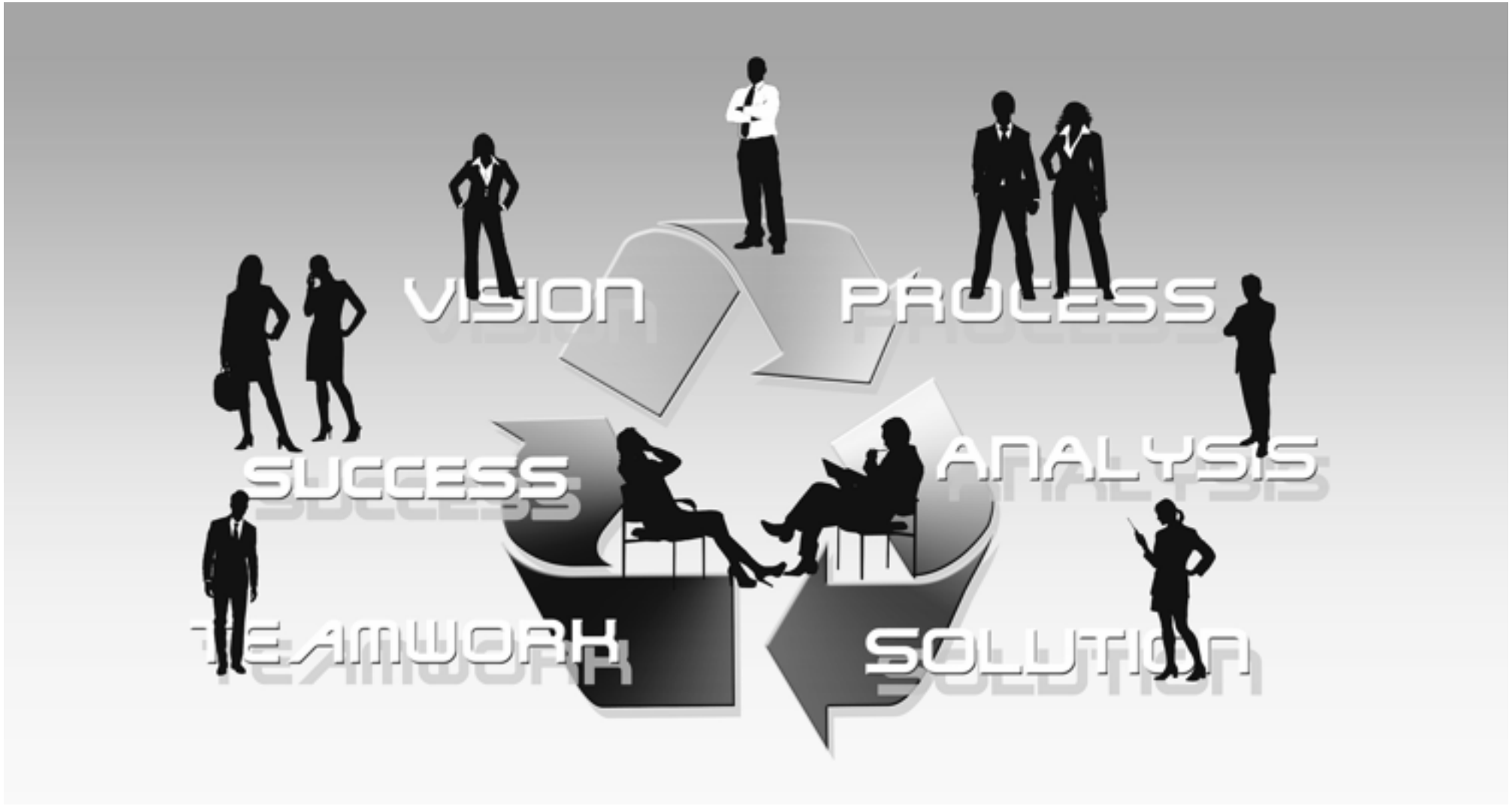
Skid in Oil Prices Pulls the Recycling Industry Down With It

The New York Times By DAVID GELLES FEB. 12, 2016

Educating the Public?

Competition vs Collaboration Mindset?

Efficient Infrastructure For Recycling?



Too Many Regulations?

More Young Professionals?

Succession Planning?

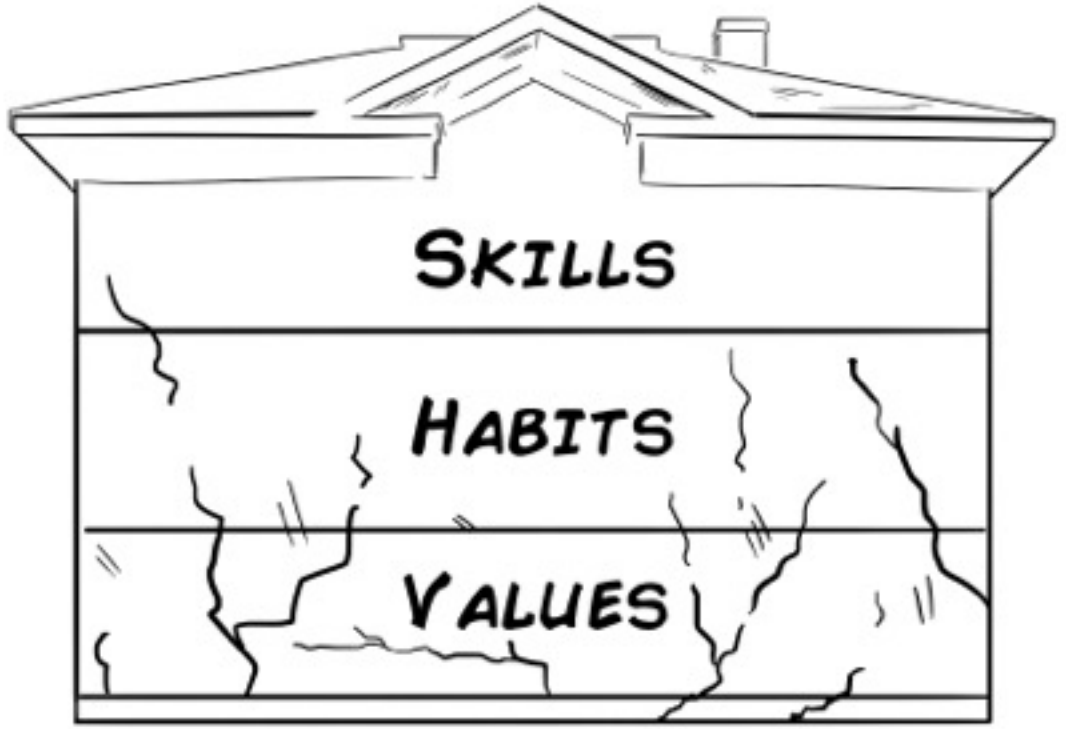
Concerns About Safety?

Job Security?

Self Worth?

Employee Accountability?

Reinforcing A Strong Foundation



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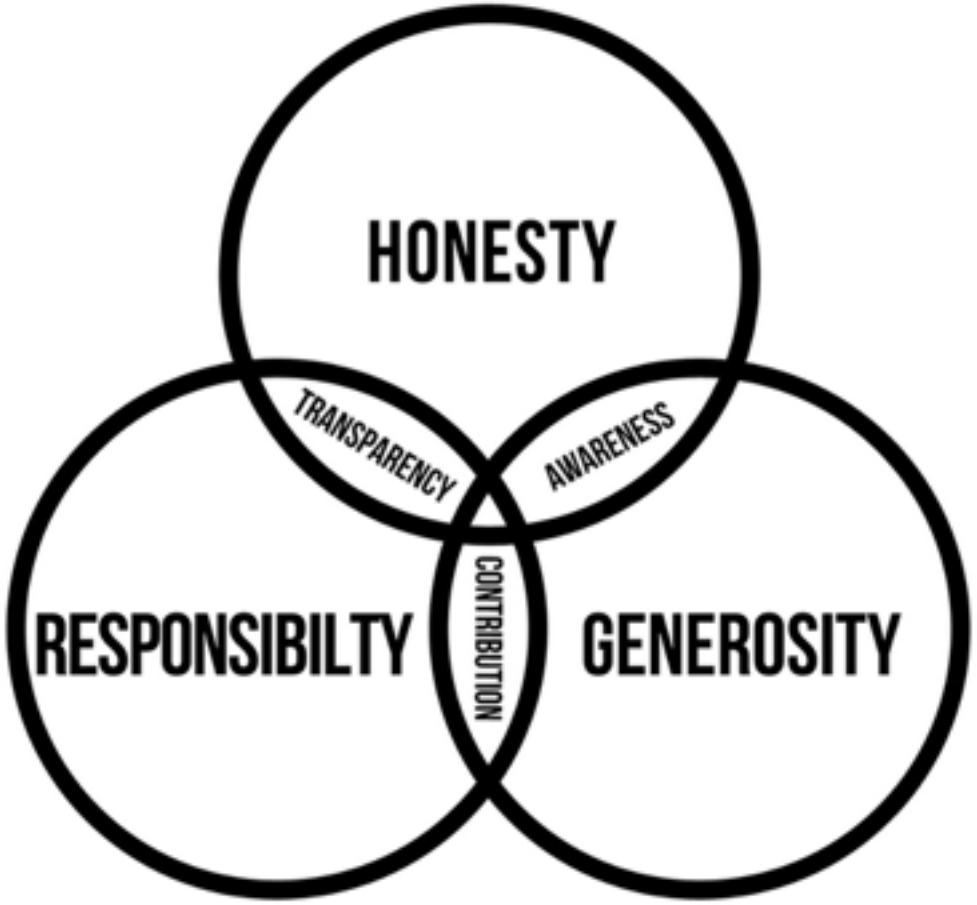
Values = Standards of Behavior

"MOST ORGANIZATIONS TODAY ARE SUFFERING FROM PROBLEMS WITH THEIR FOUNDATION, YET THEY ARE REMODELING THE KITCHEN."

3 Values of Being Effective



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EFFECTIVENESS DEFINED

EFFECTIVENESS

THE DEGREE TO WHICH SOMETHING OR SOMEONE IS SUCCESSFUL IN PRODUCING A DESIRED RESULT

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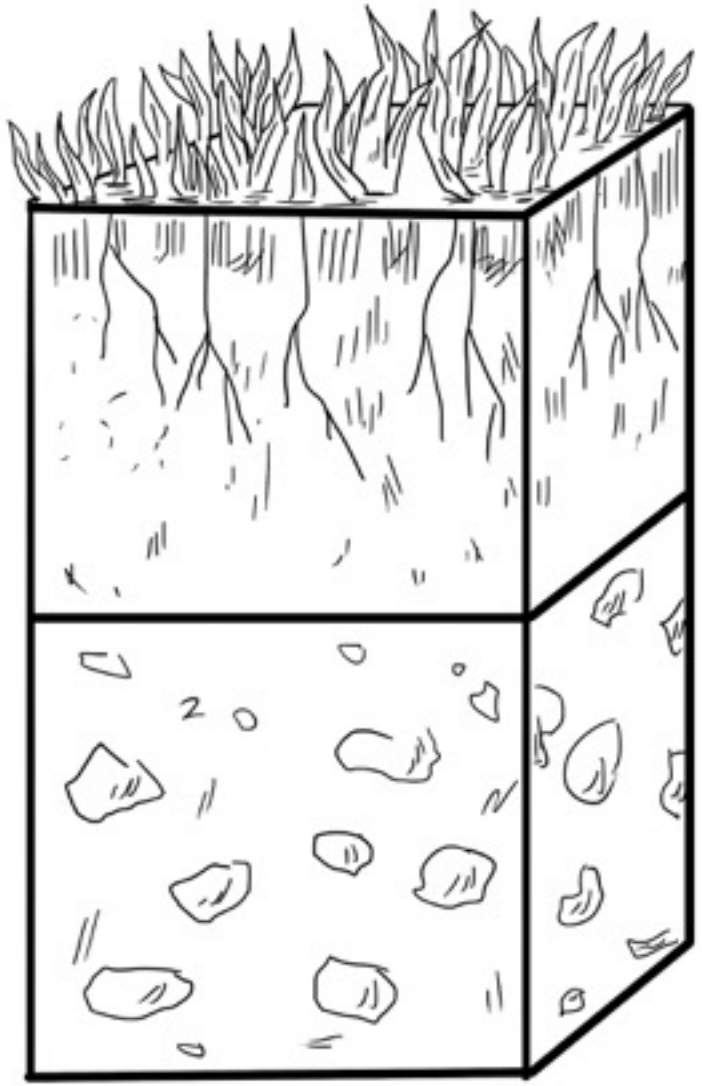
WHAT LEVEL ARE MOST OF YOUR CONVERSATIONS?

FERTILIZER CONVERSATIONS = WEATHER, SPORTS AND NEWS -

SOIL CONVERSATIONS = TALK ABOUT OTHER PEOPLE -

CORE CONVERSATIONS = TALK ABOUT WHAT MATTERS - AND HONEST IN OUR OPINIONS



WHAT LEVEL ARE MOST OF YOUR CONVERSATIONS?

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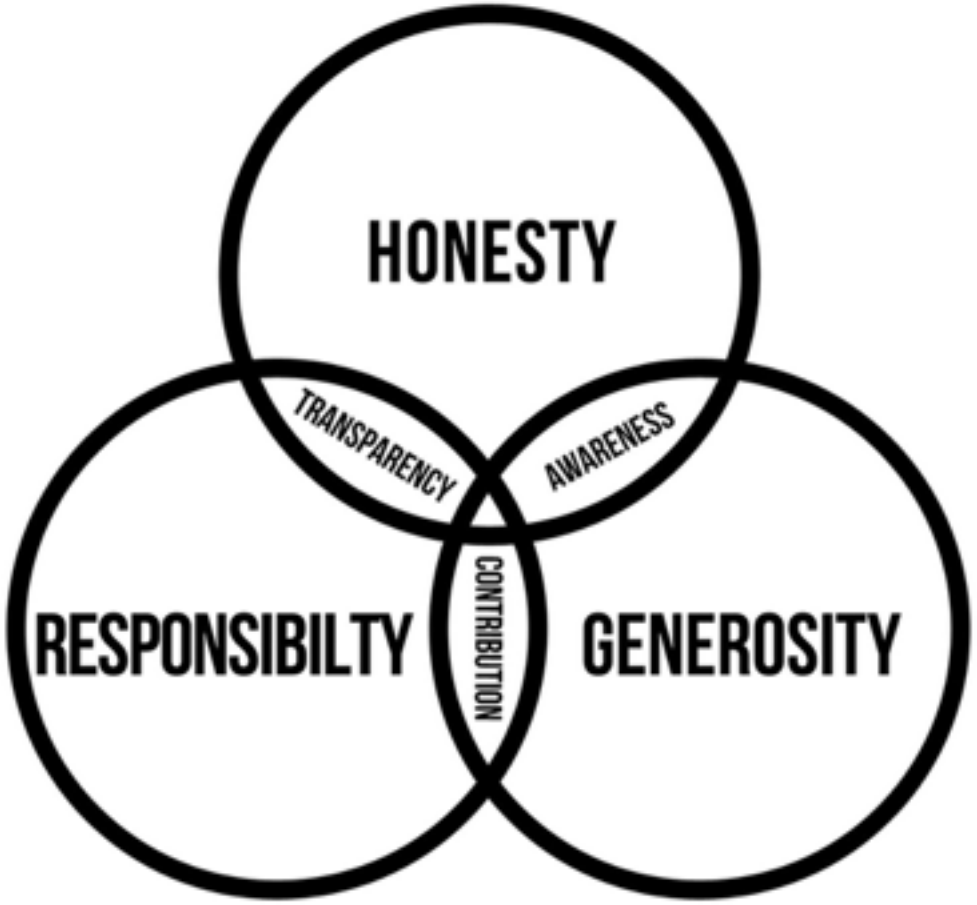
3 Values of Being Effective



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FOUNDATIONAL BEHAVIORS

HONESTY	RESPONSIBILITY	GENEROSITY
Honoring your word and being honest with your opinions	Making it happen	Giving without expectation

SKILLS VS VALUES

TIME MANAGEMENT SKILLS VS. ABDICATION OF ACCOUNTABILITY

GOOD EMPLOYEE GETS PUNISHED = MORE WORK AND LESS TIME

BAD EMPLOYEE GETS REWARDED = LESS WORK AND MORE TIME

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VALUE OF OUR WORD

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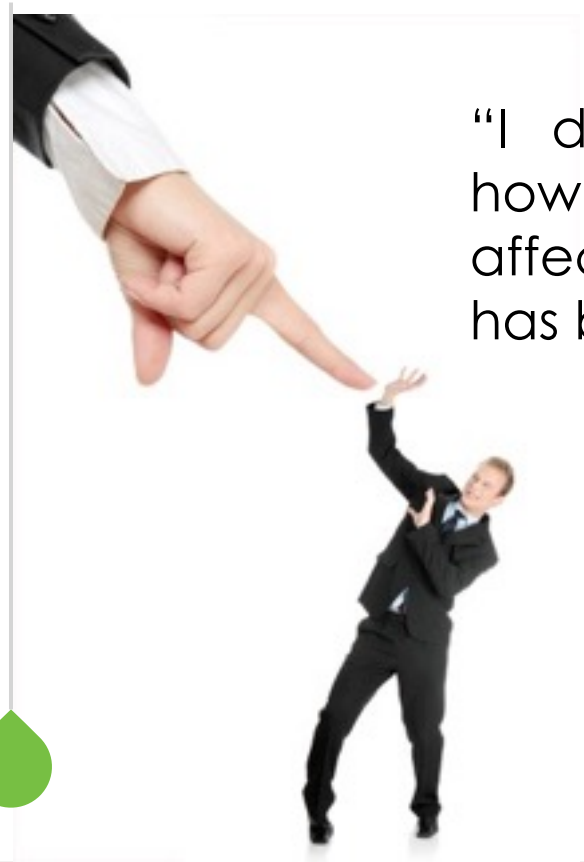
HONEST IN OUR COMMUNICATION

WE DON'T WANT CONFLICT

WE DO COST/ BENEFIT ANALYSIS



"I don't want to mention how John's micromanaging affects the team, since he has been here so long."

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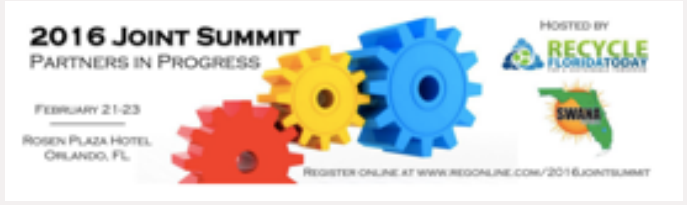
How to have an Honest Conversation

1. Emotional State (Yourself and Others)
2. Ask the question (Time and Topic)
3. Acknowledge and own your behavior
4. Ask for solutions
5. Practice, practice, practice



FEELING GUILTY & LOSING TRUST VS. RESTORING YOUR PROMISE

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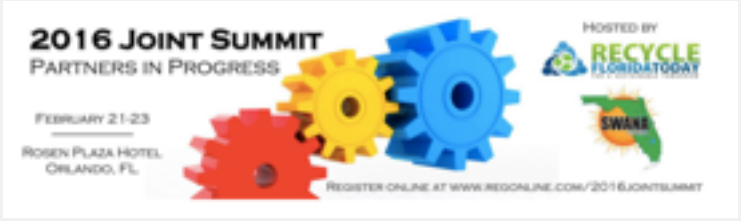
WHAT ROLE DOES RESPONSIBILITY PLAY IN OUR ENTITLEMENT SOCIETY?

ARE YOU MANAGING AN ADULT DAYCARE DUE TO NO RESPONSIBILITY?



SHIFTING FROM VICTIM TO VICTOR

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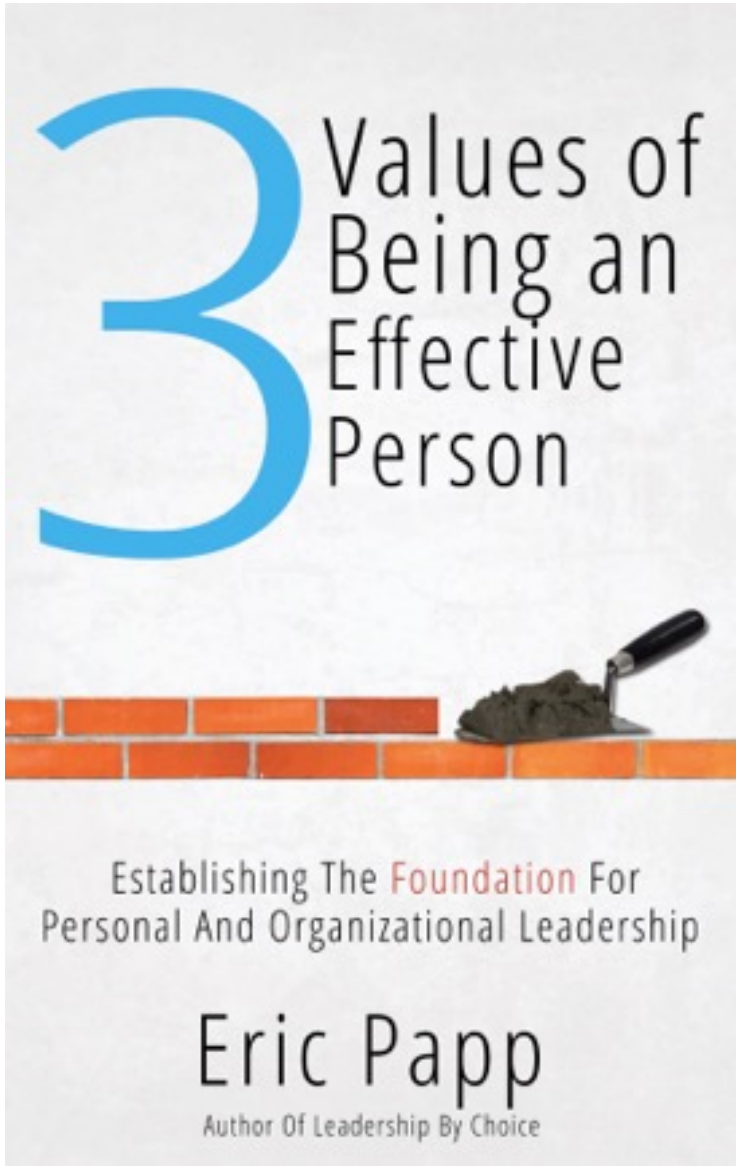

MANAGING PROMISES, NOT PEOPLE

Eric@EricPapp.com 1 or 2