

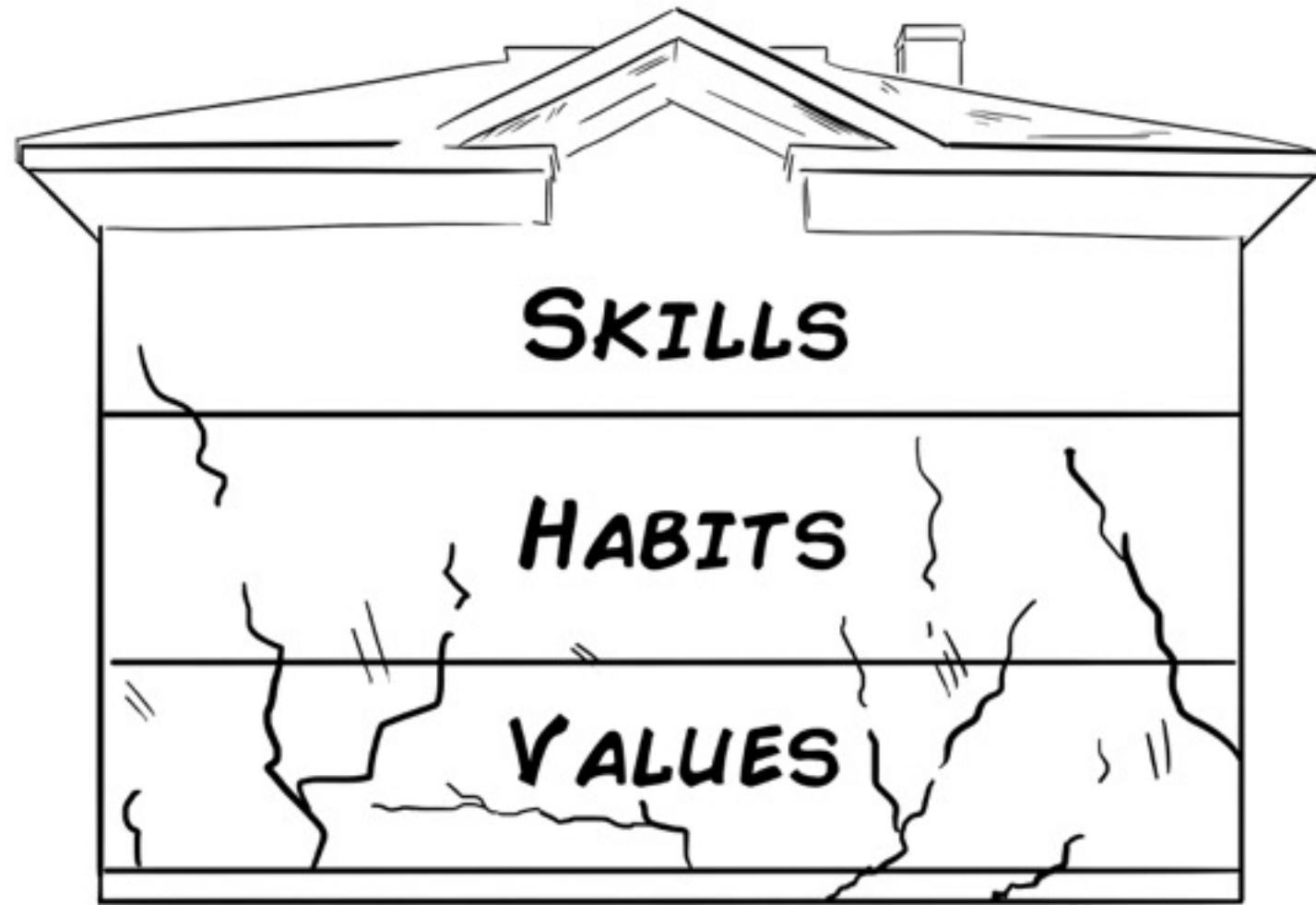
3 Values of Being an Effective Person



Establishing The **Foundation** For
Personal And Organizational Leadership

Eric Papp

Author Of Leadership By Choice





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

3 VALUES OF BEING AN EFFECTIVE PERSON



ERIC PAPP

SKILLS VS VALUES

TIME MANAGEMENT SKILLS VS. RESPONSIBILITY



GOOD EMPLOYEE GETS PUNISHED = MORE
WORK AND LESS TIME

BAD EMPLOYEE GETS REWARDED = LESS
WORK AND MORE TIME

FOUNDATIONAL BEHAVIORS

HONESTY

Honoring your word and being honest with your opinions

RESPONSIBILITY

Making it happen

GENEROSITY

Giving without expectation

VALUE OF OUR WORD

THE HANDSHAKE

WHAT HAPPENED TO THE TIME WHEN
THIS USED TO MEAN SOMETHING?



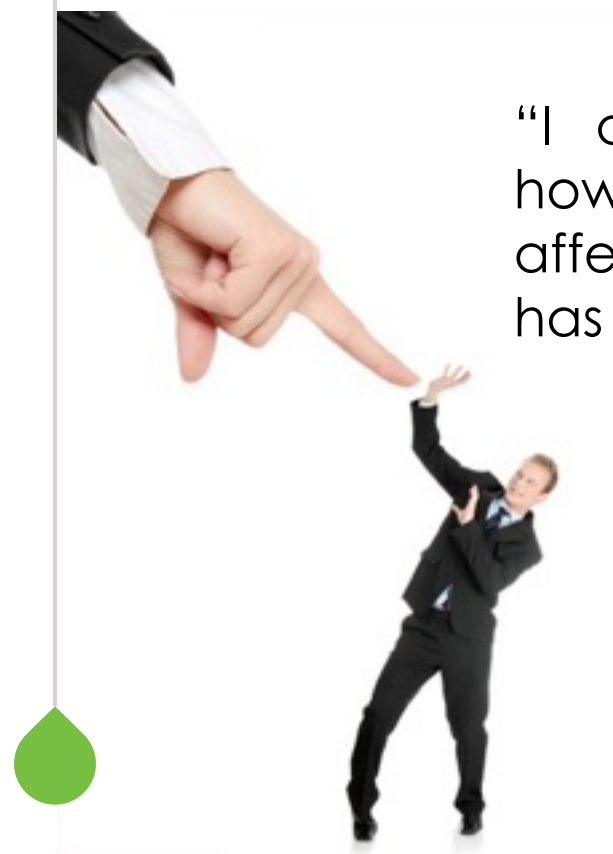
THE IMPACT OF NOT HONORING YOUR WORD



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."

**ARE YOU MANAGING
AN ADULT DAYCARE
DUE TO NO
RESPONSIBILITY?**



Responsibility

**Power, Influence,
Control**

How is responsibility
talked about?

Blame, Guilt,
Liability

Generosity

Being generous as a manager means we must not be quick to judge or give up on people.

Self-Sacrifice vs. Sacrifice Others

If we are going to call ourselves leaders, should we ask more of ourselves than we do of others?

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