I Am a LEADER

National Transportation in Indian Country Conference
Big Sky, Montana
September 19, 2019 – 8:30 AM – 10:00 AM

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Lance Kleinjan

Coming Soon to NDLTAP

A new level of training opportunities:

[Signature]

3/18

Morton Co.

Started this concept 6/17

Leadership: ask, teach, request.
YOU DON’T NEED a TITLE to be a LEADER

How Anyone, Anywhere, Can Make a Positive Difference

How Anyone, Anywhere, Can Make a Positive Difference

YOU DON’T NEED A TITLE TO BE A Leader

MARK SANBORN

Author of The Fred Factor
Let’s grow together

Define our leadership growth plan
Share life tips – our secrets to success
Expand our giving
Find our passion
Take Notes

What keeps you from taking notes?
What is ……

Your passion?
Your gift?
Bee
good
“To give anything less than your best is to sacrifice the gift”
~ Steve Prefontaine
YOU DON’T NEED a TITLE to be a LEADER
How Anyone, Anywhere, Can Make a Positive Difference

Introduction

Part I: A Leader Is....
What makes a Leader?

Leadership is you!
Mom alleges NDSU arena broke law

Mother's request to sit with disabled daughter was denied

DeSautel asked for a chair so she could sit next to her daughter in her wheelchair. A staff member said he'd have to ask a supervisor.

"When he came back, he told me no because it's against their policy. If he gave me a chair, they'd have to give everybody a chair," DeSautel said.

Jerry Christiansen, an accessibility specialist for the center, said an email he received from the center’s deputy director said for wheelchair users on the floor of the SHAC, a companion can sit in the row of seats directly behind. He said it was the first time he'd heard of anyone being upset about that arrangement.

"You kind of want to be part of the crowd. You want to be just like anybody else. And sometimes, you don't feel like that," Nate Aasgaard, executive director of the Freedom Resource Center for Independent Living in Fargo, said.

Obstructed views

Christiansen documented what he believes are ADA violations at the SHAC. With the help of Keith Bjornson, a Fargo man who broke his neck as a teenager in a diving accident, making him a quadriplegic, Christiansen said the buttons to activate them were installed in the wrong place — right next to opening doors. Someone in a wheelchair trying to activate the button is in danger of being hit by someone else coming out of the building, he said.

"You kind of want to be part of the crowd. You want to be just like anybody else. And sometimes, you don't feel like that."

Nate Aasgaard, executive director of the Freedom Resource Center for Independent Living in Fargo

Christiansen said the buttons should have anywhere from 12 to 29 accessible parking spaces. To his count, it has 8.

A staff member will be comfortable for him and others with disabilities. He looks at parking, path of travel to the entrance, ease in getting to his seat and what he can see when he's there.

DeSautel said anyone who thinks accessibility improvements are a burden should come out and see it with their own eyes.
Courage to follow – the real leader

https://sivers.org/dancingguy
Icebreaker

Hobby
Best part of your job
Most proud of
Inspired by
Stay close to people who feel like sunshine.
The world is a better place because of you.....
YOU DON’T NEED a TITLE to be a LEADER
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Part II: The Six Principles of Leadership

Principle 1: The Power of Self-Mastery
Abraham Lincoln: "Most folks are about as happy as they make up their minds to be."
Merry Getting Ready for Christmas. I am on the lookout for the person who is responsible for stealing the extra days that used to be between Thanksgiving and Christmas. I know they have been stolen as it cannot be that I am not organized enough to get everything I used to accomplish in that time period completed. Somehow, I got more done when I had four children at home and was working full time than I am able to do now. I managed baking, gift buying and wrapping, and attending all the Christmas concerts and programs. Now, I find myself scrambling just to get cards out. I need to reevaluate how I am spending my time, so I can determine how to use it more effectively to accomplish my purpose.

Purpose. What gives a life purpose? I think we all struggle to figure out what our purpose in this life is supposed to be. I keep praying and looking for God to give me a sign to let me know what my purpose in this life is. This personal concern has been voiced to my children from time to time. Finally, Casey must’ve been tired of hearing me say, “I just don’t know what I am supposed to do with my life,” and he so eloquently put it as maybe it’s to be a good mom and wife. Wow. I thought: That’s it. I always thought I was destined to be something bigger or better.

I guess the arrogant and proud part of my persona feels like I am destined to move mountains that everyone sees, not find the lost clothing or help resolve growing pains among our family.

Casey, who is a junior at NDSU majoring in statistics, said he feels like maybe he is in the right field as he enjoys most of his classes, and he does well in them. I hear myself telling him that is probably a good sign and that he is going down the right road for what was intended for him. Being a mother and a parent is a full-time job. I’m not sure if the job will ever be over but watching your children grow is the most rewarding thing you can do. They were truly meant to be doing all along. I guess it is just very common things everyday might be the only path for us. I guess with the words of Abraham Lincoln’s quote, “Whatever you are...be a good one.”

Simple acts of kindness for granted, to make an extra effort to be thankful, and to let those people in my life know that I am thankful for all that they do. Also, I hope that I can find peace and contentment in doing the small acts of kindness for others rather than trying to use my energy to figure out why God accomplish just one great thing. It is through this thought process that I think of Mother Teresa who was just one person in the world, but through her small acts of kindness to those less fortunate to herself, became the world for others.

Merry Christmas and Many Kindness to you and yours this holiday season,

The Christiansen’s
Trevor, Karen, Seth, Taylor, Gina, Kali & Casey
“Things are never as bad (or as good) as they seem.”
Stress – working on items that you can’t control
Jung Personality Test

In a room full of people all thinking the same, little thinking is going on.
What’s Your Personality Type?

1. Are you outwardly or inwardly focused? If you:
   - Could be described as talkative, outgoing
   - Like to be in a fast-paced environment
   - Tend to work out ideas with others, think out loud
   - Enjoy being the center of attention
   then you prefer

   E
   Extravert

   I
   Introvert

2. How do you prefer to take in information? If you:
   - Focus on the reality of how things are
   - Pay attention to concrete facts and details
   - Prefer ideas that have practical applications
   - Like to describe things in a specific, literal way
   then you prefer

   S
   Sensor

   N
   Intuitive

3. How do you prefer to make decisions? If you:
   - Could be described as reserved, private
   - Prefer a slower pace with time for contemplation
   - Tend to think things through inside your head
   - Would rather observe than be the center of attention
   then you prefer

   T
   Thinker

   F
   Feeler

4. How do you prefer to live your outer life? If you:
   - Make decisions in an impolosh, using logical reasoning
   - Value justice, fairness
   - Enjoy finding the flaws in an argument
   - Could be described as reasonable, level-headed
   then you prefer

   J
   Judge

   P
   Perceiver
The best leaders are the best learners.

Never stop learning
CORN MAZE
FOR
OLD PEOPLE
What are you feeding your brain?
Reading Chair

Recommended reading list
Recommended Reading - I Am a LEADER - www.ndtap.org - 2019

You Don't Need A TITLE To Be A Leader
212, the Extra Degree
Becoming a Person of Influence
Culture Code
Elevator Pitch Essentials
FISH!
Green Eggs and Ham
How to Soar Like an Eagle in a World Full of Turkeys
Intentional Living
Leadership Secrets from the Bible
Led By Conscience
Olav Thon, Billionaire in a Parka
Outliers
Speaking Up Without Freaking Out
Strengthsfinder 2.0
The 21 Irrefutable Laws of Leadership
The Fred Factor
The Leadership Challenge, Fifth Edition
The Little Book of LYYKE
The Richest Man In Babylon
The Richest Man in Town
Who Moved My Cheese?
Winners Never Cheat
The Way of the Shepherd
How Full is Your Bucket?

Recommended Videos - I Am a LEADER - www.ndtap.org - 2019

https://sivers.org/dancingguy - Leadership Lessons from Dancing Guy - Derek Sivers
https://www.youtube.com/watch?v=4K5fQ1-zps - Life of Privilege
http://www.nofreakingspeaking.com - No Freaking Speaking
https://www.youtube.com/watch?v=uoAy6Eawkkue - Everyday Leadership – Drew Dudley
https://www.youtube.com/watch?v=SqGRnixpx0 - Happier Life
https://www.youtube.com/watch?v=vQd8feJyXH0&feature=youtu.be - Communicating Techniques with Local Elected Officials about Local Road Safety
https://www.youtube.com/watch?v=e-VlsHm4sw - In Each of Us, There is a Leader….Best Leadership Video Ever!!!
https://www.youtube.com/watch?v=IvRwm6zaSg - Everyone is a Leader
https://www.youtube.com/watch?v=2IEp4TVpxA - 7 Great Leadership Traits
https://www.youtube.com/watch?v=nD6UEp1Iws - Story of Competency Building, Leadership, and Teamwork
https://www.youtube.com/watch?v=9WX2at5PSY - Leadership: The Butterfly Story
https://www.youtube.com/watch?v=fW8amMCVAJQ - Leadership Lessons from Dancing Guy
https://www.youtube.com/watch?v=MKJo0ghDMpQ - Expertise Through Practice
https://youtube.be/bW7PITaawfQ - Lion King, Circle of Life (importance of every individual...plays an integral part in the success of an organization/life)
Continuous Learning
Try New Things - Change

North Dakota Local Technical Assistance Program
@ndlta

Home
About
Services
Photos
Videos
Posts
Community
Promote
Manage Promotions

North Dakota's first scrub seal is a success!!! Crosby is proof that innovation is local!! In case you missed the Crosby project field review on July 20th, check out the attached pictures. Troy Kelsey, Interstate Engineering, Brad Loiken, Bituminous Paving, and Mo Henman, Western Emulsions, were on site to show the scrub seal process. Curt Glassoe, NDLTAP Western Technical Support Representative, and Bryan Haugence, Devils County Road Superintendent and Crosby City Council. ... See More

07/20/2017

NDSU Upper Great Plains Transportation Institute
Balance – Career/Home
https://www.youtube.com/watch?v=SqGRnlXpx0

The Mayonnaise Jar
(Inspirational Short Film)

A Valuable Lesson For A Happier Life - YouTube
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Part II: The Six Principles of Leadership

Principle 2: The Power of Focus
Focus on the good
10 Things That Take 0 Talent, But Will Get You 100% Respect

1. Being On Time
2. Work Ethic
3. Effort
4. Body Language
5. Energy
6. Attitude
7. Passion
8. Being Coachable
9. Doing Extra
10. Being Prepared
Everybody is a genius.

But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.
You only have to turn one foot slightly to change your journey.
Mindfulness

- Overwhelmed
- Take care of self
- Perform better at work
- Improves ability to focus
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Part II: The Six Principles of Leadership

Principle 3: Power with People
Interview is every day

Examples of promotions or job changes
Top 5 Interview Tips

Jeff & Mike “The Interview Guys”
Exit Interview Questions

When did you start thinking about applying elsewhere?
Why are you leaving?
Did your work benefit society?
What is your proudest moment at UGPTI?
Did you feel that you were part of the team?
Everybody Hurts

Bad day
Bury them in kindness

Bite your tongue
Yes officer, I did see the 'speed limit' sign, I just didn't see you.
Synergy

Share
Compliment for all ideas
Be open to new ideas
Team credit
Sincerity
I Am a LEADER - SYNERGY EXERCISE

1) Take 5 minutes to look at the 49 items

2) Return to the class room and take 5 minutes to list as many items as you can
I doctor
Lead By Example

Actions speak loudly

Workaholic
Leadership 101

Be Nice...
Vulnerability

Superman or human?
Celebrate Success

Share the Sorrow
Finding peace

Trust Bank
Emotional trust bank
Poor memory – find peace
Reset Button

Find a way to start over

https://www.youtube.com/watch?v=msa5ua7k2m0
Hire good people

Become the weak link
Hidden Talents
Watch
Ask
Provide Opportunity
Bad Apple
Positive Attitude

Change have to ....

To Get to
Gossip Kills

Criticize in their presence only
Deadly Poison
Negativity
Verbal and Non-verbal

Harassment/bullying

- you know
Ole said, "You can get just as drunk on water as you can on dry land."
Choices made in anger cannot be undone!!
Feelings

“I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou
A person who feels appreciated will always do more than what is expected.
Say you are sorry
Onboarding New Employees
What is a team?
Need For Recognition
Celebrate
August 10, 2017
11:00 AM – 4:30 PM MDT
Dunn County Highway Department
300 Central Ave. S.
Kildeer, ND
Public is invited to the Kildeer County Shop
• Meet the County Road Crew
• Check Out Equipment
• Meet County Employee of the Year – Lori Tabor

ENJOY AN AFTERNOON OF FOOD & FUN!

Burgers & Brats
11:00 AM until gone

Backhoe Rodeo
Featuring road employees

Heavy Equipment Showcase
Sit in a piece of equipment
Have a photo taken in a piece of equipment
Demos

DUNN COUNTY ROAD DEPARTMENT BRIEFS

Share Your Story

1,200 – Total Roadway Miles
1,147 – Miles of Gravel
53 – Miles of Pavement
27 – Bridges
43 – Road Employees

EMPLOYEE RESPONSIBILITIES:
15 gravel and water trucks
3 snow plow/dump trucks
15 motor graders
Various heavy equipment
4 Foremen
4 Summer Seasonal
1 Sign coordinator
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Part II: The Six Principles of Leadership
Principle 4: The Power of Persuasive Communication
Communicating with Elected Officials

The following information was gleaned from Kathleen Jones’s, Burleigh County Commissioner, information sharing session with the pilot Leadership class in November of 2018.

1. How to brief the county commissioners...
   a. Be brief.
   b. State the facts.
   c. Be prepared for lots of questions from the county commissioners. They are trying to understand.

2. When to brief the county commissioners...
   a. When you have a new situation
      i. Keep them involved
      ii. Keep them informed

3. How to handle county commissioner changes...
   a. Contact county commissioner(s)
      i. Introduce yourself
   b. Ask for advice or thoughts
   c. Invite them to travel on the road, in a blade, snowplow, etc
      i. Encourage a ride along
NOT EVERYONE CAN READ THIS

fi yuo cna raed tihs, yuo hvae a sgtrane mnid too.
I cdnuolt blveiee taht I cluod aulacily uesdnatnrd
waht I was rdanieg. The phaonmneal pweor of the
hmuan mnid, aoccdrnig to a rscheearch at
Cmabrigde Uinervtisy, it dseno’t mtaetr in wahr oerdr
the ltteres in a wrod are, the olny iproamntnt thng is
taht the frsit and lsat ltteer be in the rght pclar. The
rset can be a taol mses and you can stll raed it
whotuit a pboerlm. Ths is bcuseae the huamn mnid
deos not raed ervey ltter by istlef, but the wrod as a
wlohe. Azanmig huh? Yaeh and I awlyas tghuhot
slpelng was ipmonant! If you can raed tihs SHARE IT

Cna yuo raed tihs?
Olny 55 plepoe out of 100 can.
Dance

like nobody is watching

Text and email

like it will be read in court someday
Selling 101

Customer focus...
Culture – Joy’s 7 teachings

Wisdom
Love
Respect
Truth

Courage/bravery
Honesty
Humility
“THIS GATE WAS PROUDLY DONATED BY DALE, JENNIFER & CHANDRA HEGLUND SMILE CONTAGIOUSLY! 2013”
Do you have your dream job?
Challenge

Follow-up Meeting

Report – Success Stories
Together, we DO great things!
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