

What is the organizational culture and why is it important? The organizational culture is the essence of the group's learning and beliefs. It is important because the organization will follow the culture the leader sets

How is this like core beliefs? You have to be what you want the culture to be

How does trust relate to this? The leader sets the honesty culture

Why are the majority of battles over cultural issues? The majority of battles over cultural issues is because everyone wants to try something new. But they don't respect where they came from

What must you do to help people understand the culture?

1. Look at the artifacts. Look at the dress code of employees. Look at the electronics they use.
2. Espoused Values- what people tell you about themselves will define the culture: mission statement
3. Basic Assumptions-ideas of collective philosophies that is shared by everyone

What will people never forget? People will forget what you say they'll forget what you do but they will never forget how you made them feel

How important is emotional commitment (engagement)? Emotional commitment is critically important for the bottom line

What is EQ2? EQ2 is engagement intelligence. It involves understanding your people finding their motivators and working on these hot buttons to improve morale attitude

What are some suggestions by Ken Wright to engage the team?

1. Five-minute desk chats
2. Sending out personalized handwritten cards that recognize specific contributions
3. Morning teas to celebrate progress and success stories
4. Holding a breakfast of champions to acknowledge effort

What kind of person is required to create momentum? It takes a leader that can motivate people.

What happens when momentum is on your side? When you have momentum on your side, the future looks bright, obstacles appear small, and trouble seems temporary

What is the Pareto Principle? If you focus your attention on the activities that rank in the top 20 percent in terms of importance, you will have an 80 percent on your efforts.

List John Maxwell's three R's for priorities.

The three R's for priority are:

1. What is required
2. What gives the greatest return
3. What brings the greatest reward

What is the ultimate test of a person's leadership? The ultimate test of a person's leadership is the health of the organization when the organizer is gone.

What often happens when the weight of responsibility falls suddenly on the shoulders of a subordinate? A subordinate develops abilities and qualities he and others had not suspected he had.

What is the best way to ensure a man's spiritual ruin? To tell a man that he is called to be a leader is the best way of ensuring his spiritual ruin, since in the Christian world ambition is more deadly than any other sin, and, if yielded to, makes a man unprofitable in the ministry.

What did Christ devote the greater part of His three years of ministry doing? Our Lord devoted the greater part of His three years of ministry to molding the characters and spirits of his disciples.

When should the training of leaders take priority? Once the pioneer stage in any field has passed, the training of leadership should take high priority.