

Leadership Night Nashville Rally Outline

Leading by Example

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1) What is leading by example?

a) Self expectation – Do I expect to promote, do I expect to reach designer's circle, do I expect to win and go the trips, Do or do not. There is no try.

b) They will never do what you won't do. Anything you want them to do, you do it. Be the type of leader that you want leading you. Set the bar higher. Don't settle. Strive to reach the contests and leadership goals that Premier has for you. Your jewelers want to see YOU as the leader, leading the pace, setting the standard. If you aren't it is really hard to be encouraged or led by them. If you don't teach them how, don't expect them to do it. They will not do what you don't teach.

c) Use notes from "Those who Sponsor will do what we do".

2) Question? What do I do intentionally to create interest in Premier?

Ideas: Have them shadow at a show. Having them see you do it the right way is much better than you going to their show and seeing it demonstrated less effectively as they are starting. They see you and get the hang of it BEFORE they do it on their own.

First 10 show calls – You are the Premier Doctor who diagnoses problems from those shows and cheers them on for the good things that happen.

Serving expecting nothing in return. Are you serving for yourself or are you a TRUE servant of the Lord. Verse of the year. Andy said in By Chance or by design – "If you focus on money more than you do people, you will never get to the top.". Understand that you are touching people's lives.

Never focusing on the minimum requirements. READ REQUIREMENTS FOR CONTINUED LEADERSHIP. As Joan Horner said pace. That means more than just the 36 yearly shows required for designer leadership. That means for growth, 5- 8 shows a month. If you are doing 2 shows a month and say you want to lead, you are either going to be lapped by your team members and causing them to wonder why you aren't doing more if you are wanting to be their leader, or they will do even less than you. . This can be done whether you are working full time or part time with Premier. It is a matter of priority and sacrifice. Sacrificing now for later. This doesn't mean that Premier is THE priority over God and family, but it does mean that you do have to work your business, even when times are challenging and show your team that you can work in adverse times. Being transparent with them helps.

Focusing on Premier as your direct service business and not dabbling in several other businesses. Could cause your team and others to feel that Premier must not work if you are publicly involved in another company. This can be a slippery slope.

3) You are the shepherd of your flock. God has entrusted you with the people He has given you. Are you being a good shepherd?

Attending trainings, rallies, leadership events

Continually developing yourself and growing your first level team by sponsoring

Keeping away the forces that can lead sheep astray through encouragement and being transparent – cancellations, another opportunity looking better or easier, sharing your stories

Communication – Verbal and non-verbal.

TRUST – If the trust or reliability isn't there, there isn't enough gifts in the world that will make them want to listen to what you have to say.

4) Be a vision caster for your team –

a) Set a verse of the year

b) Meet together and talk about what your vision is for your business and for your team and listen to what their vision is for their business.

c) Create Unity among your team: downline and upline – Caring for your people, recognition, prayers, cards, social media shout outs, gifts, fun times shared

d) Don't be a micromanager. Give the steps to follow but don't dictate how they are to do it. Every personality is different so what works for you may not work for them. If it isn't done how you did it, it isn't wrong. It is different.

5) Develop Leaders not followers: You are responsible for setting the example and for giving them the tools to succeed but you are not responsible for their success or failure. The key here is that you set them up correctly. It isn't enough to hand them the tracks to success or the new book and let them do their own thing. YOU need to attend training with them. Show them why it is important. If it isn't important to you, it more than likely won't be important to them. As leaders, we depend on our team to do what we do as far as training new jewelers goes. We are finding that isn't always the case. I have had whole designer legs that are gone today and a lot of it had to do with not instilling the importance of training and not training them on business basics strongly, and not leading by example. Developing leaders is like sponsoring. If you expect to do it, you will find ways to do it. It becomes a habit.

Ways to develop future leaders:

a) Make it sound exclusive

b) Make it exciting.

c) Give requirements in advance

d) Show the advantages of being a leader

6) Leading by example does have a formula – Share Julie Colburn $5 + 7 + 2 + 1 + 2 = 1$ and the results of doing that

7) To lead by example it is important to stay grounded and focused – Tab 5 and 7 marked in my leader book

8) Leading by Premier's philosophy, purpose and plan is the best way to ensure a successful future. Andy Horner said that if Premier were to ever be destroyed, it would happen from the inside. This is why we as leaders need to not re-create our version of what we think should be taught but what Premier actually teaches. If we weaken or water down Premier's beliefs, we will have a team built on shifting sand and it will crumble.

9) Leading by example shows integrity – Notes from how do you become an influencer with the right to lead, the kind of leader others want to follow,

Close with "The Essence of Leadership quote – Be an eagle, not a duck.