

By Kent Humphreys

---

# YOUR LEGACY AND YOUR LEADERSHIP

# EXPERIENCE & FAILURES !

---

- ✘ **Graduated from college after nearly flunking out and switching to business**
- ✘ **Took over the family business and lost all of it in 17 months**
- ✘ **Started over and built a distribution business serving major retailers in 30 states**
- ✘ **Acquired 23 business in 23 years**
- ✘ **Currently involved in three areas plus!**

**WHAT KIND OF A LEGACY  
WILL YOU LEAVE?**

---

# **SURVEY OF THOSE 95 YRS. & OLDER**

***“If you had to live your life over again what would you do differently?”***

# **SURVEY OF THOSE 95 YRS. & OLDER**

**The top three answers were . . .**

**1. I'd risk more.**

**2. I'd reflect more.**

**3. I'd do more that would outlive  
me**

# 3 AREAS OF LEGACY

---

- × **Your Family**
- × **Your Workplace**
- × **Your Community**

# DEFINE LEGACY

---

- ✘ “Gift of money or personal property”
- ✘ “Something received from an ancestor or predecessor or from the past”

# LEGACY = TO GIVE:

---

- ✘ Bequeath
- ✘ Inheritance  
(\$ or something else)
- ✘ Generations (3)



# THE FAMILY

---

# MY FAMILY

---

- ✘ Davidene and I have been married for 40 years in December
- ✘ Davidene was awarded the *Mother of the Year* award for Oklahoma
- ✘ 3 Children
- ✘ 8 Grandchildren

# YOUR FAMILY - HAVE FUN !

- ✘ When you are my age, you will NOT wish that you had worked more hours
- ✘ A company that values the family will have loyal employees
- ✘ Create memories with your family
- ✘ Put the family before “activities”
- ✘ Enjoy your vacation time together!

# YOUR FAMILY - HAVE FUN !

- ✘ Go out with your spouse to eat and a movie together.
- ✘ Drive somewhere and “talk”
- ✘ Turn off the T.V. and play a game
- ✘ Get a budget and pay off the credit card debt
- ✘ Start saving now!

# YOUR FAMILY – YOUR CHILDREN

- ✘ Teach and model a value system to your children...Ten Commandments
- ✘ Do not spoil them
- ✘ Train them how to “work hard”

# YOUR FAMILY – YOUR CHILDREN, CONT.

- ✘ Train them how to handle money
- ✘ Give them a spiritual heritage
- ✘ Teach them to respect others and this great state and country

# STAGES OF LIFE:

---

× Discipline

ages 1 to 6

× Training  
12

ages 6 to

× Communication

ages 12 to 18

× Independence  
and up

ages 18

**How can You leave a Legacy in Your Workplace?**

**THE WORKPLACE**

---



# WORKPLACE LEGACY

---

- ✘ Your Influence
- ✘ Your Company Culture
- ✘ Your Leadership

# INFLUENCE: THREE GENERATIONS

- ✘ Your Peers (ages 50 to 70)
- ✘ Next Generation (ages 30 to 50)
- ✘ Third Generation (ages 30 and below)

# INFLUENCE: THREE GENERATIONS

- ✘ Near Retirement (experience)
- ✘ Middle Age; perhaps a new position (transition, learning, pressures, disappointment)
- ✘ Newer Employees

# LEGACY IN YOUR WORKPLACE

---

- ✘ Your Customers
- ✘ Your Vendors
- ✘ Your Co-workers

# LEGACY TO YOUR WORKPLACE

- ✘ Want to “pass on” what you have learned
- ✘ Increase the effectiveness of the next generation
- ✘ Make a lasting contribution to your co-workers
- ✘ Impact their personal lives

# BECOME A MENTOR

---

- ✘ On the job
- ✘ Informal relationships at lunch and away from the office
- ✘ Students at a nearby university
- ✘ A next generation family member or someone in your church or community

# IMPACTING OTHERS

---

- × Observe
- × Needs
- × Sensitive
- × Listen
- × Available
- × Serve
- × Care
- × Encourage
- × Love
- × Communicate

# YOUR COMPANY CULTURE

---

- × **Example**

  - + **Reunion Picnic**

- × **Ken Blanchard**

  - + ***“Culture is the shared assumptions and beliefs of people in the company.”***



# PRACTICAL POINTERS

---

- ✘ Culture is more “caught” than taught
- ✘ Culture is what we say and do.
- ✘ Our Culture is what we do without thinking.
- ✘ A culture is the way that we think.
- ✘ Our culture is the way that we treat people

# YOUR COMPANY CULTURE, CONT.

- ✘ ***“Its characteristics - its goals and values are NOT usually written down. They don’t need to be - because they are anchored in the heads and hearts of the workers.”***
- ✘ ***“Culture begins with Competence and grows through Character. Finding people with Character is the key.”***

# PRACTICAL POINTERS

---

- ✘ A culture takes a long time to build.
- ✘ A good culture can be destroyed very quickly.
- ✘ A thriving culture has two way communication.
- ✘ Change is easiest to start at the top, but it can start anywhere.

# YOUR COMPANY CULTURE, CONT.

- ✘ ***“Every company has a Culture, a set of Values that govern how its owners and employees conduct themselves.”***

# PRACTICAL POINTERS

---

- ✘ Either YOU impact your culture or it will impact you.
- ✘ Have a firm personal value system
- ✘ Differences in your life will be noticed by others
- ✘ You will have various supervisors who will each build different characteristics into your life.
- ✘ Change takes place over the Long Term

# YOUR COMPANY CULTURE, CONT.

- ✘ *“Strong company cultures, like strong family cultures, come from within, and they are built by individual leaders.”*

Your “position” does not determine your leadership.

**YOUR LEADERSHIP**

---

# YOUR LEADERSHIP

---

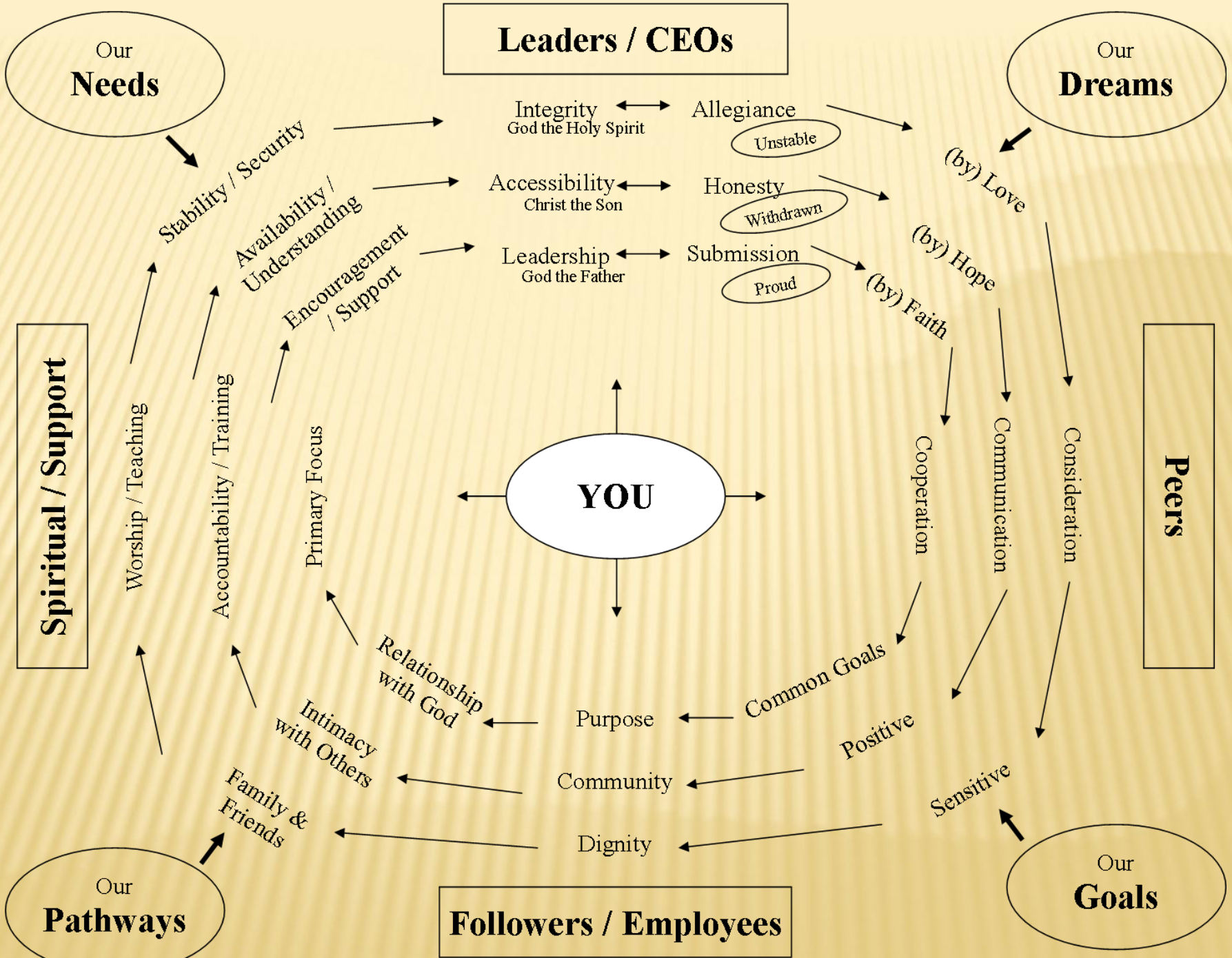
- ✘ Your “influence” determines your leadership.
- ✘ Leadership is about relationships.



# RELATIONSHIPS

---

- ✘ The primary key to building relationships is the heart
- ✘ People want to know that you love them and really have their best interests at heart.
- ✘ The long term success of your organization will not be primarily determined by your ability or by the talents within your organization but by the relationships within it.



# A FOLLOWER DESIRES FROM HIS LEADER

- × Integrity
- × Accessibility
- × Leadership

# LEADERSHIP THAT IS...

---

× Enabling

× Confidence Building

× Encouraging

× Serving

× Courageous

× Seeing co-workers  
as people, not just  
assets.

# CONTRASTING TYPES OF LEADERS

✘ Integrity vs. Instability

✘ Accessibility vs. Withdrawn

✘ Servant Leader vs. Proud

# A LEADER DESIRES FROM FOLLOWERS

- ✘ Allegiance
- ✘ Honesty
- ✘ Submission

# RELATIONSHIPS WITH PEERS

---

- × Consideration
- × Communication
- × Cooperation

# THREE NEEDS OF EMPLOYEES

---

× Purpose

× Community

× Dignity



# THE RESULTS

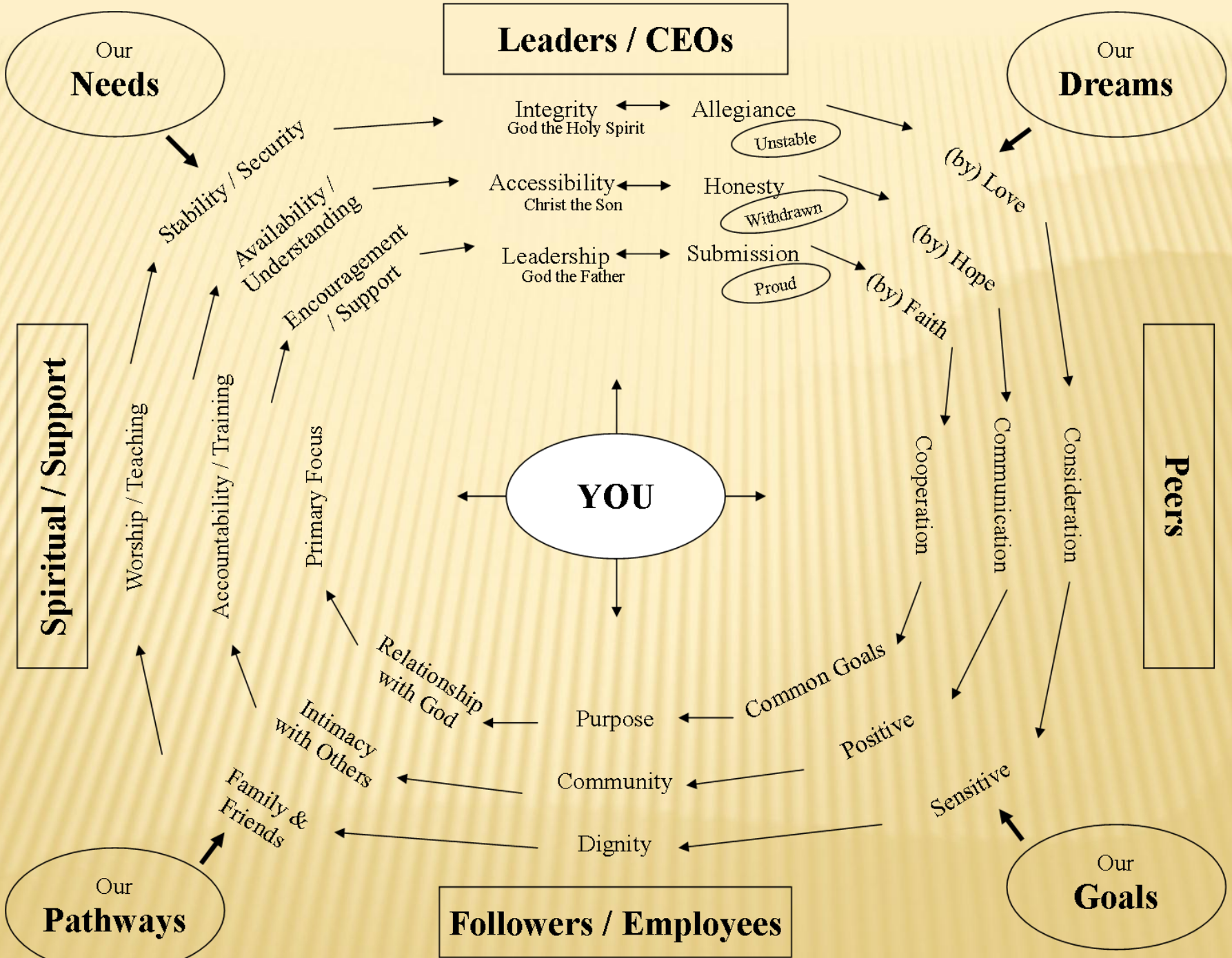
---

- ✘ Integrity
- ✘ Allegiance
- ✘ Consideration
- ✘ Dignity
- ✘ Accessibility
- ✘ Honesty
- ✘ Communication
- ✘ Community

# THE RESULTS, CONT.

---

- × Leadership
- × Submission
- × Cooperation
- × Purpose



# THE COMMUNITY

---

# MY EXAMPLE

---

- ✘ Serving several hundred widows
  - + Monthly mailings / emails
  - + Prayer
  - + Books
  - + Other resources online

# FINAL THOUGHTS

---

- ✘ Be involved in a small group that meets on a regular basis and shares your personal value system (your church, workplace, etc.)
- ✘ Have an Inner Circle
- ✘ Worship on a regular basis
- ✘ Have a personal relationship with God

# LEAVING A LEGACY IN...

---

- ✘ Your Family
- ✘ Your Workplace
- ✘ Your Community

# HOW MAY I HELP YOU?

---

- × [www.LifeStyleImpact.com](http://www.LifeStyleImpact.com)
- × [www.fcci.org](http://www.fcci.org)
- × [Kent@fcci.org](mailto:Kent@fcci.org)



- ✘ This content is the creation of Kent Humphreys and owned by him. You are welcome to use this power point and teach from it. Please do not publish this material without the permission of the author.
- ✘ You may contact Kent at [kent@fcci.org](mailto:kent@fcci.org) or visit his web sites of [www.lifestyleimpact.com](http://www.lifestyleimpact.com) or [www.fcci.org](http://www.fcci.org). May God bless you as you equip many others. Copyright, 2006, Oklahoma City, Oklahoma, U.S.A.