

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.

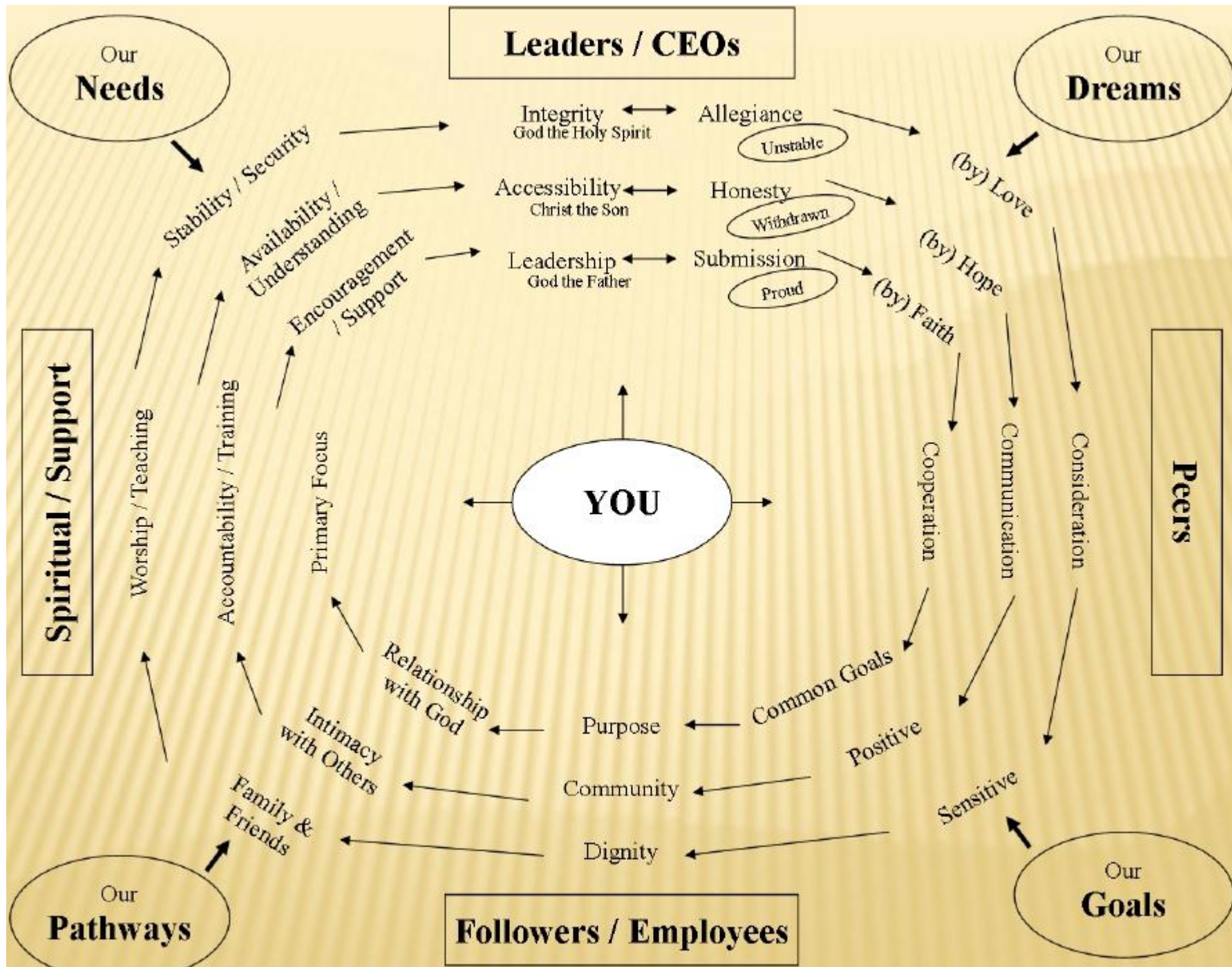
YOUR LEADERSHIP

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

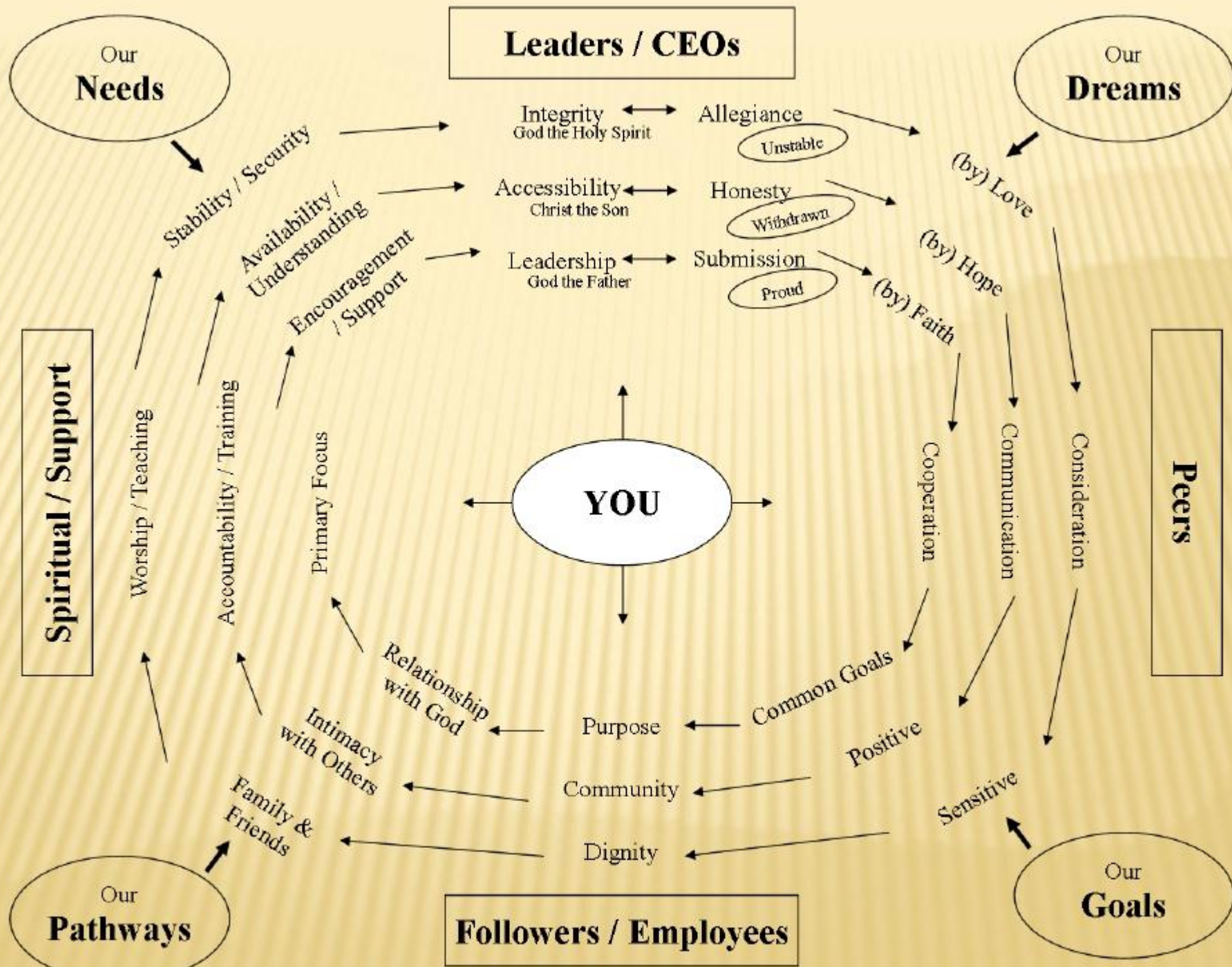
✘ Dignity

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

✘ www.fcci.org

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