The origin of

Positive Wins!!

Personal Component:

Story reserved for family and close friends…All I can say is FORWARD…1991

Professional Component:

Early on in my career, I began to notice various leadership and management styles. Some were very task oriented, and **based on fear and intimidation**. (Old School – Theory X stuff)

These seemed fine for some short term tasks, and let us be honest, most manufacturing tasks are viewed as short term. ie: get the parts out, answer the customer question, launch the program, etc…

The problem was, this type of activity left some very shaken people and systems in its wake.

Over time, constant crisis management and activity resulted in employee burn-out and turnover, which meant **the loss of some very talented people** and intellectual capital.

I was fortunate to have **a mentor** with a much different leadership style. It was based on **communication and collaboration**. **Teams** were assigned innovation and problem solving tasks, vs. demanding solutions from the individual. It was much more in line with my athletic teaming experience, and a more natural fit.

This leader seemed to **weigh words**, prior to speaking, and would always **listen first**, before reacting. Emotional outbursts were discouraged, and **proactive stakeholder involvement** was baked-into all systems and policies.

The same type "crises" were occurring, but were being handled in a much more **collaborative** and **sensible** manner.

This leadership behavior projected **positive energy**, and the belief that our **"people"** will handle whatever task comes our way. We constantly outperformed other departments/divisions, and were often called on to **"train"** personnel in **communication and problem solving** methodologies. **Stakeholders** were consulted on our core product and service decisions, which led to a **synergistic flow** of information and **ideas from all levels**.

I guess [Deming] was correct, **"You must first drive Fear out of the organization."** At that point, **trust** and collaboration can take root, and ideas will flow…

In summary, **leaders** with a mind-set of **positive, calm, systemic thinking** seemed to accomplish much more than their counterparts. They were **proactive**, and involved as many **stakeholders** as necessary, on any given task. Personnel retention was higher, and intellectual capital flowed more easily. Their behavior was more **coach**, than manager.

You will recognize them by **their questions**, "do you need help?", "are there better ways to do this?", "what do you think?", etc…; and, by the way they **listen** to answers, and **act** on advice.