

Turbo Leadership Systems

The **TURBO** Charger

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LESSONS IN LEADERSHIP

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The Big Move

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TURBO
LEADERSHIP SYSTEMS

Your job: Build people, make them successful

Passing through Utah, eastbound on our 2021 Cross Country Adventure, I made the follow up call we promised to Jenni. We've stayed in touch with her even though it's been 20 years since she worked for Turbo Leadership Systems®. We met her at The Red Lobster in Salt Lake City. Over lunch, we learned about her career, her boys, who, of course, are grown, with her grandchildren now.

When we moved from our Sylvan Hills office in Portland, to our Newberg in-home office on the banks of the Willamette River, Jenni was an extremely important part of the Turbo team. Jenni had only lived in Oregon a brief time when she joined us. At the time, we didn't realize how important our support and caring for her was.

She came to Oregon to be with her boyfriend and things weren't working out as she'd hoped. We highly valued her important contribution in the six months she was with us.



Etheos
Equestrian Estate
4 1/2 acres on the
Willamette River across from
Champoeg State Park

She helped us with all the details of our move, new internet service, new phone system, organized our class, clients, and program resources. She even created a flyer for Donna Lee's bed and breakfast. She was bright, with wonderful upbeat energy, willing to do whatever it took get the job done. As we reminisced, she made clear that we provided the stability she needed in her tumultuous life.

Her career is going extremely well. She works from home coordinating the business her company does in China. Though she is earning extremely good money, she is not happy in her job. Can you guess why? Not the crazy hours with middle of the night phone calls and zoom meetings in China. Not the pay. Give up?

Her boss!

The lesson I learned from this reconnection is how important it is for me to treat everyone in the most supportive way possible. I never know what's going on in the other person's life. It's not the job of an empowering leader to pry or solve team members personal problems. Your job is to create a healthy environment, where all team members are treated with dignity, and held to the high standards everyone deserves.

So, how do we create this healthy environment that calls forth the best of everyone on your team? The 15 Leadership Principles are a good place to start.

Here are the three foundational principles: #1 - Lead from High Ideals. Earn respect. #2 - Become Genuinely Interested in the other person, show you care, #3 - Set Aside the 3 c's - Don't criticize, condemn, or complain.



Treat everyone as if their heart is breaking, it just might be.

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