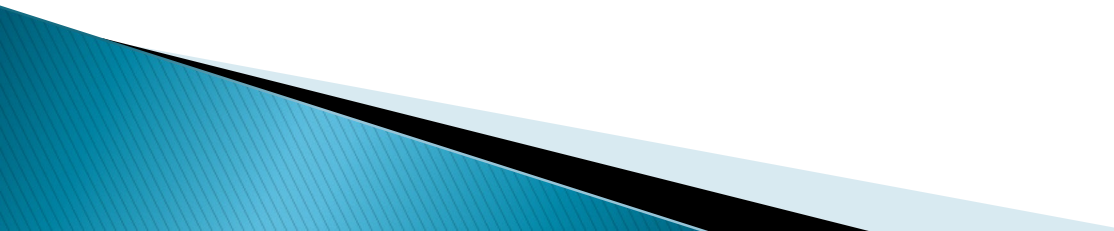


Leadership

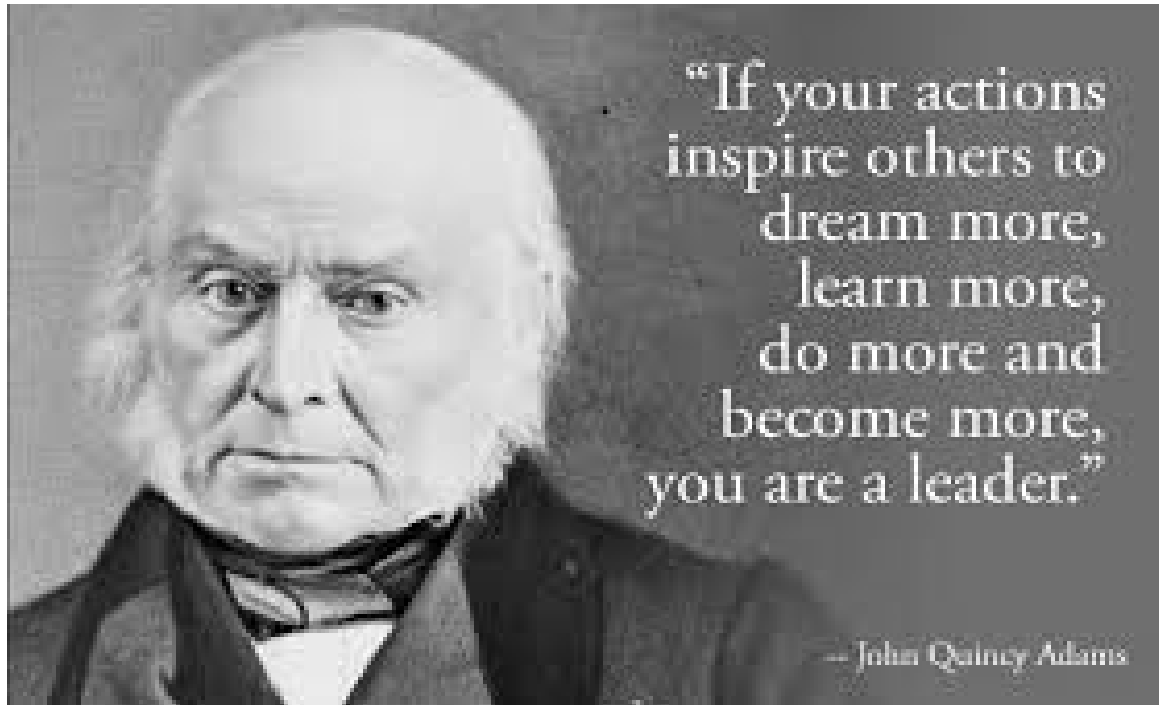
Team Building

Leadership & Team Building

- ▶ What is Leadership?
 - ▶ The action of leading a group of people or an organization.
- 

Leadership & Team Building

- ▶ What makes a great leader?



Leadership & Team Building



Leadership & Team Building



Leadership & Team Building



Leadership & Team Building

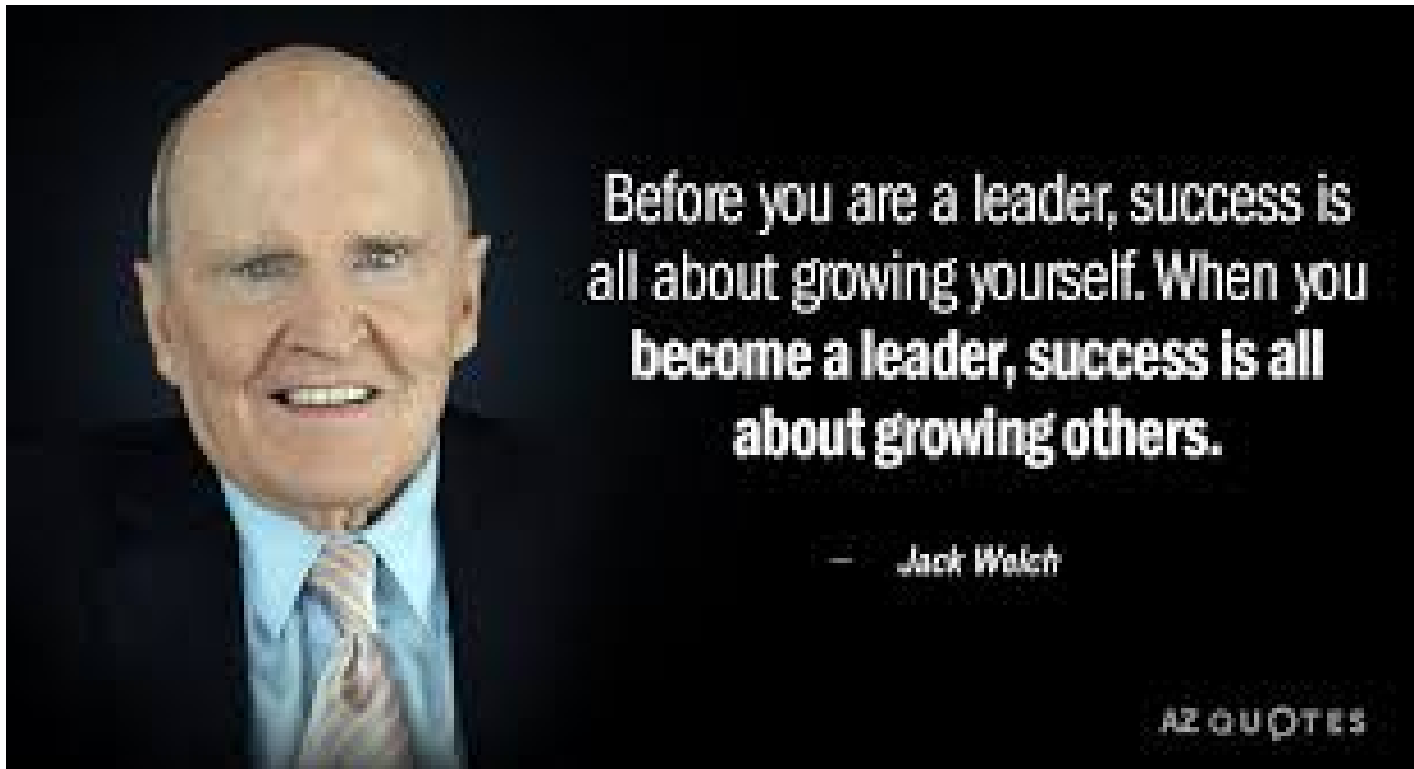


Getty

Leadership & Team Building



Leadership & Team Building



Leadership & Team Building



Leadership & Team Building

In order to be a good Leader one must be Visible.

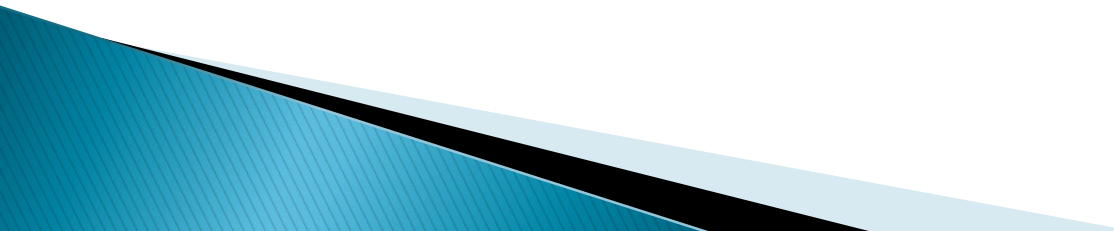
Its difficult to direct your team if your not there.

Be the Leader of your Team everyday.

Visibility equals Accountability.



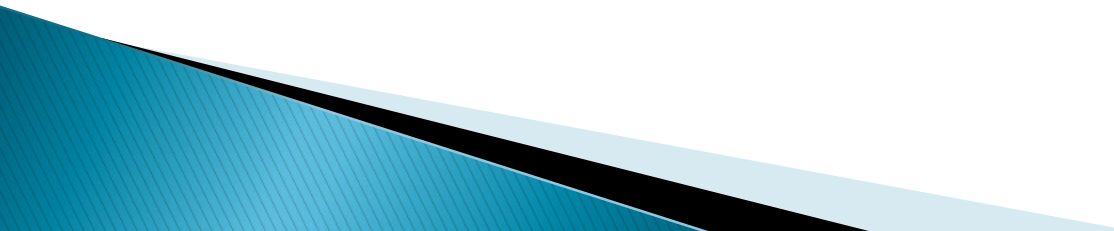
Leadership & Team Building

- ▶ Set high goals for yourself.
 - ▶ Set high goals for your staff and hold them accountable for achieving those goals.
 - ▶ Leadership is getting folks to perform a job happily that they really don't want to do.
- 

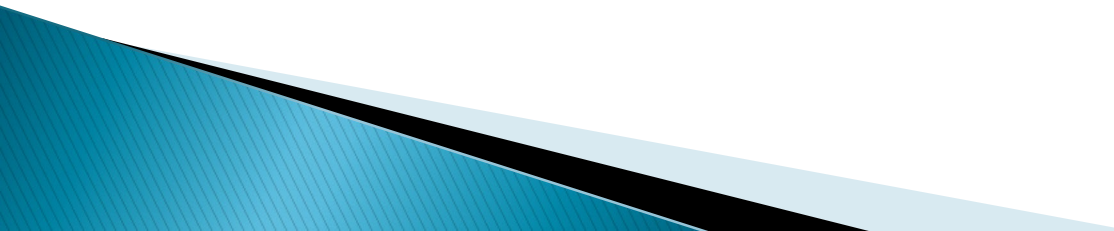
Leadership & Team Building



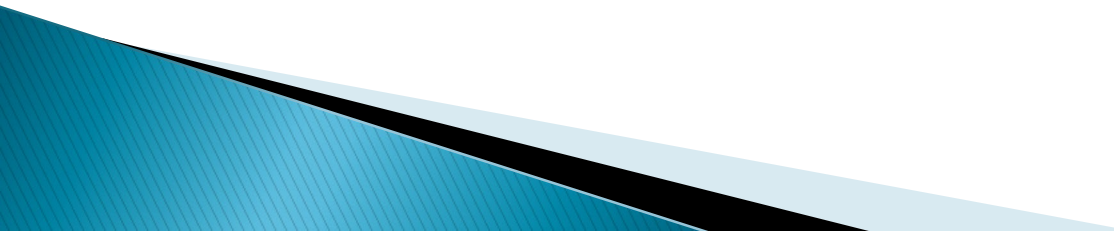
Leadership & Team Building

- ▶ Set aggressive goals for your facility and team.
 - ▶ Make sure that there is a way to measure and monitor achievement of those goals.
 - ▶ Recognize and reward your team when goals are achieved.
- 

Leadership & Team Building

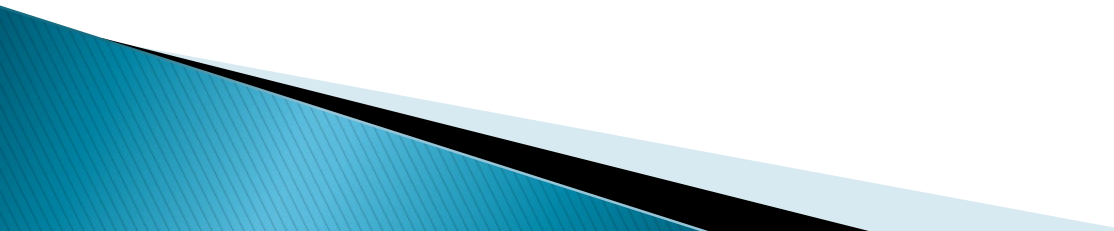
- ▶ More often than not we as Leaders are guilty of only identifying the things that our staff does wrong and never praising when things go well or are achieved.
 - ▶ Make it a point to recognize your folks when they do a good job.
- 

Leadership & Team Building

- ▶ Seek help from others in the know that are in your organization or industry.
 - ▶ Even Born Leaders Need Help.
 - ▶ Discussions with peers can often result in identifying ideas you may not have already.
- 

Leadership & Team Building

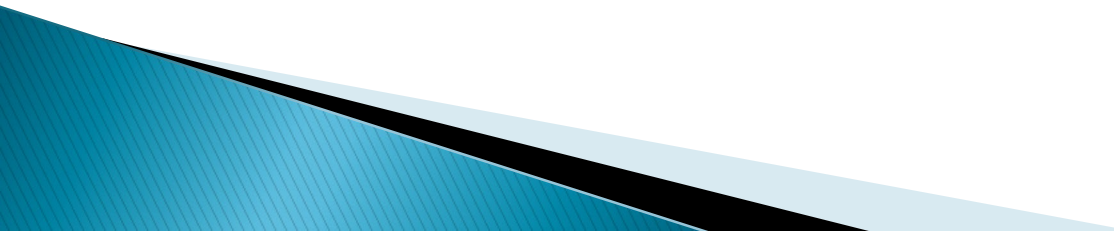
▶ Quality Leadership

- ▶ Quality of Leadership is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skilled execution.
 - ▶ It represents the wisest choice of many alternatives.
- 

Leadership & Team Building

- ▶ It is impossible to build a team without a good Leader.

Leadership & Team Building

- ▶ The Effective Leader
 - ▶ Just an Ordinary Person Inspiring Other Ordinary People To Achieve
 - ▶ Extraordinary Results
- 

Leadership & Team Building

- ▶ The Leader's Path
- ▶ “Do not follow where the path may lead. Go, Instead, where there is no path and
- ▶ Leave a Trail.

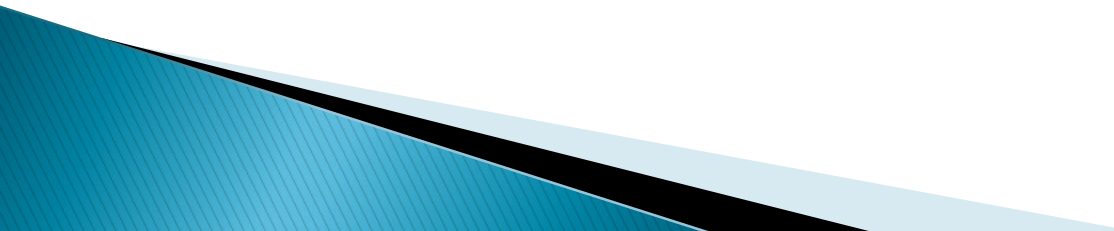
Team Building

- ▶ Team Building Starts with the Leader of the Team.

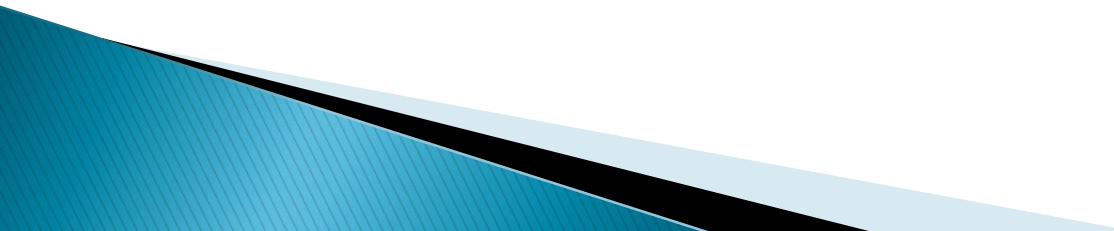
Team Building



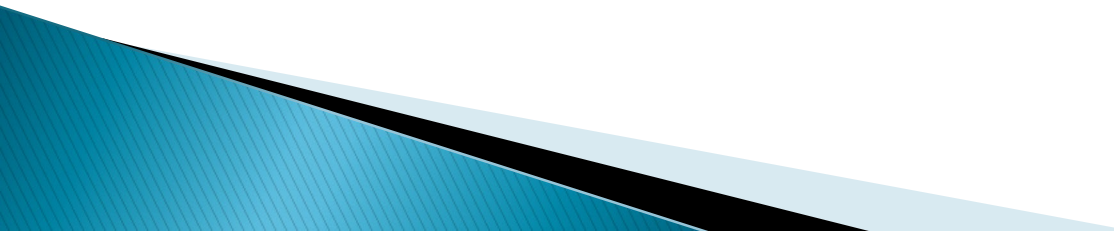
Team Building

- ▶ The next step in Team building is identifying the players we want or in our case the employees that we want.
 - ▶ I like to call it “Drafting”.
 - ▶ Like many sports teams sometimes we are able to draft well and sometimes we are not.
- 

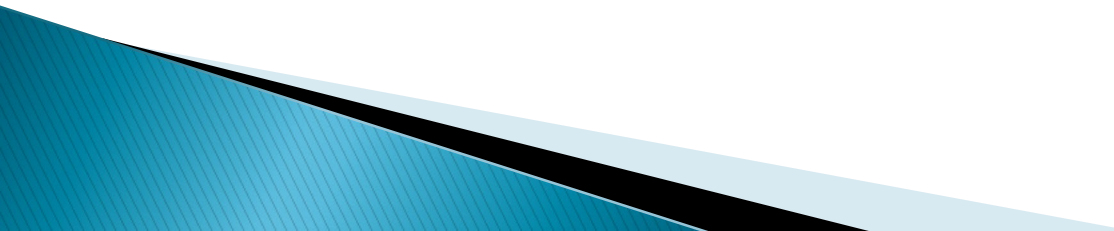
Team Building

- ▶ We have to do the best we can in the draft and make your selections wisely.
 - ▶ If the group you review does not have any candidates that you think fit in your organization or facility don't select anyone.
 - ▶ Keep searching for the right folks.
- 

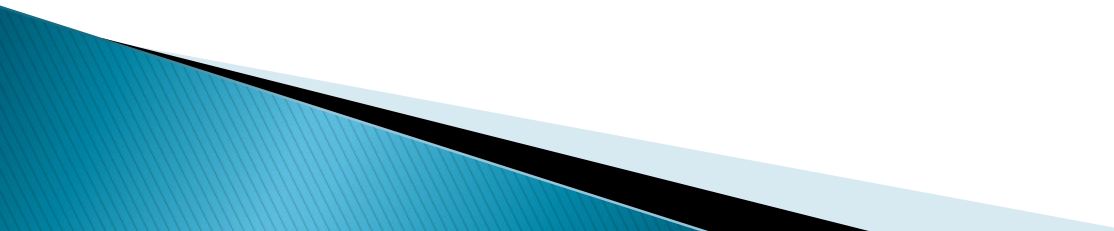
Team Building

- ▶ While Managing my last Tank Cleaning Unemployment was low and it was a very competitive market.
 - ▶ As a result I did not feel like we had been able to draft really good candidates for at least three to five years.
- 

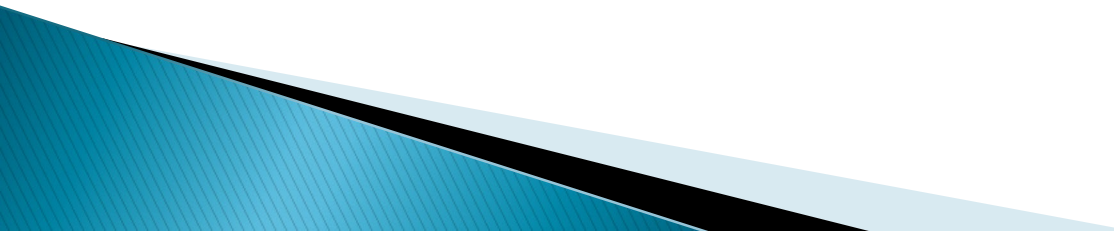
Team Building

- ▶ Because of the low unemployment rate we had to do the best we could to staff our facility and keep it running with the available applicants.
 - ▶ I believe we are in this type of employment climate right now.
 - ▶ Watch for market shifts in employment and hire the best candidates when possible.
- 

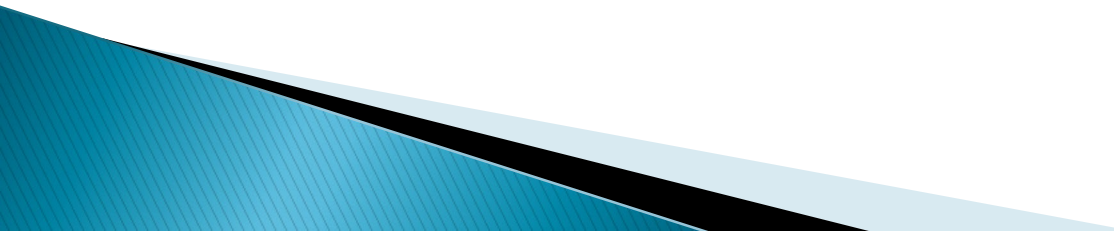
Team Building

- ▶ In order to make it through this time period and into the future like the hiring of Drivers we will need to get creative to identify the best candidates.
 - ▶ Some of my ideas that we are moving towards include the following.
- 

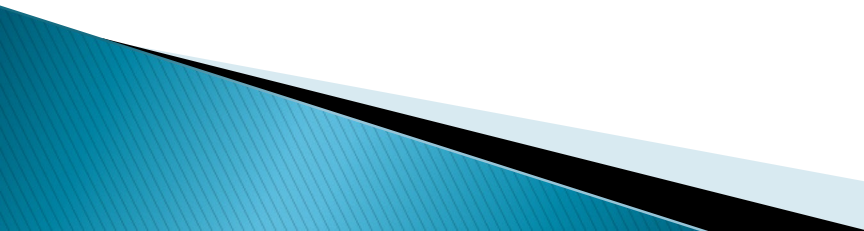
Team Building

- ▶ Write Creative Employment/Help Wanted Adds. Identifying Experience in similar industries that help with the Tank Cleaning Industry.
 - ▶ Make sure that you are running your adds in effective places. The Local News Paper is no longer the only place and may not be the place at all.
- 


Team Building

- ▶ We live in a Multi Media Society now and we must use all of those outlets including Social Media.
 - ▶ Possibly identify the local Vocational Education Institutes and approach them about their curriculum and carrier days/job fairs.
- 

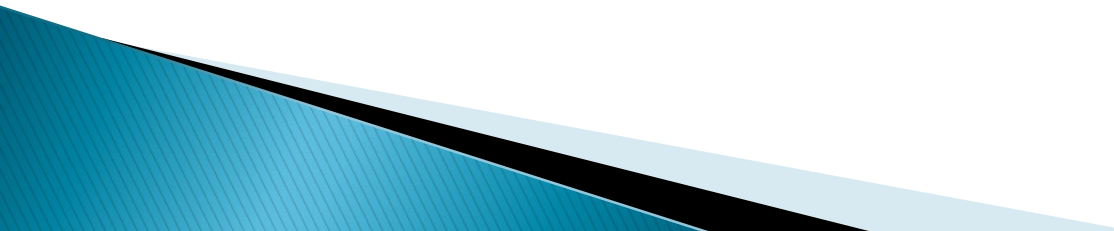
Team Building

- ▶ Try to attend the job fairs at the Vocational Schools possibly with a booth to entice perspective employees into a small niche industry.
 - ▶ Stay in touch with Vocational Schools and their Carrier Counselor staff in order to keep that communication open for possible candidates.
- 

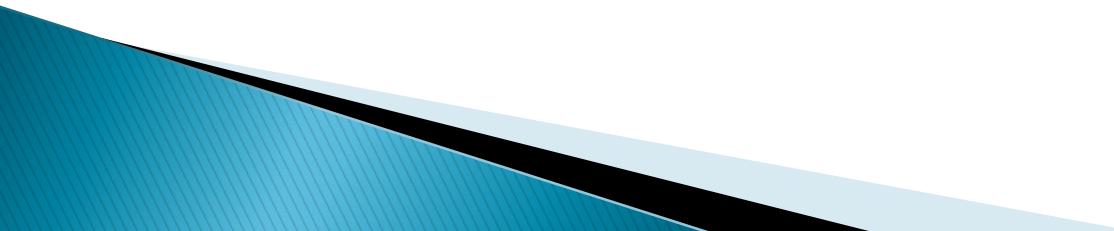
Team Building

- ▶ **Now We have identified some ways to find candidates lets move along.**
 - ▶ **Make sure to select/identify more candidates than you intend to employ.**
 - ▶ **Prepare a general interview question sheet to use as a guide anytime you are speaking with the potential candidate.**
- 

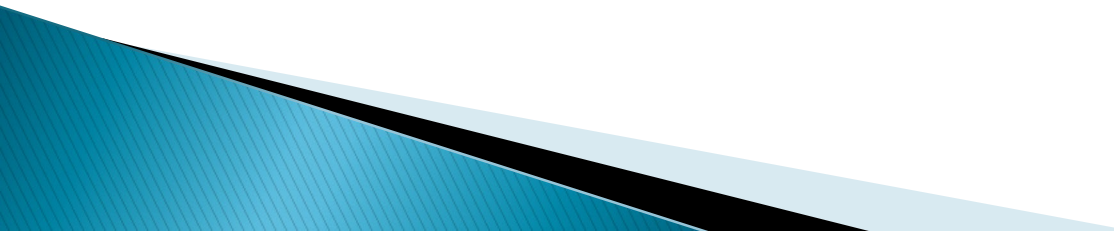
Team Building

- ▶ I like to perform phone interviews first with my interview guide sheet. You can learn a lot about a candidate over the phone.
 - ▶ If they make it through the phone interview schedule an in person interview and use your guide sheet for that as well.
- 

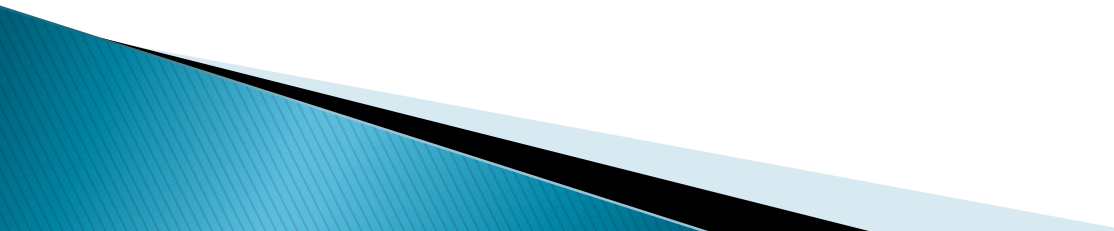
Team Building

- ▶ Once a group of candidates has been identified send that group for the next pre-employment checks required by your company.
 - ▶ The results of that will likely be the first cut of the group.
- 

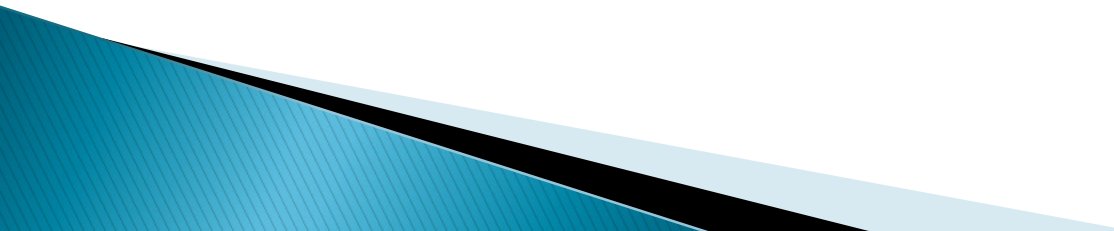
Team Building

- ▶ Once all of the checks are complete put your candidates to work with the best Trainers you have.
 - ▶ Remember the Trainer is the first person this new employee will be working with and form their opinion about your company.
- 


Team Building

- ▶ Monitor the development of the new employee. Staying aware of the 90 day probation period. Use this time wisely as it is the time period for both the new employee and the company to determine if there is a fit. Dismiss the candidate as quickly as possible in that time period if it is determined there is not fit.
- 

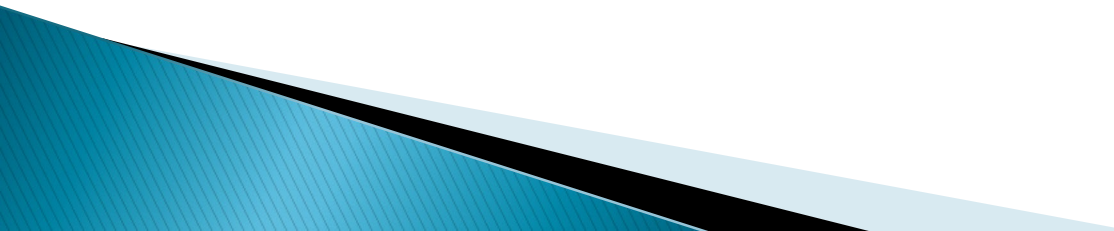
Team Building

- ▶ Make sure your candidates are capable of advancing beyond the starting position.
 - ▶ Don't be afraid to hire smart people. Remember its our job to surround ourselves with the best folks out there.
- 

Team Building

- ▶ Cross train your personnel and develop depth in your organization.
 - ▶ Make sure there are at least two people that can do every job at the facility.
 - ▶ When a primary position or back up is lost begin training the next person for that role. Don't wait!
- 

Team Building

- ▶ Once a team is in place monitor their performance constantly.
 - ▶ Keep looking for new employee candidates, don't stop.
 - ▶ In today's age people tend not to stay anywhere very long. Stay prepared.
- 

Team Building

- ▶ Reward and maintain your team with Cookouts and recognition of achievements and goals.
- ▶ If you have a great Month do something for the your folks to let them know that you saw.

Team Building

- ▶ Good Luck
- ▶ Keep the Employee Hiring Machine turning Daily!