

Leadership Essentials





In This Seminar

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- What is Leadership
- Three Classes of Personnel
- Morale & Ethics
- Questions

Jim Kahrs



- 35 Years in Business Systems
- Started Prosperity Plus in 2001
- Achieve Your Goals by Improving Profit, Cash Flow & Growth
- M&A, Valuations, Succession Planning
 - More than 300 individual transactions
- Marketing Programs
- Consulting based on Experience + highly successful Hubbard® Management System & Value Builder System®



Hubbard Management System

Created by L. Ron Hubbard

- Dianetics Author
- Founder, Church of Scientology
- Also Created:
 - Narconon
 - Criminon
 - Applied Scholastics
 - Volunteer Ministers
- Researched & developed one of the world's largest documented management technologies in existence. Used among companies worldwide. Outlined in many courses, books, lectures

Leadership – Group Poll

- Can you name some good leaders?
- What makes them good leaders?



30 Seconds. Go!

What is Leadership?

“The Leader is the one that emotionally affects others most strongly towards positive action.”

L. Ron Hubbard



What is Leadership?

“Leadership is one of the most misunderstood subjects in Man’s dictionary. But it is based almost solely on the ability to give and enforce orders.”

L. Ron Hubbard



What is Leadership?

“Most people confuse a taught ship with a harshly led ship. Actually, harshness has nothing to do with it. The right word is positiveness.”*

*an idiom from the mid 1900s referring to a ship with tight ropes and well caulked seams. Everything on the ship, down to the smallest details, is orderly and controlled.

L. Ron Hubbard



What is Leadership?

“Bad leadership isn’t ‘grouchy’ or ‘sadistic’ ...It is simply a leadership that gives no or weak orders and does not enforce compliance.”

L. Ron Hubbard



Three Classes of Personnel

A Model Hat for an Executive

Hubbard Management Policy Letter

“The Willing”

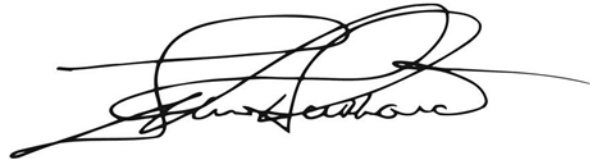
Ready, eager, or prepared to do something.

“The Defiant Negative”

Open resistance; bold disobedience.

“The Wholly Shiftless”

Lazy, indolent and lacking ambition.



L. Ron Hubbard

indolent: wanting to avoid activity or exertion; lazy

Handling Staff - Group Poll

How would you handle folks in

- Class 2 (The Defiant Negative) & Class 3 (The Wholly Shiftless)

30 Seconds. Go!



“Classes two and three are nonemployable.”

“The Willing”

Ready, eager, or prepared to do something.

“The Defiant Negative”

Open resistance; bold disobedience

“The Wholly Shiftless”

Lazy, indolent and lacking ambition.

Indolent: wanting to avoid activity or exertion, lazy.

“The unwilling only do or say ‘can’t’ no matter what solution or task is offered. Usually they don’t talk.”

“The Willing”

Ready, eager, or prepared to do something.

“The Defiant Negative”

Open resistance; bold disobedience

“The Wholly Shiftless”

Lazy, indolent and lacking ambition.

Indolent: wanting to avoid activity or exertion, lazy.

“Don’t confuse a clash of personalities, independence and a lack of subservience with unwillingness to do.”

“The Willing”

Ready, eager, or prepared to do something.

“The Defiant Negative”

Open resistance; bold disobedience

“The Wholly Shiftless”

Lazy, indolent and lacking ambition.

Indolent: wanting to avoid activity or exertion, lazy.

Morale

- “Morale is made up of high purpose and mutual confidence.”
- “Morale is dependent upon PRODUCTION.”
- “Production is often dependent upon a Leader setting targets and seeing that they are met.”



Ethics Presence

- “The reason an executive can get compliance is because he or she has ethics presence.”
- “Ethics presence is an X quality made up partly of symbology, partly of force, some ‘now we’re supposed to’s’ and endurance.”
- “The way you *continue* to have ethics presence is to be maximally right in your actions, decisions and dictates.”



Ethics Presence

- “So, when you issue orders you are using force and power. You can, however, get in such a frame of mind you cease to use the softer arts as well.”
- “Wrath is effective but used in moderation and only in times of urgency.”





Summary

- A good leader motivates people toward positive action
- Leadership requires giving orders
- And, seeing they are carried out
- Work with the willing
- Remember, morale is tied to production
- Understand and use ethics presence

Upcoming Events



Prosperity Plus Web Seminar

- How to Get More Production From Your Team
- (Nov. 17 at 1 PM Eastern)

< REGISTRATION NOW OPEN >

Leadership Essentials



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