

# R & R & R IN MONTANA

(RECHARGE, REENERGIZE, REFOCUS)

MASBO SUMMER CONFERENCE

BILLINGS

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MURRAY BANKS

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### WHO YOU ARE MAY BE AS IMPORTANT AS WHAT YOU KNOW

Pressure & fatigue alter your persona, which affects interaction and communication

Your leadership can set the tone for morale, focus & teamwork among colleagues

Energy, enthusiasm, optimism and humor are contagious in challenging times

“If you do not have positive energy that is contagious, whatever you do have is also contagious.”

### HOW YOU COMMUNICATE IS JUST AS IMPORTANT

#### AS WHAT YOU COMMUNICATE

Positive communication style sets the tone for focus & problem solving

Complaining is easy, action is tougher... be the inspiration for action among your colleagues

Create a process for providing good news

Open and close communication with an emphasis on the positive

Go the “B.A.R.” when you need to

“Have you noticed that when you are tired and stressed, people around you get real stupid?”

### YOUR LIFE COMES TO WORK WITH YOU AND LEAKS OUT

When the pressure is on, and for high performance, keep your balance

Your wellbeing affects your stamina, energy, attitude & ability to focus

Eat smart for alertness & energy, workout for stamina & toughness

Laugh, have fun, recharge daily

“You can tell a lot about a person by what they take two at a time, pills or stairs!”

### SUCCESS IN YOUR SCHOOL DISTRICT WILL REQUIRE A

#### “LAVA LAMP PHILOSOPHY”

Always learning, changing, flexing, adapting

Think outside the box? How about no box!

Progressing to bold, imaginative, innovative, disruptive

When things don't turn out as planned, stay focused

The longer you do something, the greater the likelihood you will contract Psychosclerosis

“The illiterate of the future are not those who cannot read and write,

but those who cannot learn, unlearn and relearn!”

### WHAT YOU FOCUS ON... EXPANDS

Optimism & problem solving empower colleagues and filter down to your children:)

Always guide the focus to goals and outcomes, rather than obstacles

When things don't turn out as planned, stay focused

Use the “10/90” rule in every meeting

“Tenacity is easier when you have no choice!”

MORE QUOTES FROM MURRY'S PRESENTATIONS...

"The disposition of the leaders becomes the disposition of the staff. The disposition of the staff becomes the disposition of the students."

"It's SHOWTIME every day!"

"When you are going through Hell, keep going!"

"Laughter is the shortest distance between two people."

"What got us here, won't get us there."

"You get what you want buy using what you've got"

"When the rate of change on the outside exceeds the rate on the inside... you're finished!"

"Beware the lollipop of mediocrity... lick it once and you suck forever!"

"Anticipating change is more difficult than the executing the change!"

CAVE DWELLERS are the colleagues who are Consistently Against Virtually Everything!"

"Your world is changing so fast that the person who says it can't be done is generally interrupted by someone else doing it!"

"If we always do what we've always done... we'll always get what we've always got!"

"It is not the strongest of the species that survive, nor the most intelligent, but the those most responsive to change."

"Take the stairs, not the escalator!"

"If you look for obstacles, you will find them. If you look for solutions, you will find them."

"A positive attitude will not solve all your problems, but it sure will annoy enough people to make it worth the effort!"

"When you are finished changing, you are finished!"

"Pressure is a privilege. It drives performance."

## QUALITIES WE LOVE IN OUR LEADERS

FOCUSED  
DETERMINED  
HARD WORKING  
GOAL ORIENTED

While being...

HUMBLE  
GRACIOUS  
INQUISITIVE  
INTROSPECTIVE

While being...

CHEERFUL  
ENERGETIC  
FUN LOVING  
EMPATHETIC

We communicate with...

BODY LANGUAGE  
TONE OF VOICE  
EYE CONTACT  
EXPRESSIONS

We strive to be...

PROFESSIONAL YET FRIENDLY  
SCIENTIFIC YET APPROACHABLE  
DISCIPLINED YET ADAPTABLE

## LINKS TO MURRAY'S FAVORITE VIDEOS...

IT'S SHOWTIME! - every time you walk into your office.

<http://www.youtube.com/watch?v=LUapZhcsdx8>

HERDING CATS – leading creative colleagues is a lot like herding cats <http://www.youtube.com/watch?v=Pk7yqlTMvp8>

DO YOU KNOW WHO I AM? - Student in exam hall, colleagues become like their leaders

[http://www.youtube.com/watch?v=\\_CqgnZhb--Q](http://www.youtube.com/watch?v=_CqgnZhb--Q)

BROKEN ESCALATOR – don't take the easy way in life

<http://www.youtube.com/watch?v=47rQkTPWW2I>

PIANO STAIRS – incorporating fun into a task helps people change behavior

<http://www.youtube.com/watch?v=hMOQHsWfOB4&feature=fvst>

RUBBISH BIN – incorporating fun into a task helps people change behavior

<http://www.youtube.com/watch?v=r5x7xoB8NW4&feature=related>

DANNY MACASKILL INSPIRED BICYCLES – amazing what you can do when you have no-limits thinking

<http://www.youtube.com/watch?v=Z19zFIPah-o>

TEAM WORK - Bud Light airplane commercial. Some of our colleagues need encouragement and support to have no-limits, imagination, innovation and creativity

<http://www.youtube.com/watch?v=KQgJNTG9xEc>

OLD COUPLE STEERING WHEEL – have fun and don't be thrown off by the unexpected

<http://www.youtube.com/watch?v=JIUHd4qrAGQ>

## HURRAY FOR HALLEY'S COMET!

### Why accurate communication is so important...

#### A SCHOOL SUPERINTENDENT TOLD HER ASS'T SUP'T...

"Next Thursday Halley's Comet will appear over this area. This is an event that occurs only once every 75 years. Call the school principals and have them assemble their teachers and classes on their athletic field and explain this phenomenon to them. If it rains, then cancel the observation and have the classes meet in the auditorium to see a film about the comet."

#### ASS'T SUP'T TO THE SCHOOL PRINCIPALS...

"By order of the sup't of schools, next Thursday Halley's Comet will appear over your athletic field. If it rains, cancel classes and report to the auditorium with your teachers and students where you will be shown films, a phenomenal event which occurs only once every 75 years."

#### PRINCIPALS TO TEACHERS...

"By order of the phenomenal sup't of schools, next Thursday Halley's Comet will appear in the auditorium. In case of rain over the athletic field, the sup't will give another order, something which occurs every 75 years."

#### TEACHERS TO STUDENTS...

"Next Thursday, the sup't of schools will appear in our auditorium with Halley's Comet, something which occurs every 75 years. If it rains, the sup't will cancel the comet and order us all out to our phenomenal athletic field."

#### STUDENTS TO PARENTS...

"When it rains next Thursday over the school athletic field, the phenomenal 75 year old sup't of schools will cancel all classes and appear before the whole school in the auditorium, accompanied by Bill Halley and the Comets."

## WHY SOME PEOPLE ARE RESISTANT TO CHANGE...

Ever wonder why people say, “we’ve always done it that way.” Maybe this will help clarify... The US standard railroad gauge (distance between the rails) is 4 feet, 8.5 inches. That is an exceedingly odd number, so why was that gauge used? Because that’s the way they built them in England, and the English expatriates built the US railroads. So, why did the English build them like that? Because the first rail lines were built by the same people who built the pre-rail tramways, and that’s the gauge they used.

Why did “they” use that gauge? Because the people who built the tramways used the same jigs and tools that they used for building wagons, which used that wheel spacing. OK, why did the wagons have that particular odd spacing? Well, if they tried to use any other spacing, the wagon wheels would break on some of the old, long distance roads in England, because that’s the spacing of the wheel ruts.

So, who built the old rutted roads? Imperial Rome built the first long distance roads in Europe (and England) for their legions. The roads have been used ever since. And, the ruts in the roads? Roman war chariots formed the initial ruts, which everyone else had to match for fear of destroying their wagon wheels. Since the chariots were made for Imperial Rome, they were all alike in the matter of wheel spacing. The US standard railroad gauge of 4 feet, 8.5 inches is derived from the original specifications for an imperial Roman war chariot.

So, the next time you are told “we’ve always done it that way” and wonder what horse’s ass came up with that, you may be exactly right... you see, the Imperial Roman war chariots were made just wide enough to accommodate the back ends of two war horses.

Now, the twist to the story...

When you see a Space Shuttle sitting on its launch pad, there are two big booster rockets attached to the sides of the main fuel tank... these are Solid Rocket Boosters or SRB’s. Thiokol makes these at their factory in Utah and the engineers who designed the SRB’s would have preferred to make them a bit fatter. But, the SRB’s have to be shipped by train from the factory to the launch site. The rail line from the factory happens to run through a tunnel in the mountains. For the SRB’s to fit through the tunnel, they had to be slightly wider than the railroad track, and the railroad track as you know is about as wide as two horses’ behinds. So... the major Space Shuttle design feature, of what is arguably the world’s most advanced transportation system, was determined over 2000 years ago by the width of two horses’ behinds.

So now, when someone says “we’ve always done it that way” and you wonder what “horses ass” came up with that idea, you’ll know what you are up against!