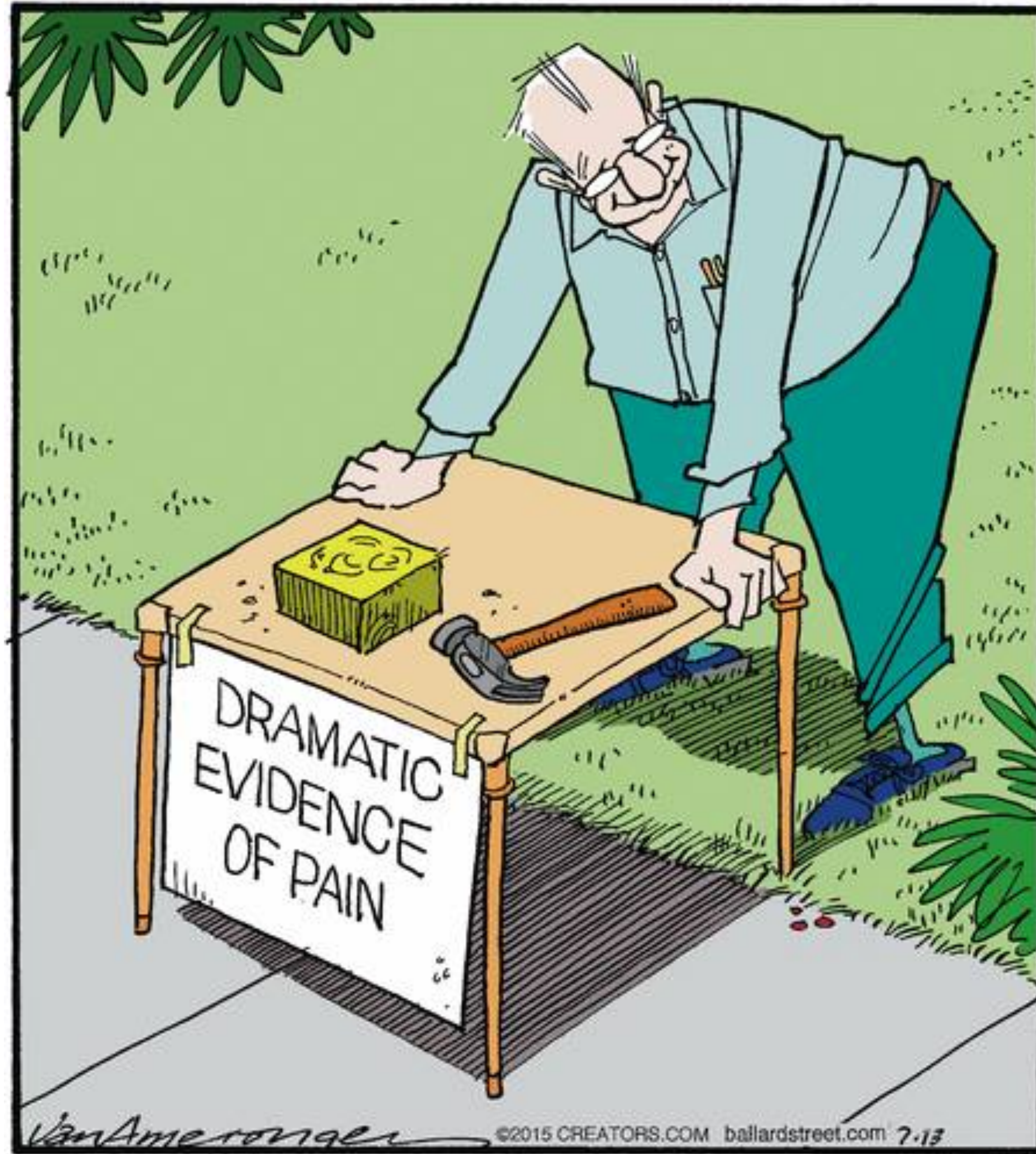
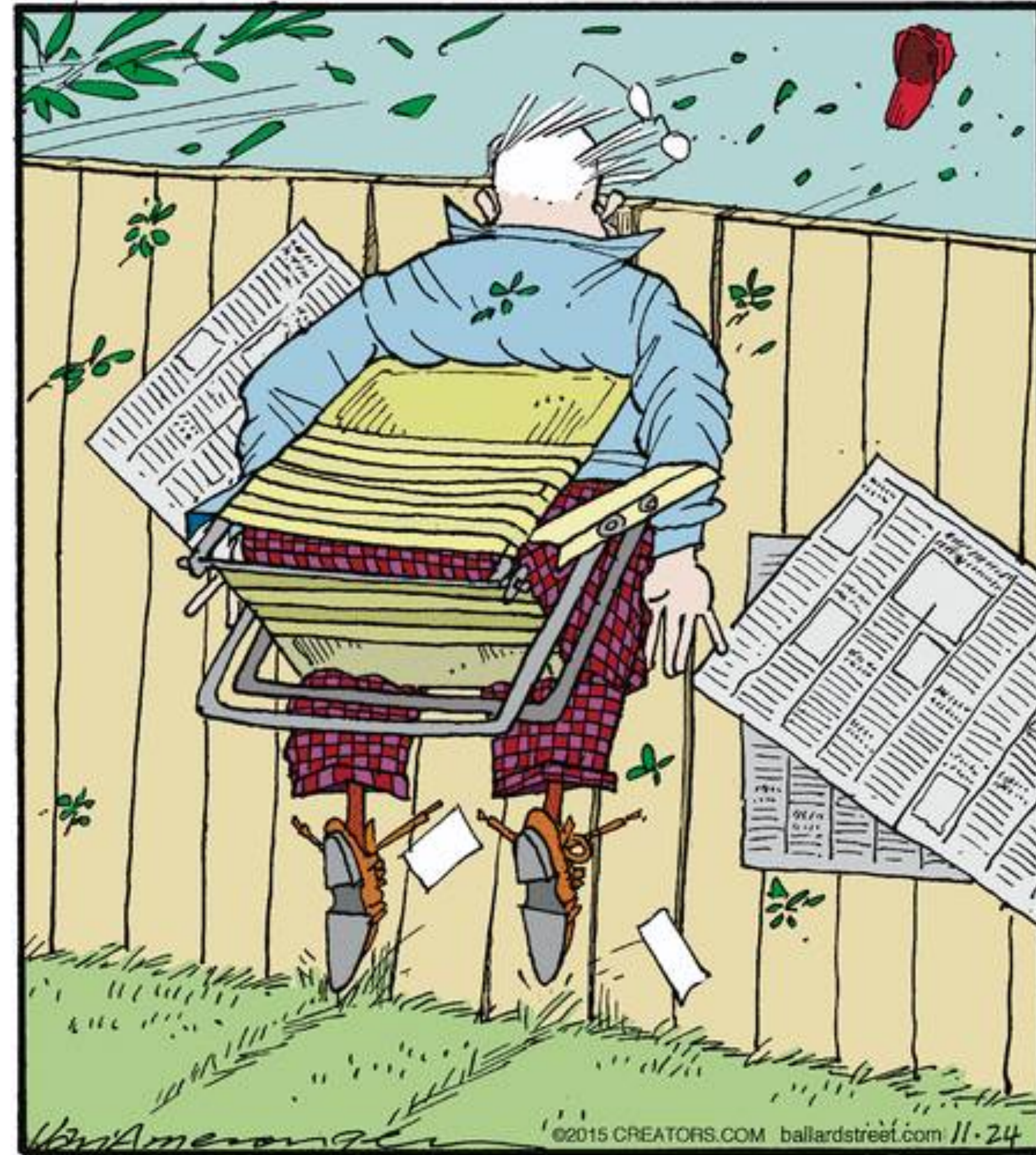


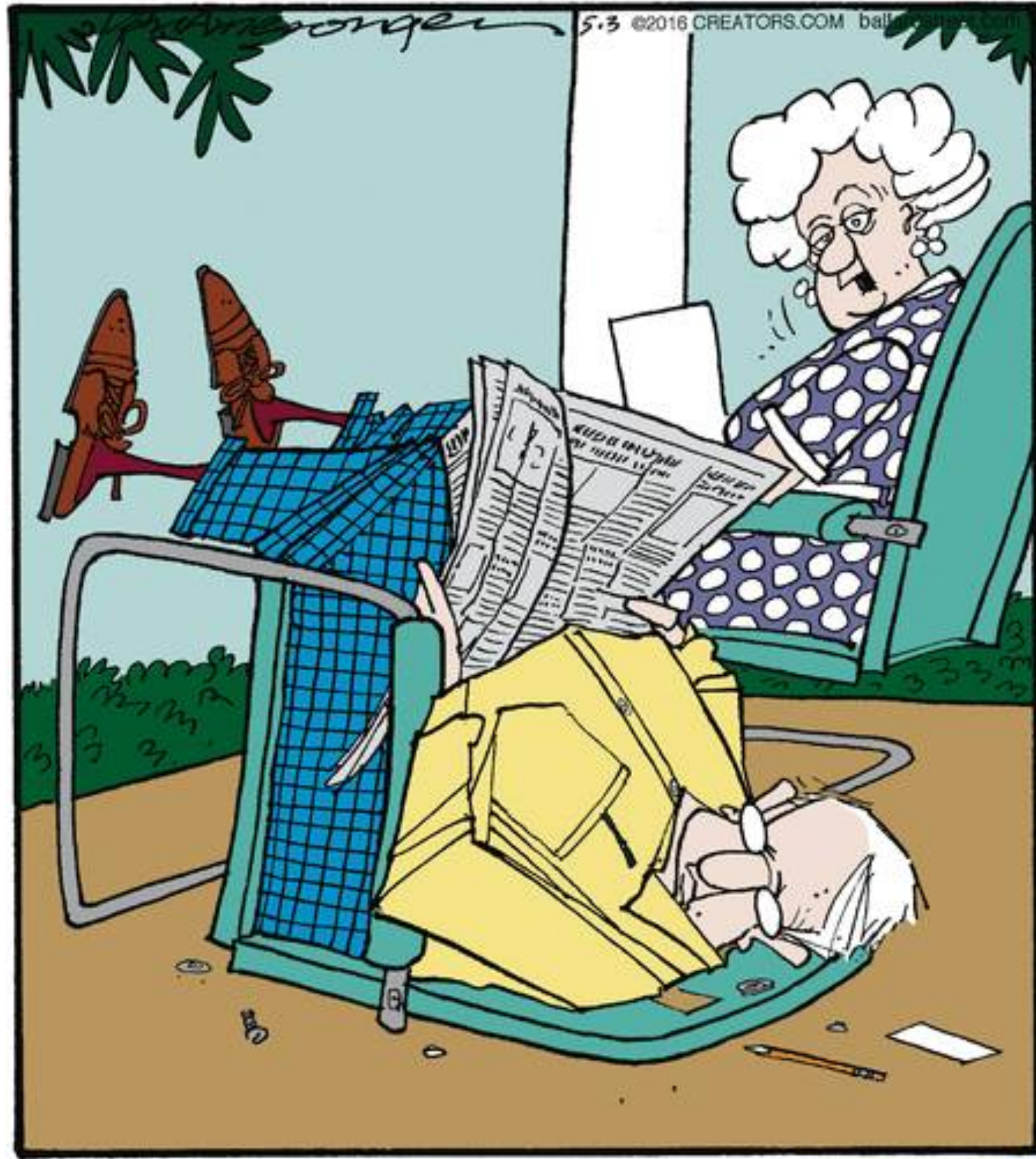
Grow Me Grand

Becoming A Great Leadership Mentor





A sudden strong wind delivers Norton
to his backyard fence.



"Well, you must have done something!"



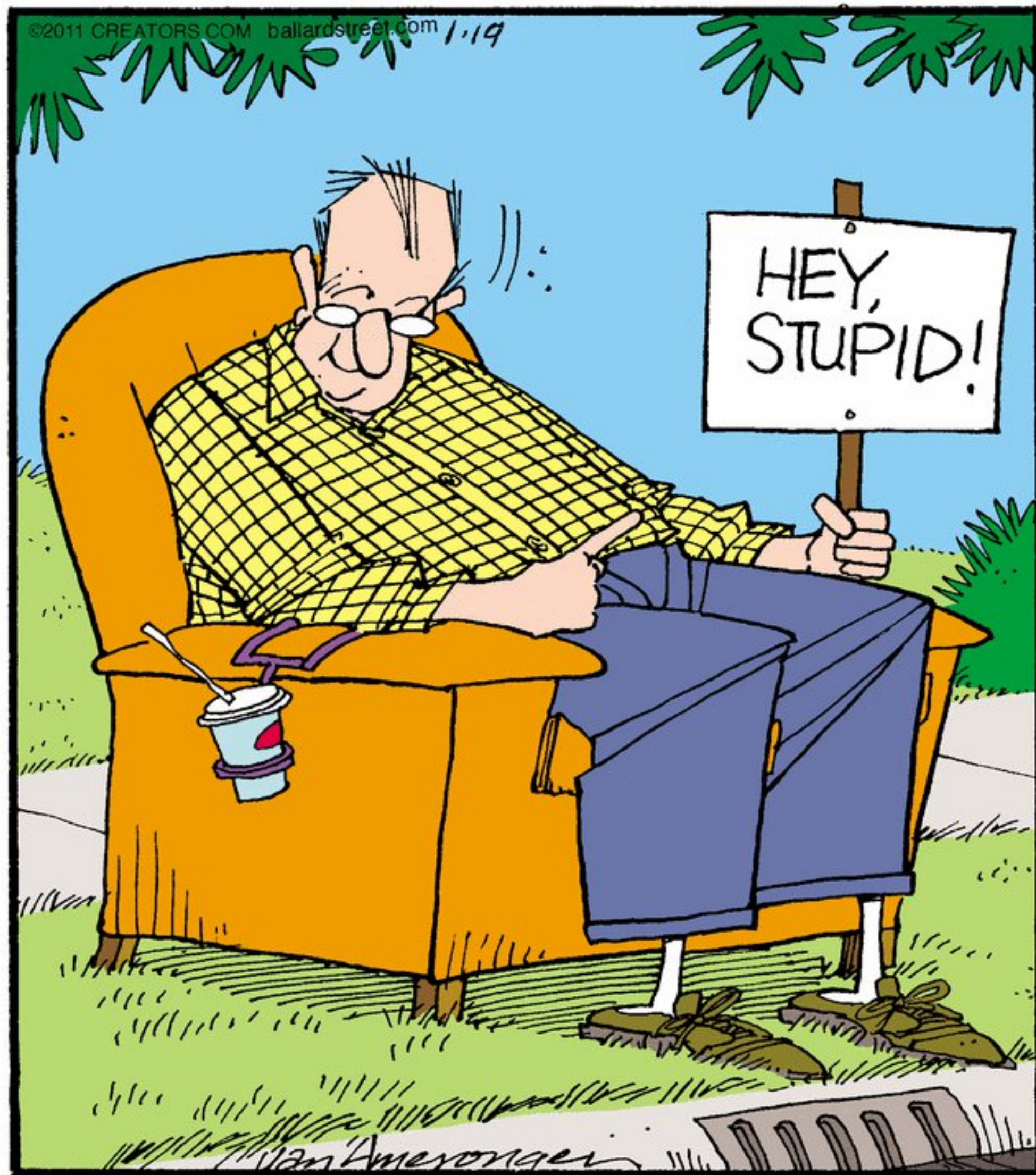
"I said you were leaning way
off center in your chair!"



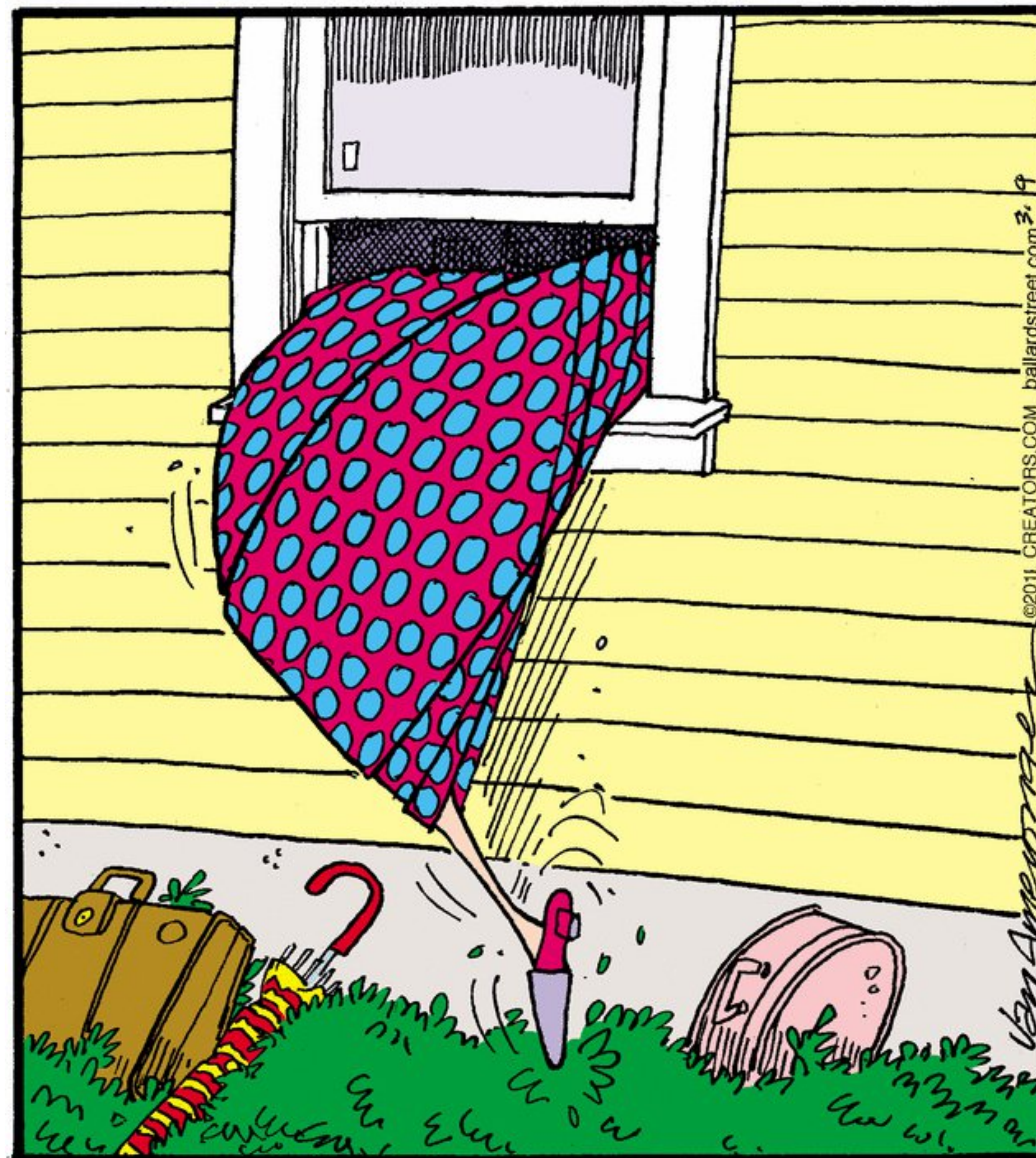
In stressful situations, Ronnie is often overwhelmed by fidgeting.



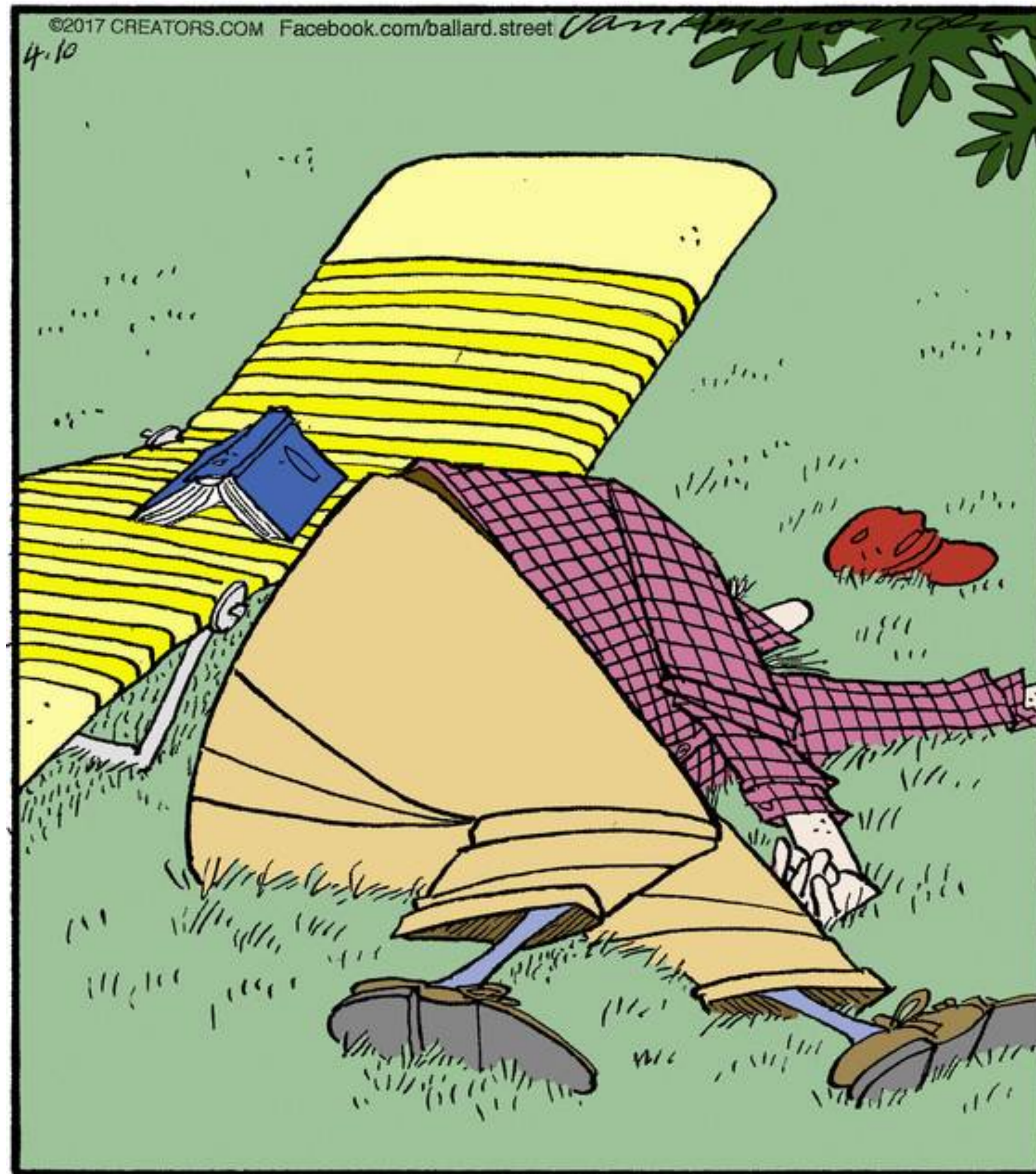
Gary is in the first few hours of his fast.



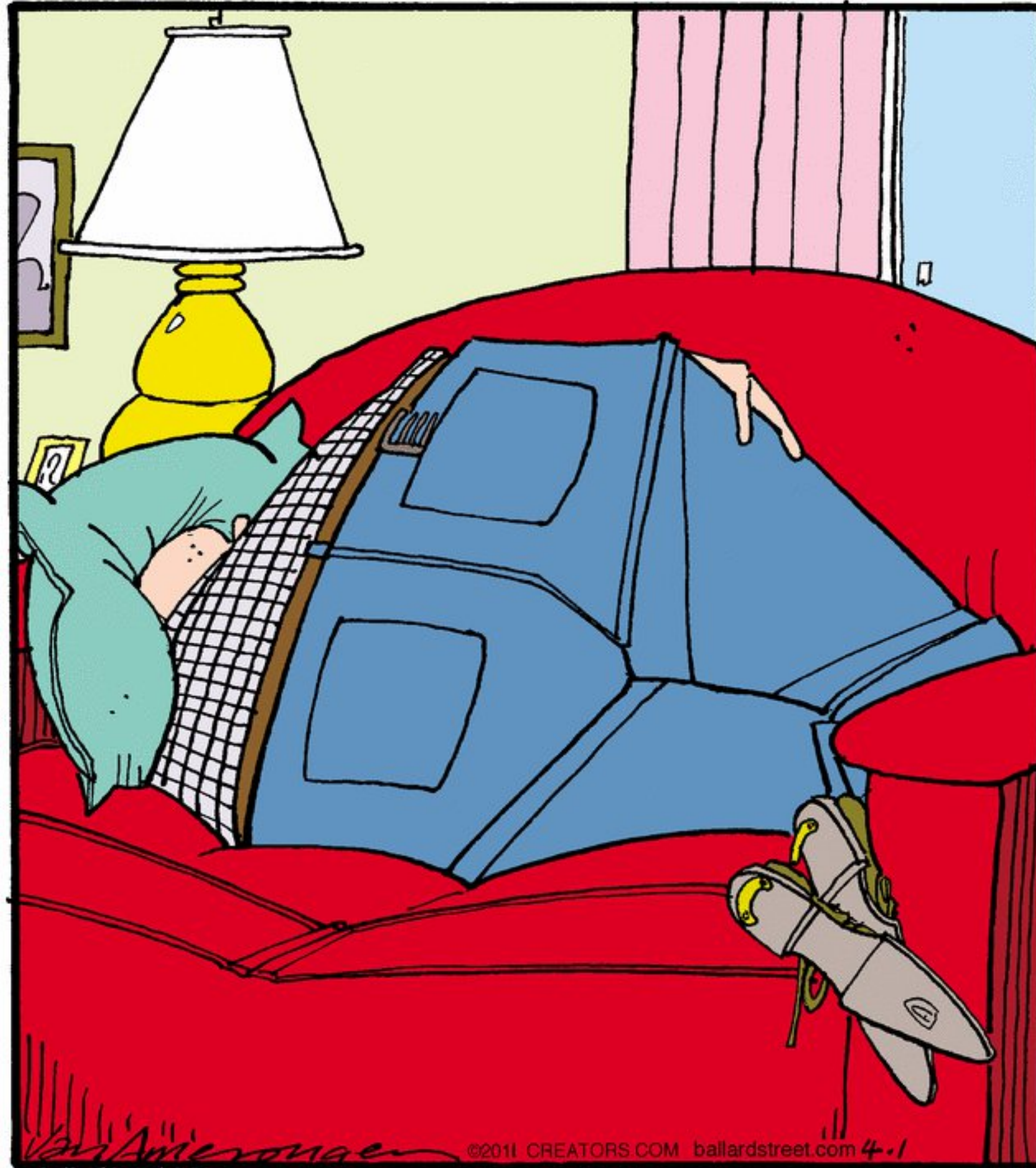
Troublemaker Avery Slocum



That's it for Katie!



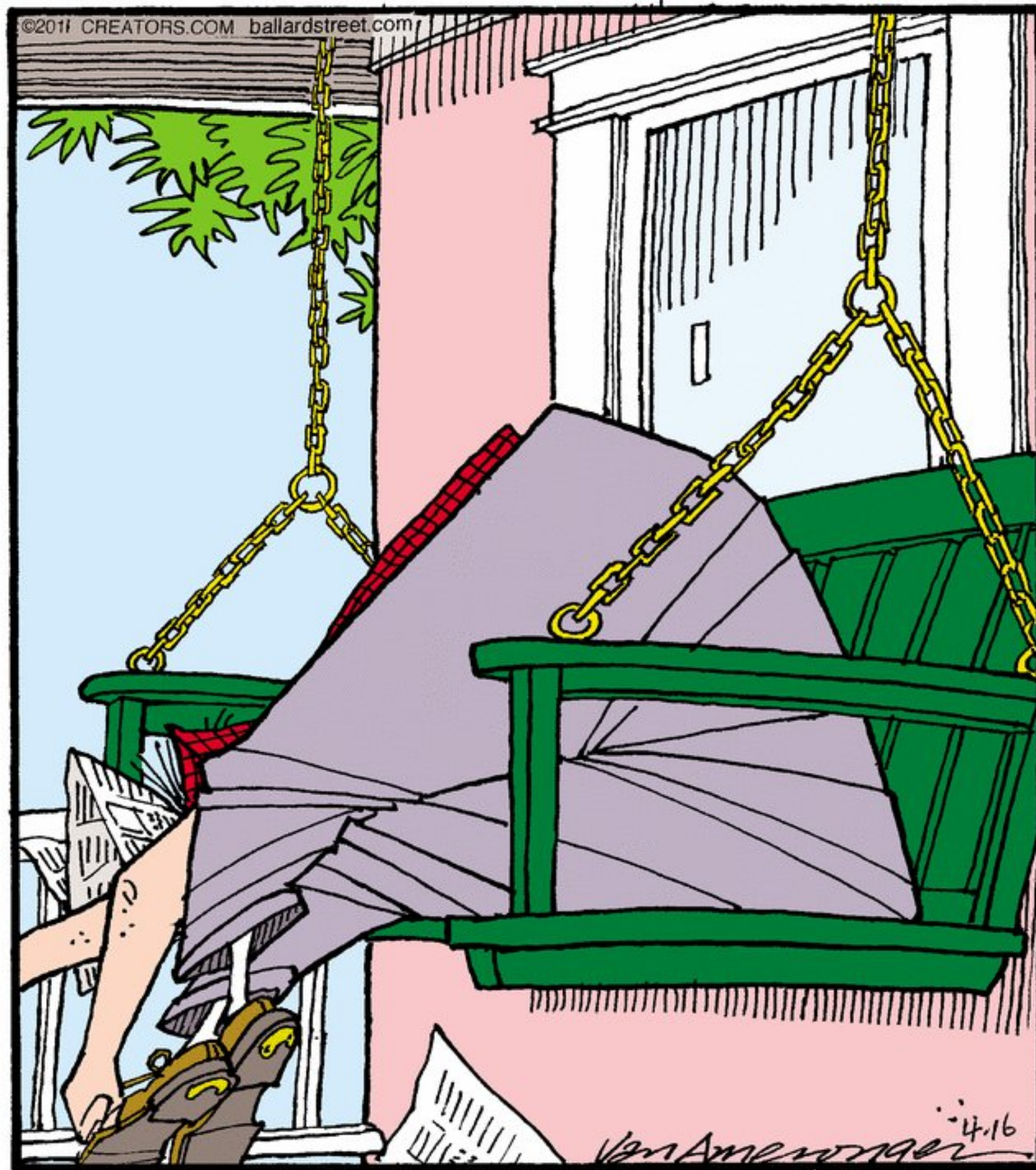
Brad gets his daily exercise by occasionally rolling off his lawn chair.



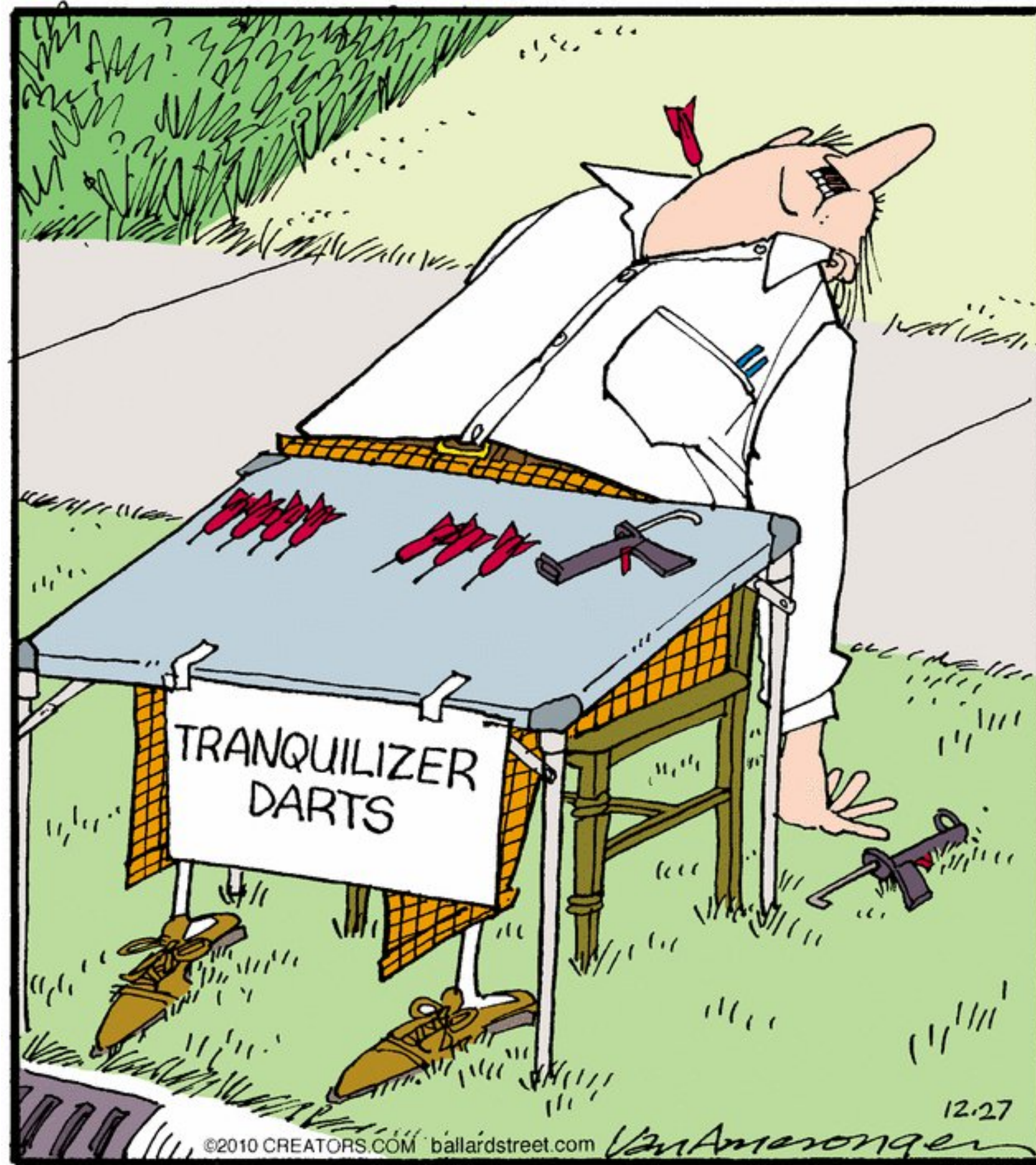
Were Tony to be entered in the Westminster dog show, he'd be part of the nonsporting group.



This is the tricky part for Ted.



Boyd's porch swing soon softens the hard edges of another day.



The first demo of the morning goes awry.



"When the neighbors asked me if I knew who might be putting black marks on their pets, I foolishly said I didn't!"



Sandy puts a stop to Neal's nonsense.



5-15

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**“I’ve spent three dollars in this
thing waiting for you!”**

Leaders don't emerge from a vacuum.

They're formed by their character...

drive...

talent...

environment...

circumstances...

influences...

Mostly, by their own actions and reactions to everything.

Leadership is:
a focus on others

Leadership is:
a focus on others
a positive influence

Leadership is:
a focus on others
a positive influence

doing for others what they can't do for themselves

His name was Ronny Wade.

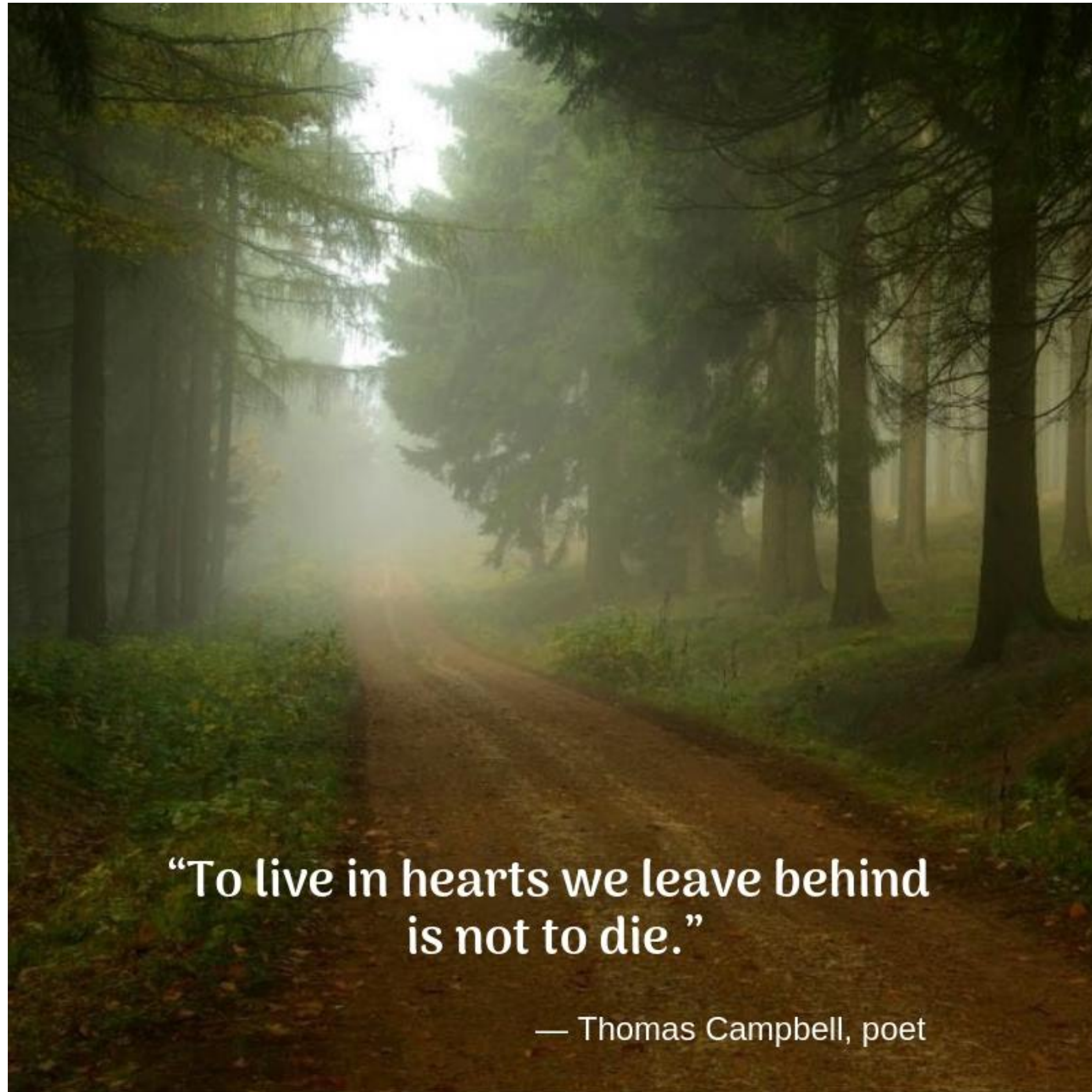


“Don’t cry because it’s over. Smile because it happened.”

- Dr. Seuss

Who will you make cry because it's over?

Who will you make smile because it happened?



“To live in hearts we leave behind
is not to die.”

— Thomas Campbell, poet

Who has a story to share?

**100% of the Fortune 50 have a
leadership mentorship program.**

Mentorship is about...

Mentorship is about...
developing people

Mentorship is about...

developing people

bringing out the best in people

Mentorship is about...

developing people

bringing out the best in people

passing it on

Mentorship is about...

developing people

bringing out the best in people

passing it on

giving people the opportunity to succeed

What happens here, stays here.

World-class mentors...

develop high trust

listen carefully

ask care-frontational questions

provide an environment for learning & growth

World-class mentors...

offer advice without judgment

provide emotional support

push people to grow

help increase confidence & resilience

World-class mentors...

believe in us

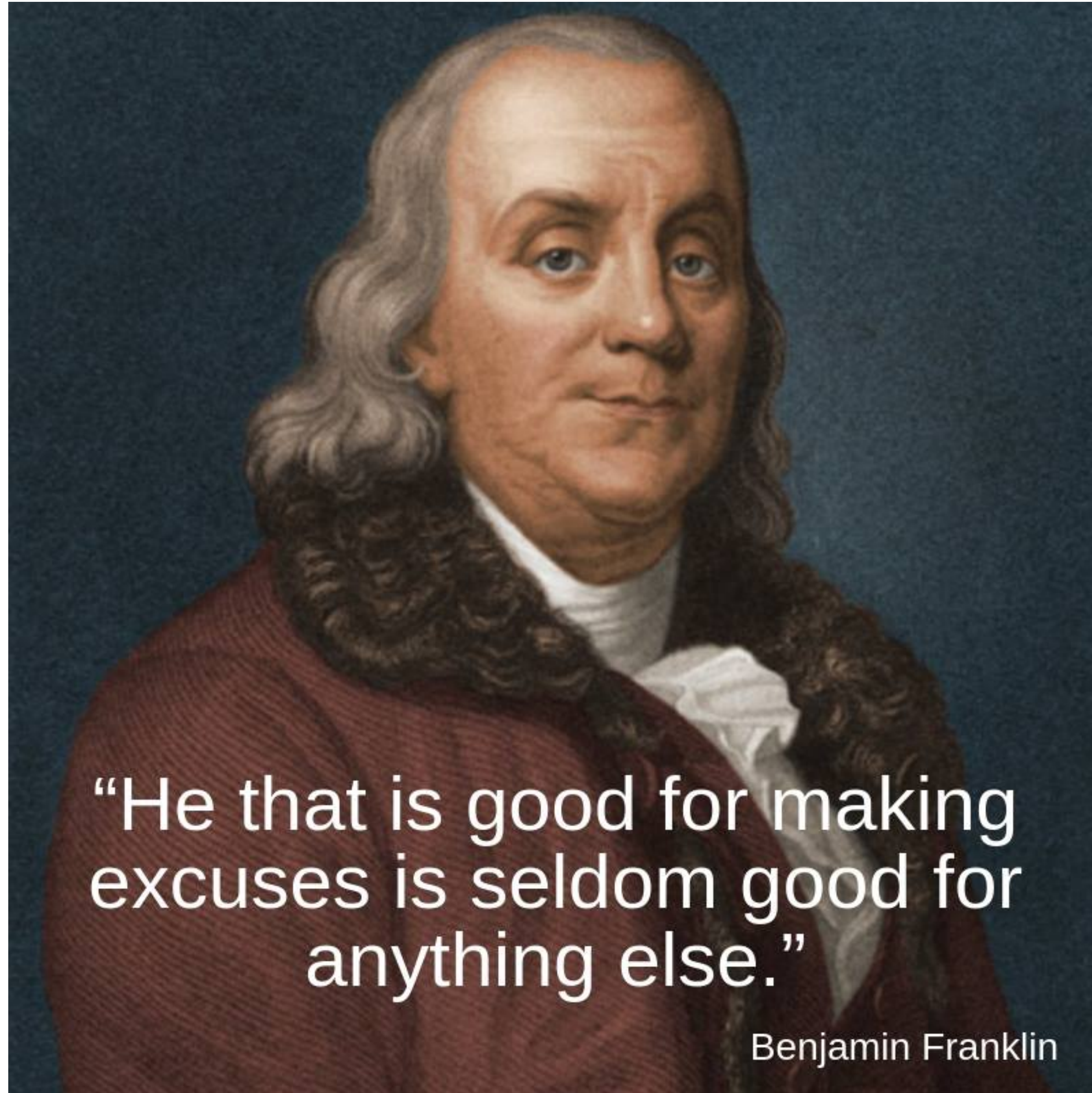
Confidentiality and Vulnerability

2 Most Important Traits of Great Mentors

Being A Vital Friend

Expecting the best and accepting nothing less

Life without excuse



“He that is good for making
excuses is seldom good for
anything else.”

Benjamin Franklin

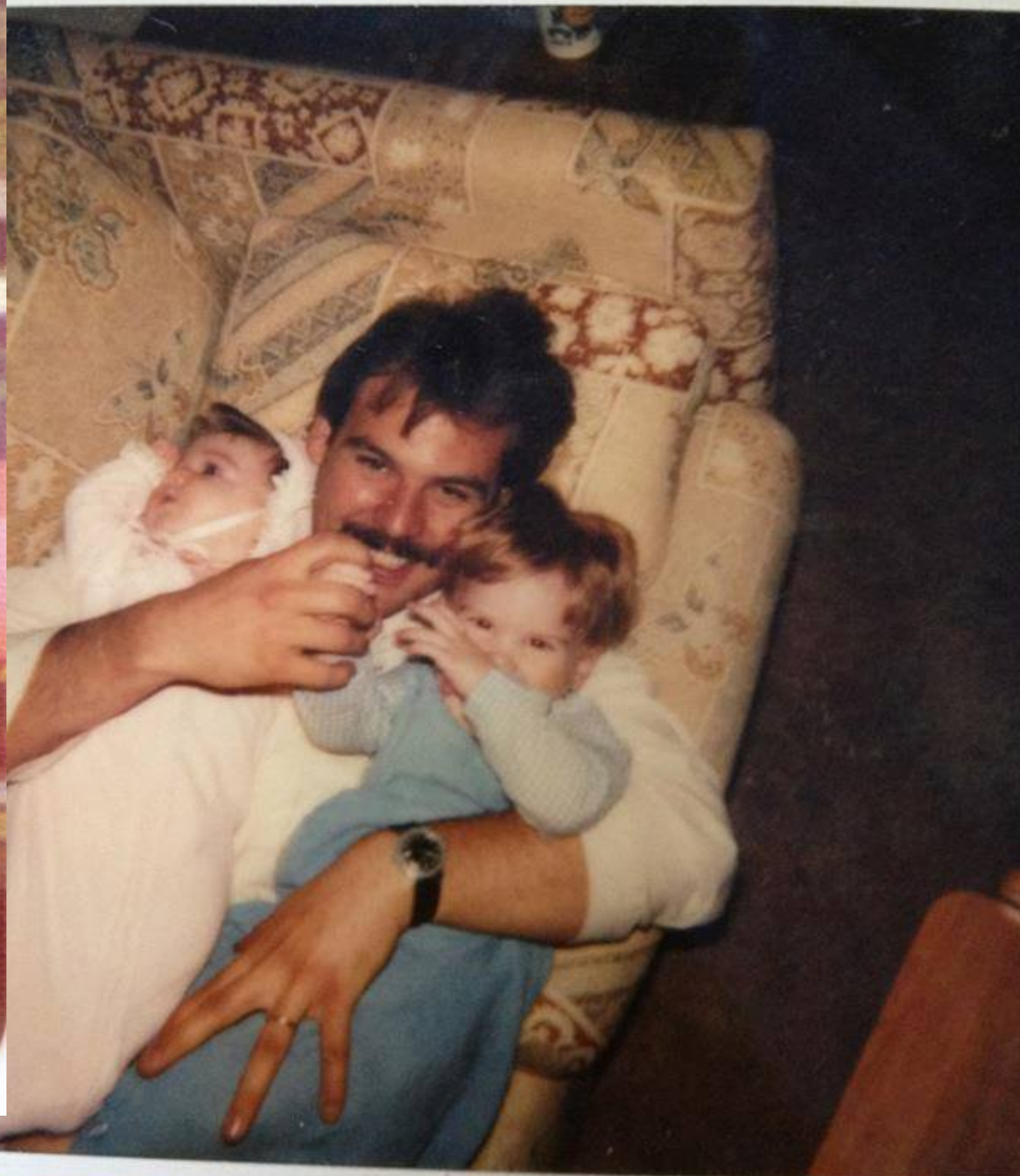
“What you do makes a difference, and you have to decide what kind of difference you want to make.” -Jane Goodall

“It's kind of funny...the moments on which life hinges. I think growing up you always imagine your life--your success--depends on your family and how much money they have, where you go to college, what sort of job you can pin down, starting salary...but it doesn't, you know. You wouldn't believe this, but life hinges on a couple of seconds you never see coming. And what you decide in those few seconds determines everything from then on. And you have no idea what you'll do until you're there.”

— Marisha Pessl, *Special Topics in Calamity Physics*

July 3, 1975







**Great mentors can help prepare others for
those moments of truth.**

**Would you rather have \$1 million or 1 penny
doubled every day for 30 days?**

| Day | Value |
|-----|----------------|
| 1 | \$0.01 |
| 2 | \$0.02 |
| 3 | \$0.04 |
| 4 | \$0.08 |
| 5 | \$0.16 |
| 6 | \$0.32 |
| 7 | \$0.64 |
| 8 | \$1.28 |
| 9 | \$2.56 |
| 10 | \$5.12 |
| 11 | \$10.24 |
| 12 | \$20.48 |
| 13 | \$40.96 |
| 14 | \$81.92 |
| 15 | \$163.84 |
| 16 | \$327.68 |
| 17 | \$655.36 |
| 18 | \$1,310.72 |
| 19 | \$2,621.44 |
| 20 | \$5,242.88 |
| 21 | \$10,485.76 |
| 22 | \$20,971.52 |
| 23 | \$41,943.04 |
| 24 | \$83,886.08 |
| 25 | \$167,772.16 |
| 26 | \$335,544.32 |
| 27 | \$671,088.64 |
| 28 | \$1,342,177.28 |
| 29 | \$2,684,354.56 |
| 30 | \$5,368,709.12 |

It proves two things:

1. The compounding effect of our actions, over time, makes an enormous impact on the outcome.
2. Time is money, but more importantly, time is impact. Positive impact!

The power of continuity.

Any fool can start, but the wise keep going.



**"Continuous effort - not
strength or intelligence - is
the key to unlocking our
potential."**

Winston Churchill

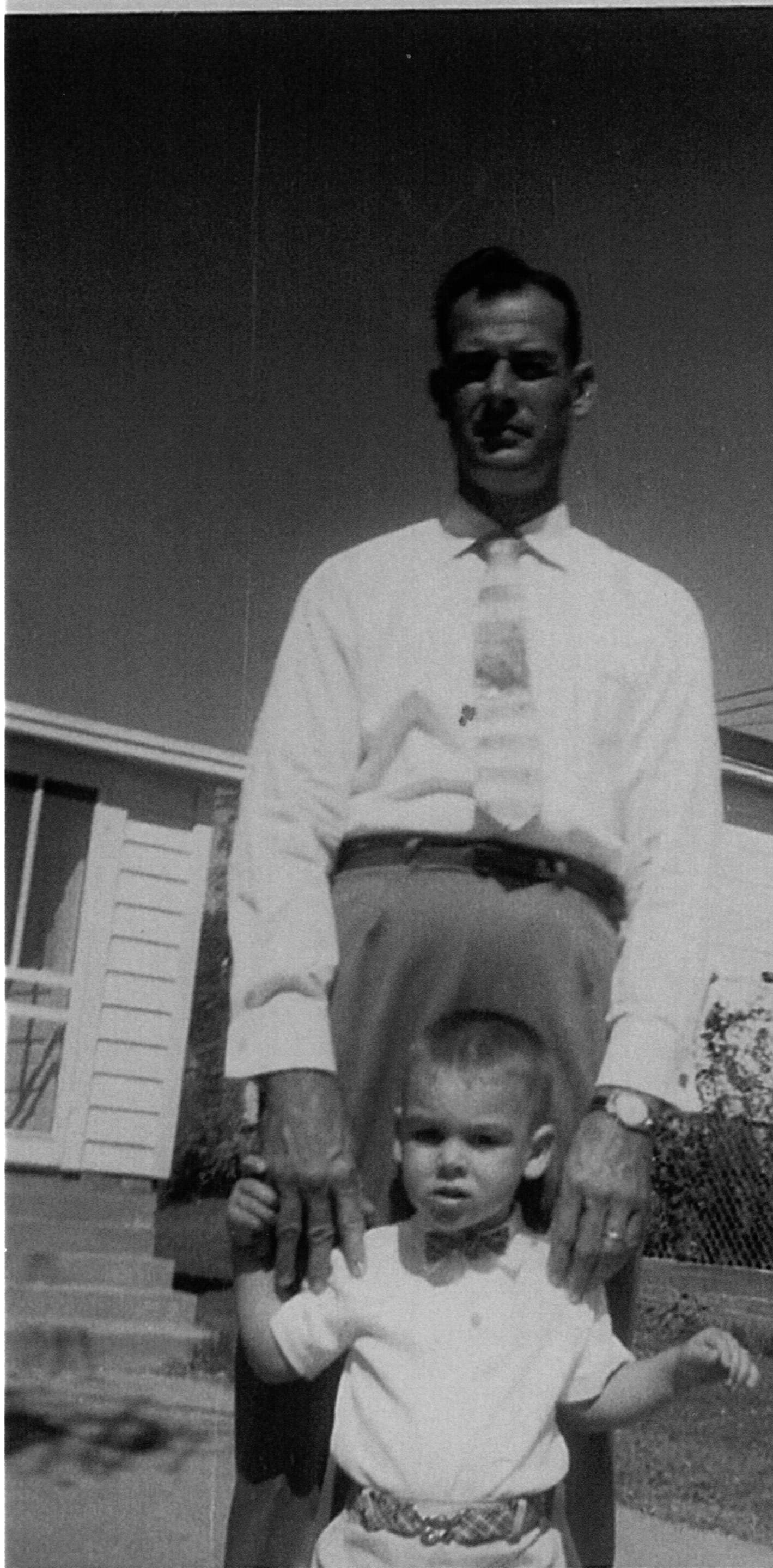
The wise understand it's about the process, not finishing.

**Because we're never finished...learning.
Growing.**

Commit to make a difference for somebody.

They'll make a difference for you!

The “I Am” Poem

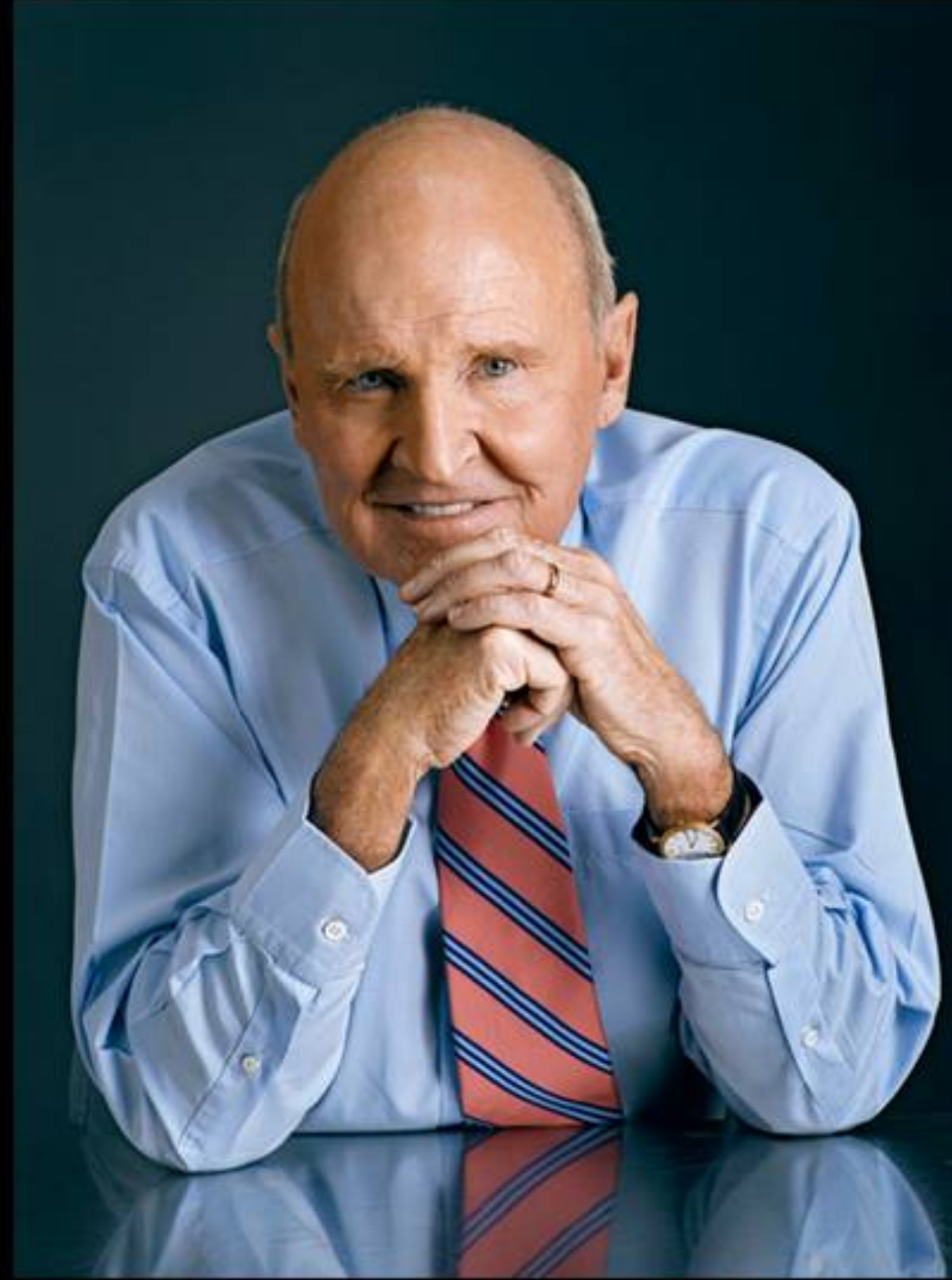


What are you feeling?

**The guy at the furniture store told
me the sofa would seat 5 people
without any problems.**



**Then it occurred to me...I don't
think I know 5 people without
any problems!**



Control your own destiny
or someone else will.

Jack Welch

Some Will.

Some Won't.

So What?

Someone Is Waiting.

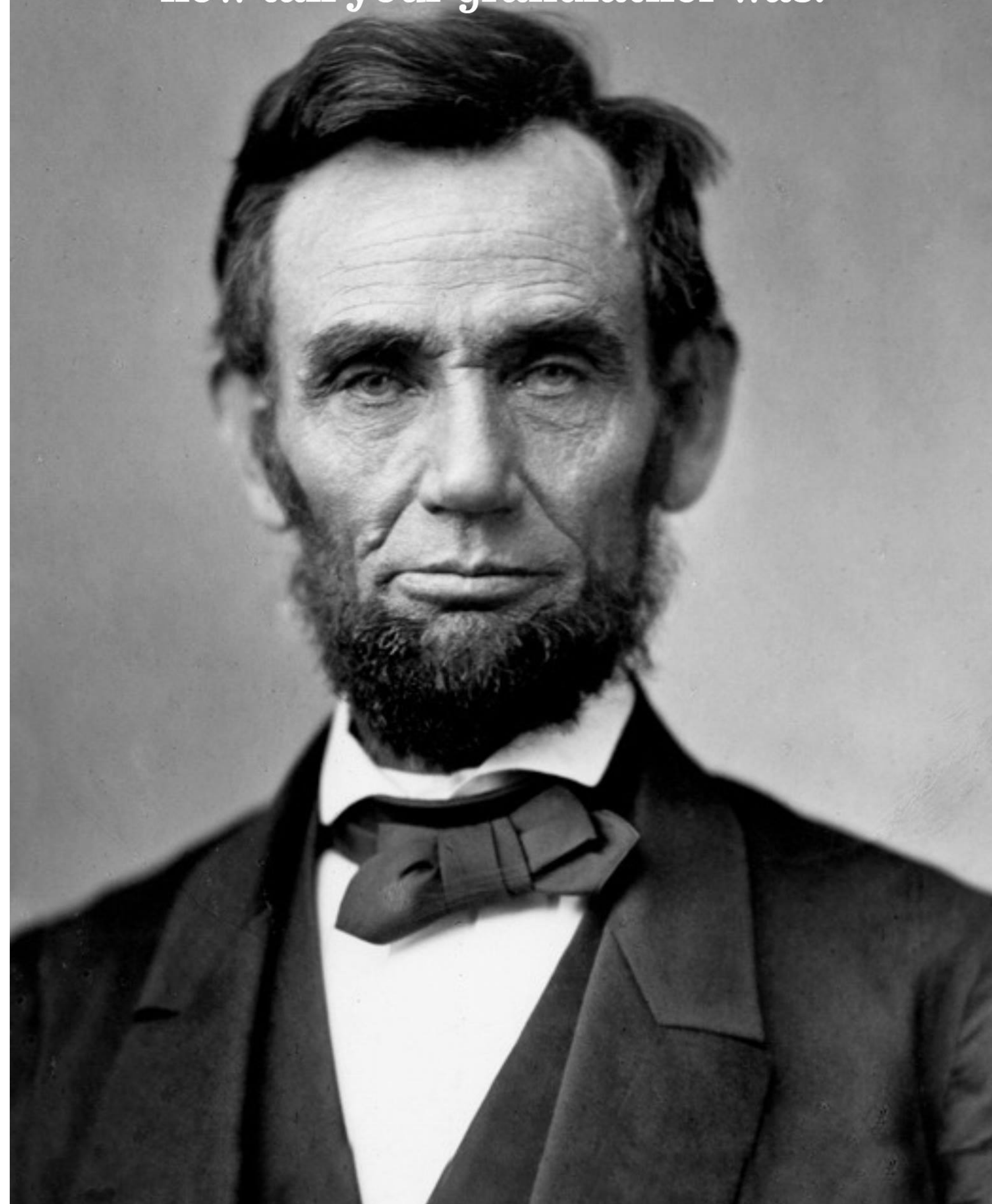
**If you're going to
succeed, you won't be
discouraged. If you're
discouraged, then
you weren't going to
make it anyway.**

GrowGreat.com

**"It's not the enemy you see
that gets you...it's the one
you don't."**

Michael Westen, Burn Notice

“You have to do your own growing no matter
how tall your grandfather was.”



Final Thoughts & Sharing

Thank you!

Visit this page to download today's
slide deck:

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