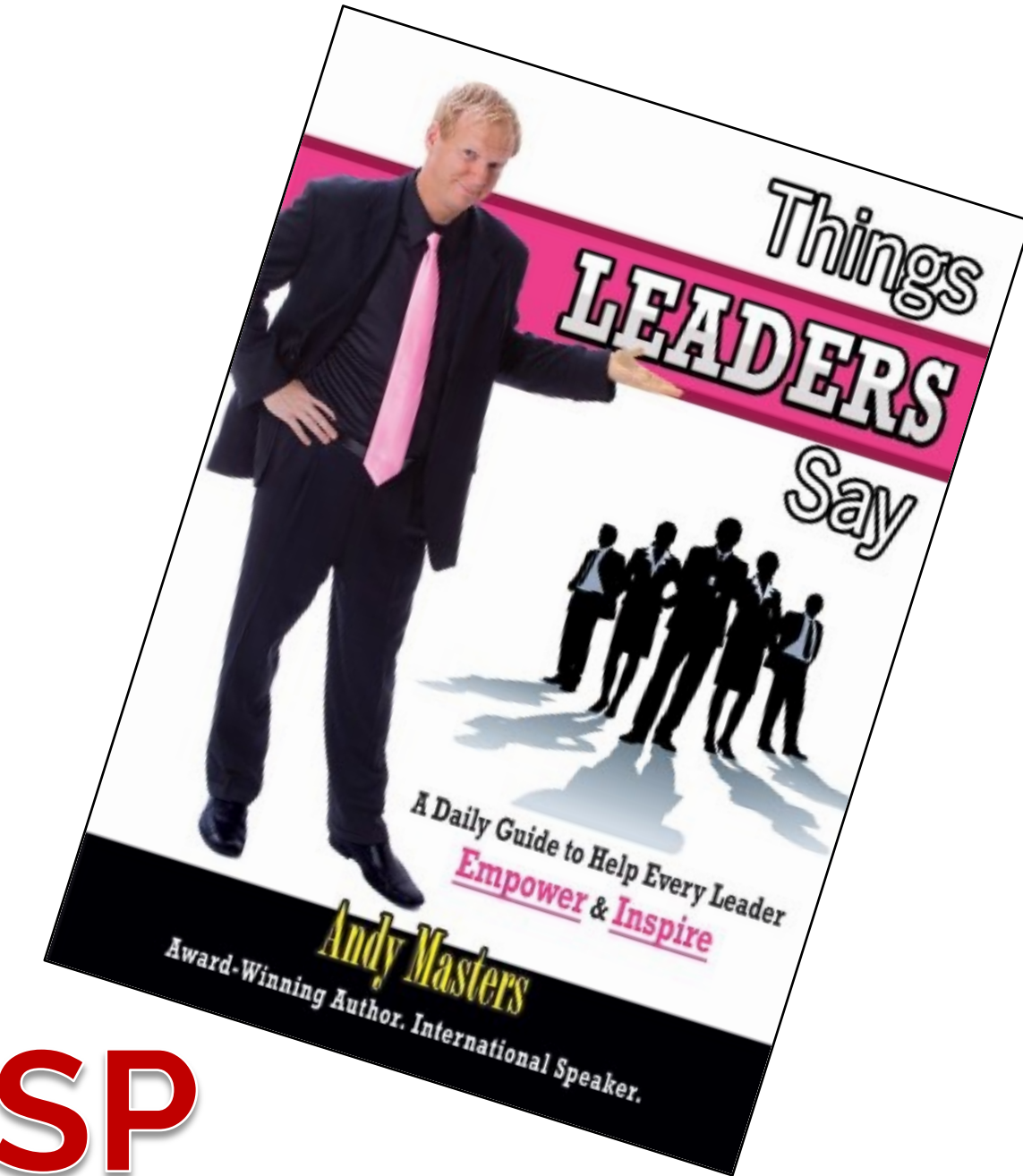
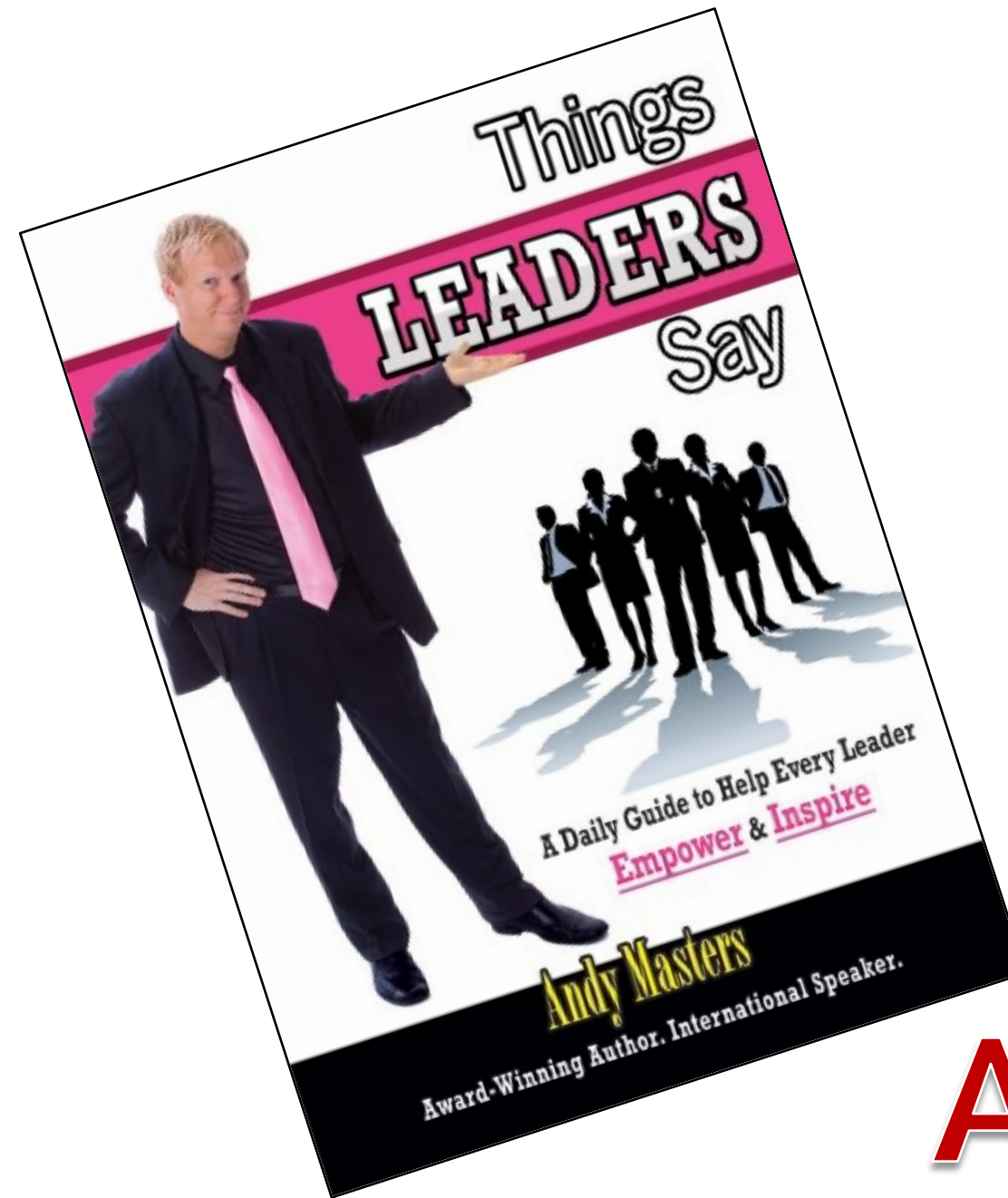


Welcome Award-Winning Author & Keynote Speaker...

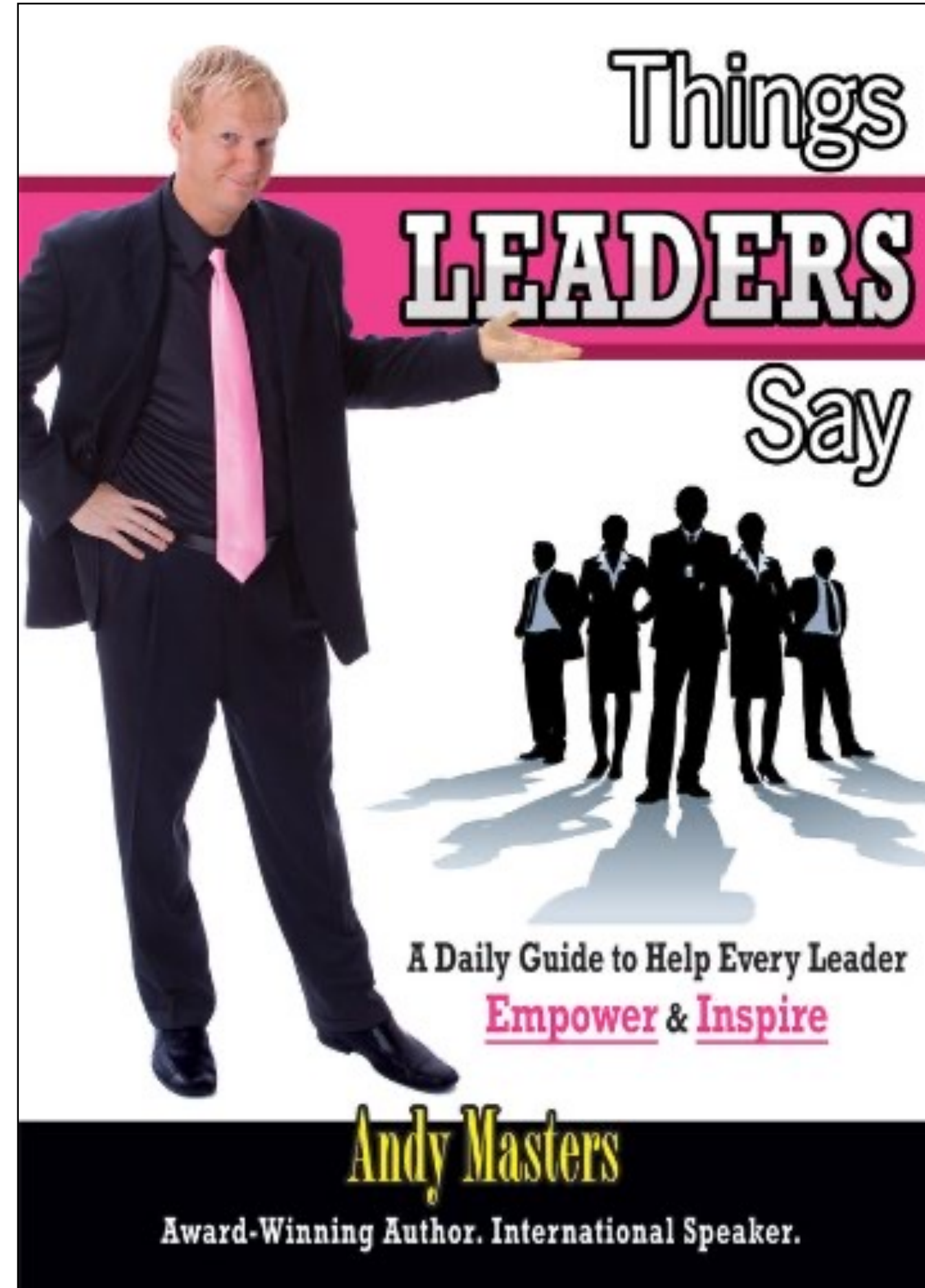


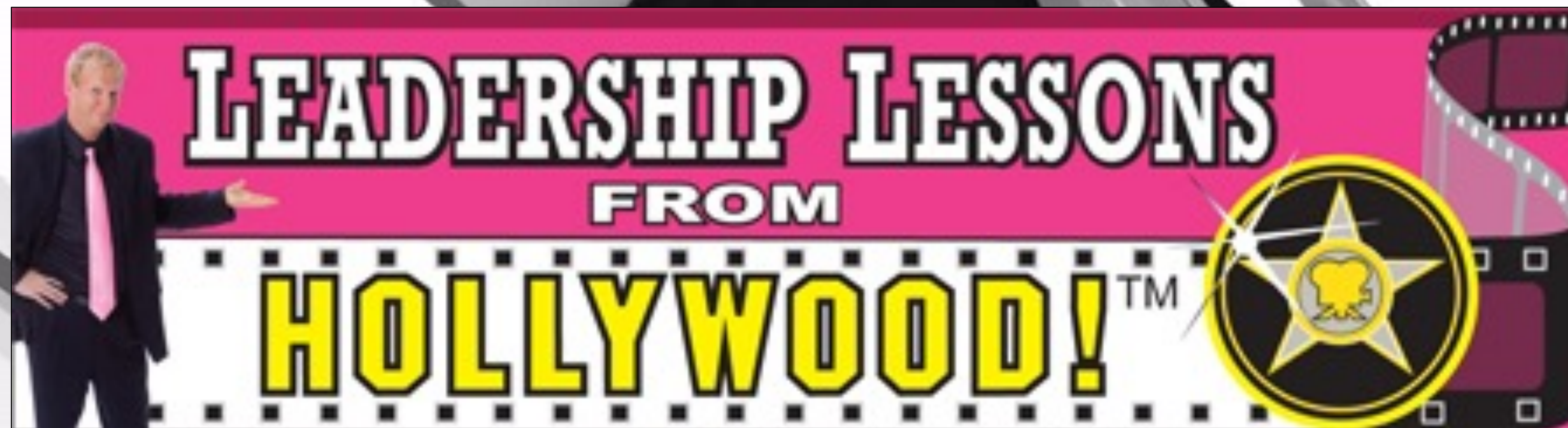
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Meryl
STREEP

Anne
HATHAWAY

THE
DEVIL
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PRADA

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The image features a white rectangular stage area framed by dark red, vertically pleated curtains. The curtains are pulled back slightly at the top and bottom, creating a frame around the central white space. The lighting is even across the stage.

2 Types

CFO: "What if we develop
our people and they leave?"

CEO: "What if we don't
develop them and they stay?"

Tony Hsieh, 1973-2020

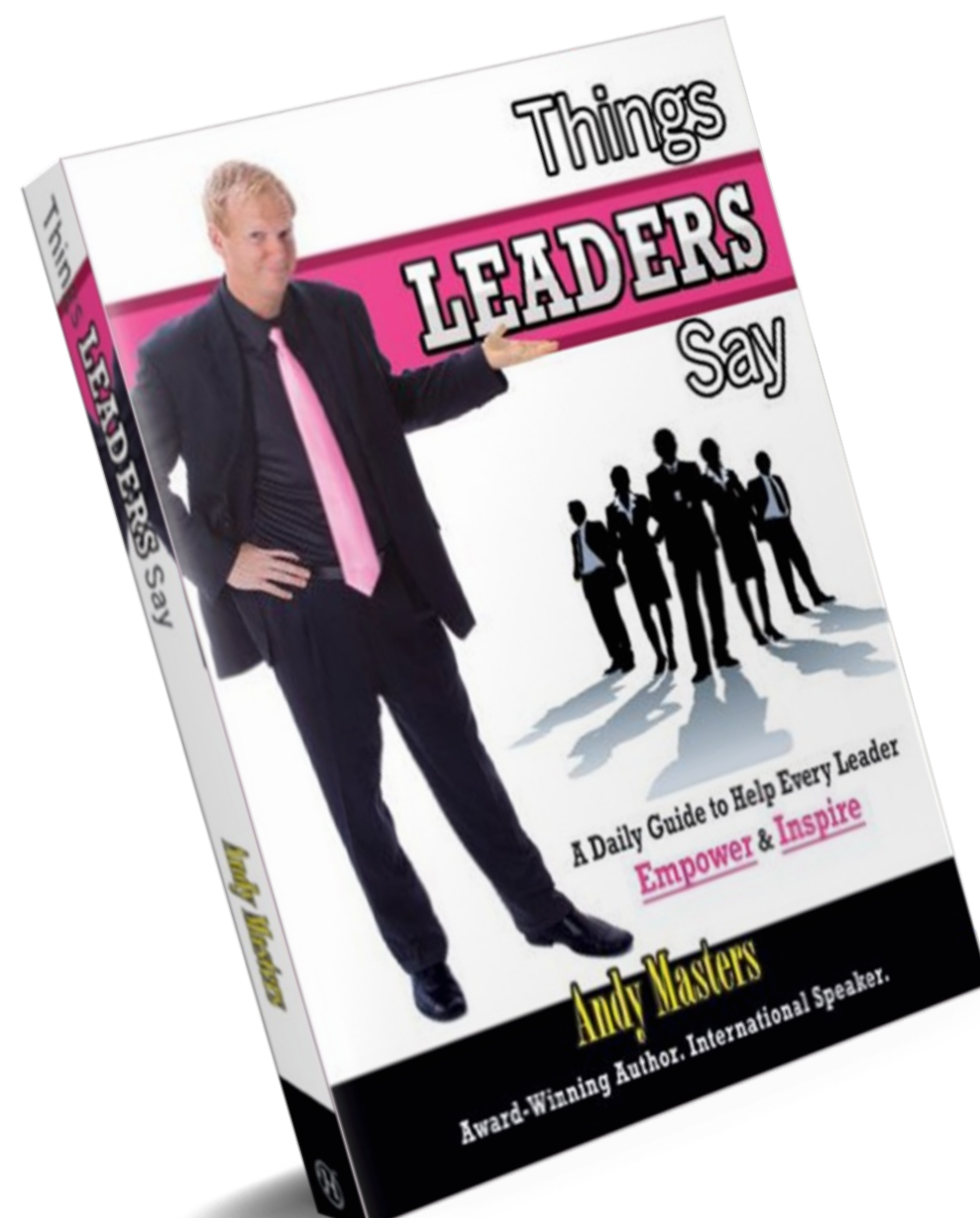
"For me, my role is about **unleashing** what people already have inside them that is maybe suppressed in most work environments."





“Managers often see
the negative in people.

Mentors see the potential.”



Things LEADERS Say:

"To develop you from where you are right now, to where you want to be, this is the plan."

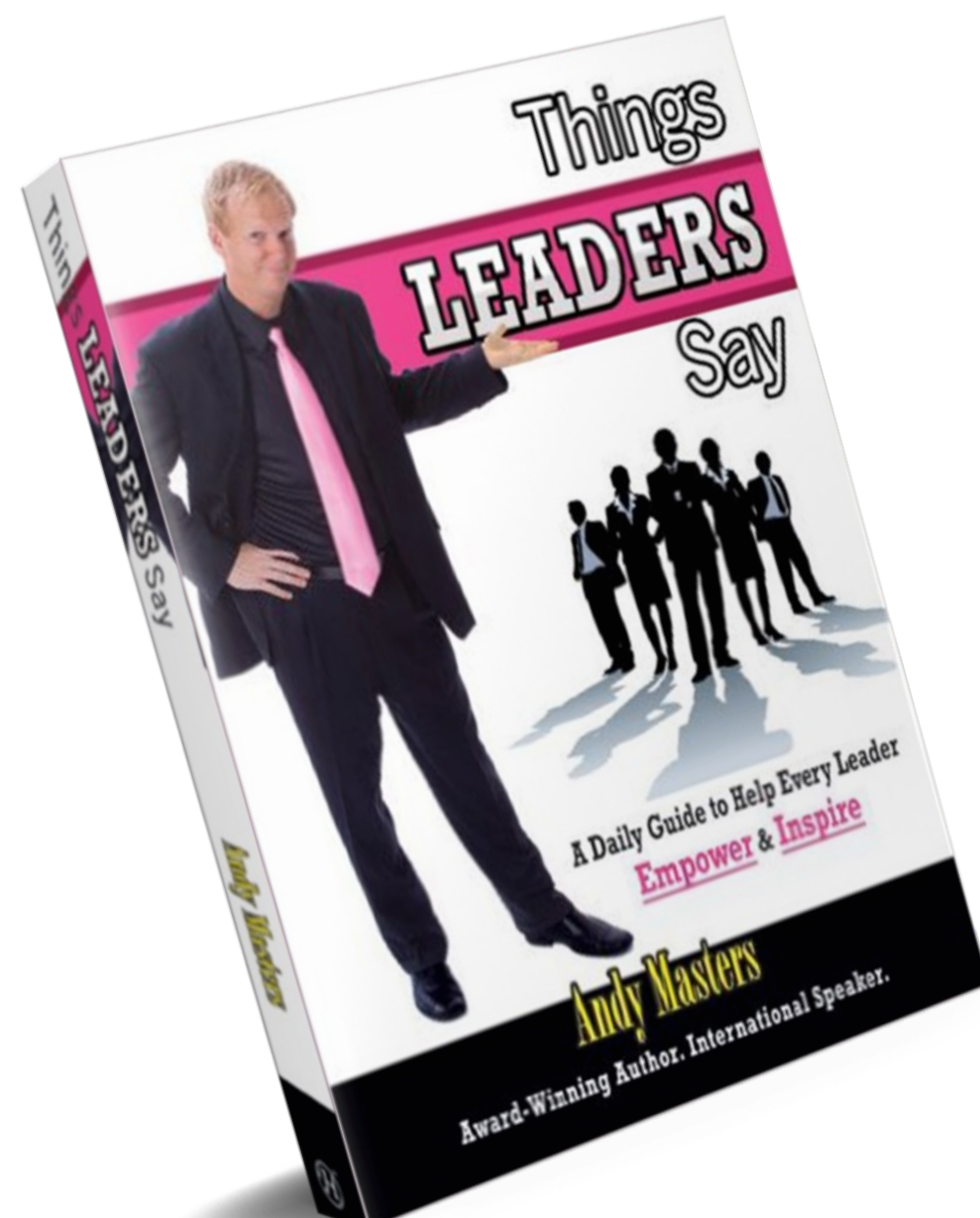
Things LEADERS *Don't* Say:

"Trust me. There will be plenty of opportunities out there for you someday."

From Things LEADERS Say, page 58.

"I've got a new employee working for me on September 1st."

"You have a new mentorship beginning on September 1st."

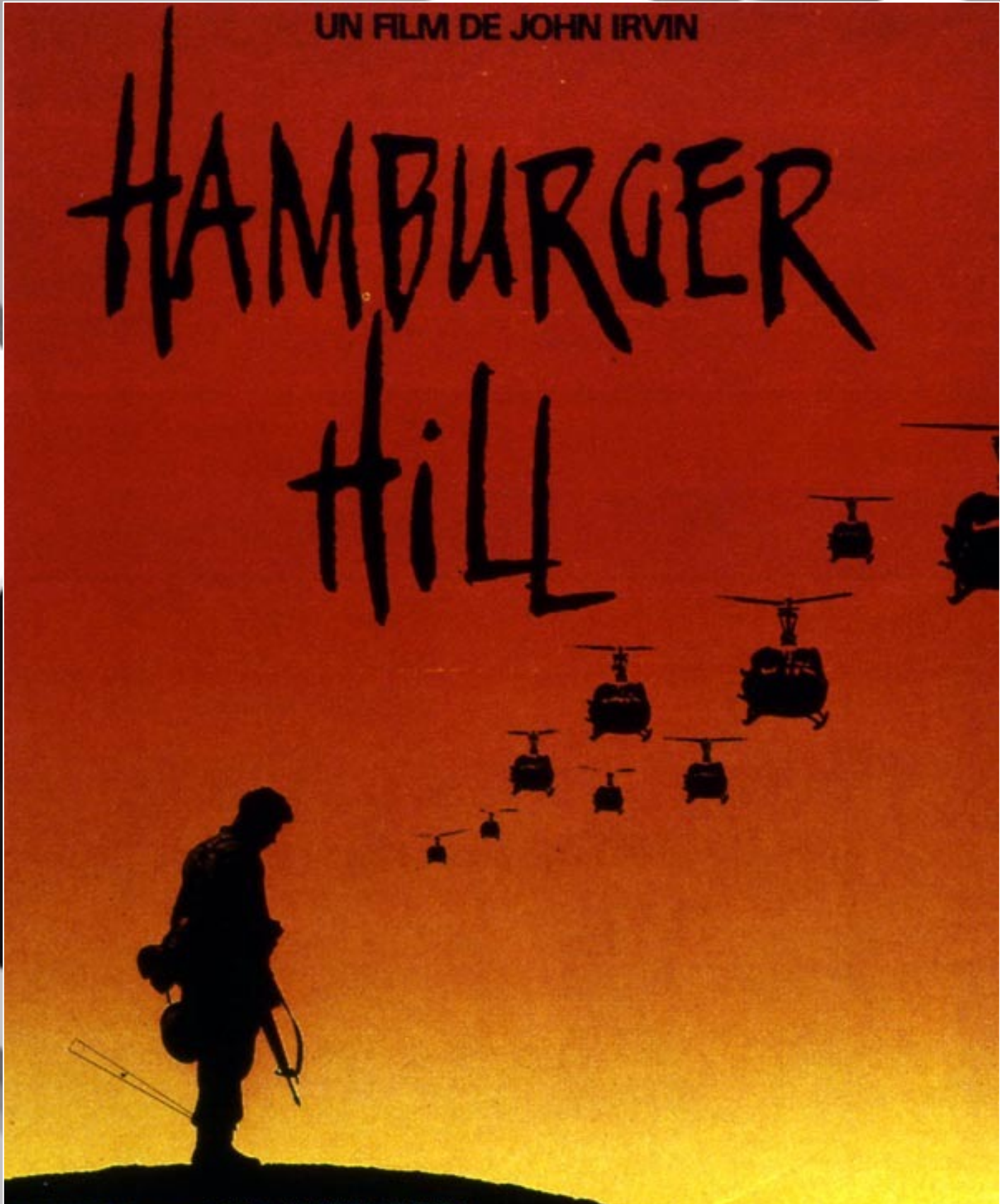




UN FILM DE JOHN IRVIN

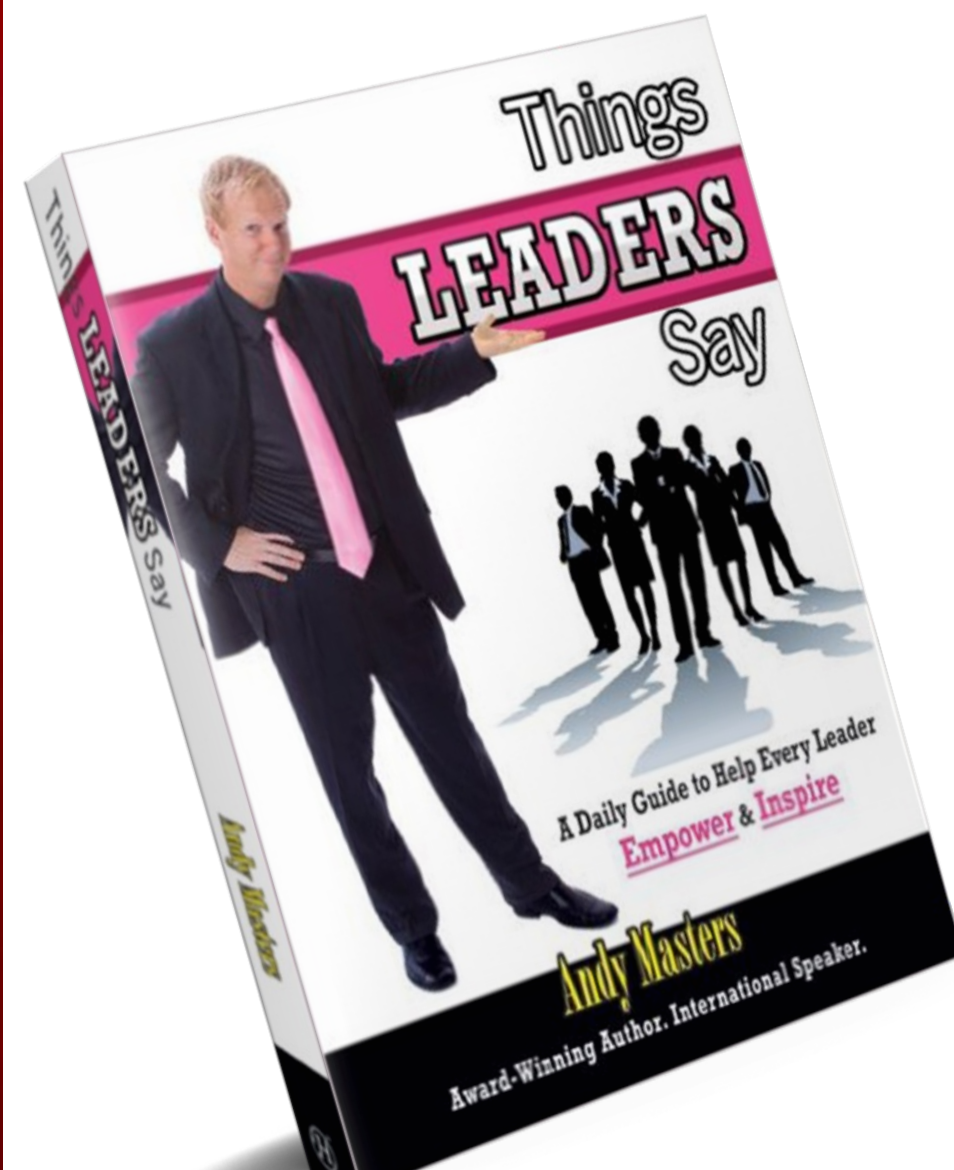
UN FILM DE JOHN IRVIN

HAMBURGER HILL



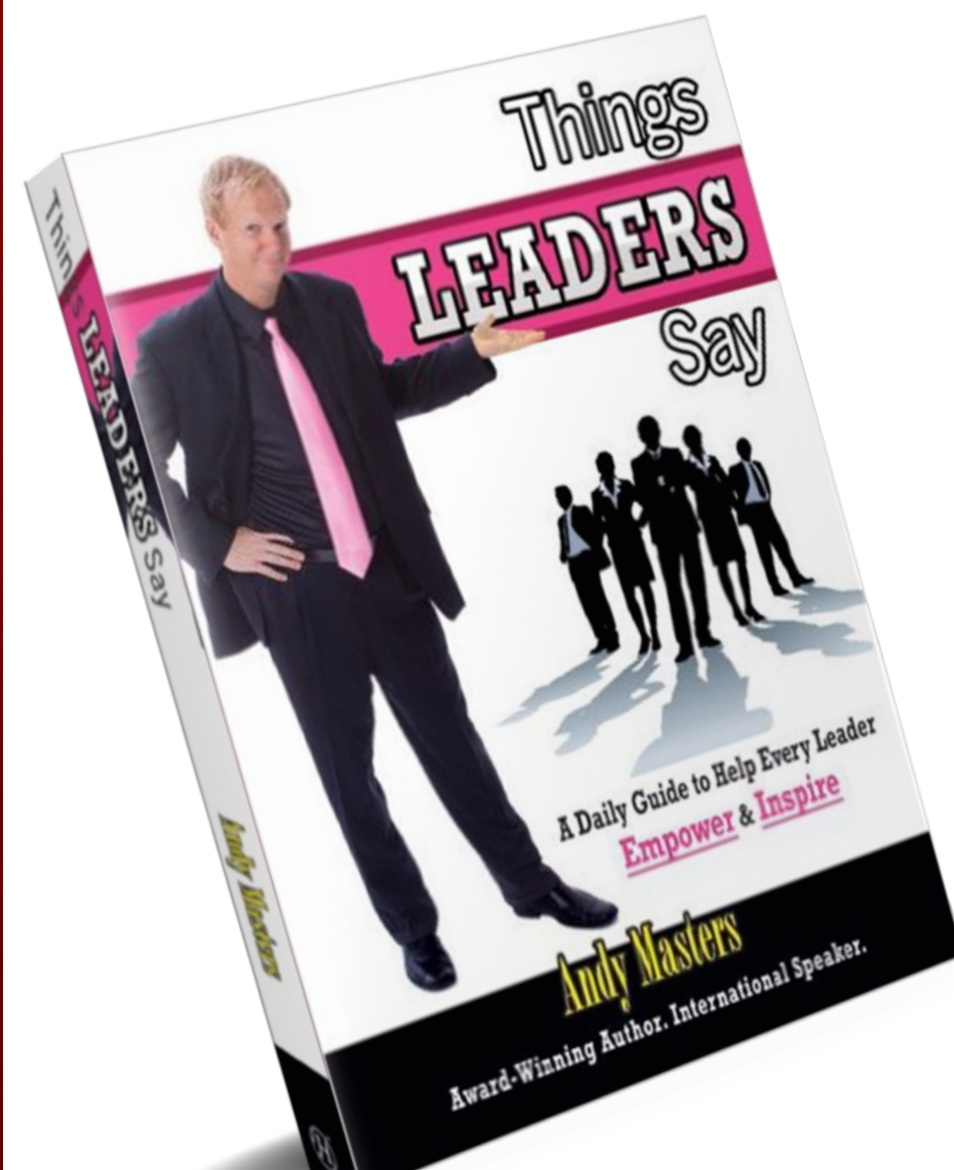
PARADISE PRINCES... A NEW KIND OF PICTURE... MARCIA MASATI... JIM CARABASOS
... JOHN WORTH... HANSENGER HILL
... ANTHONY DAVILE... MICHAEL PATRICK BUNYAN... JUNG CHADEL... MICHAEL CULAN... JUNG JAMES... ELYAN MACFERRMIT... M.A. NOLAN
... HARRY O'HEARY... DANIEL O'SHEA... J.D. PALMISTO... TAD GILL... JAMES SUNDLING... COURTNEY S. VANCE... STEVEN WEEPER... TEGAN WEST... KEO CHUNG
... JAMES... PHILIP GLASS... ... HENRY O'FARRELL... DAVID KORDA
... LARRY DE WAGAR... ... JIM CARABASOS... ... MARCIA MASATI... JIM CARABASOS... ... JIM CARABASOS

“LEADERS who micro-manage
spend more time looking down
than looking up.”



"A LEADER is not someone who takes on all tasks and responsibilities.

A LEADER is someone who empowers and inspires others to achieve as a team for the greater good of the organization."



Things LEADERS Say:

"This is a very important project.
I'd like to bring you along so you
can contribute and develop."

Things LEADERS *Don't* Say:

"This is a very important project.
I've got to tackle this one on my own."





<http://andy-masters.com>

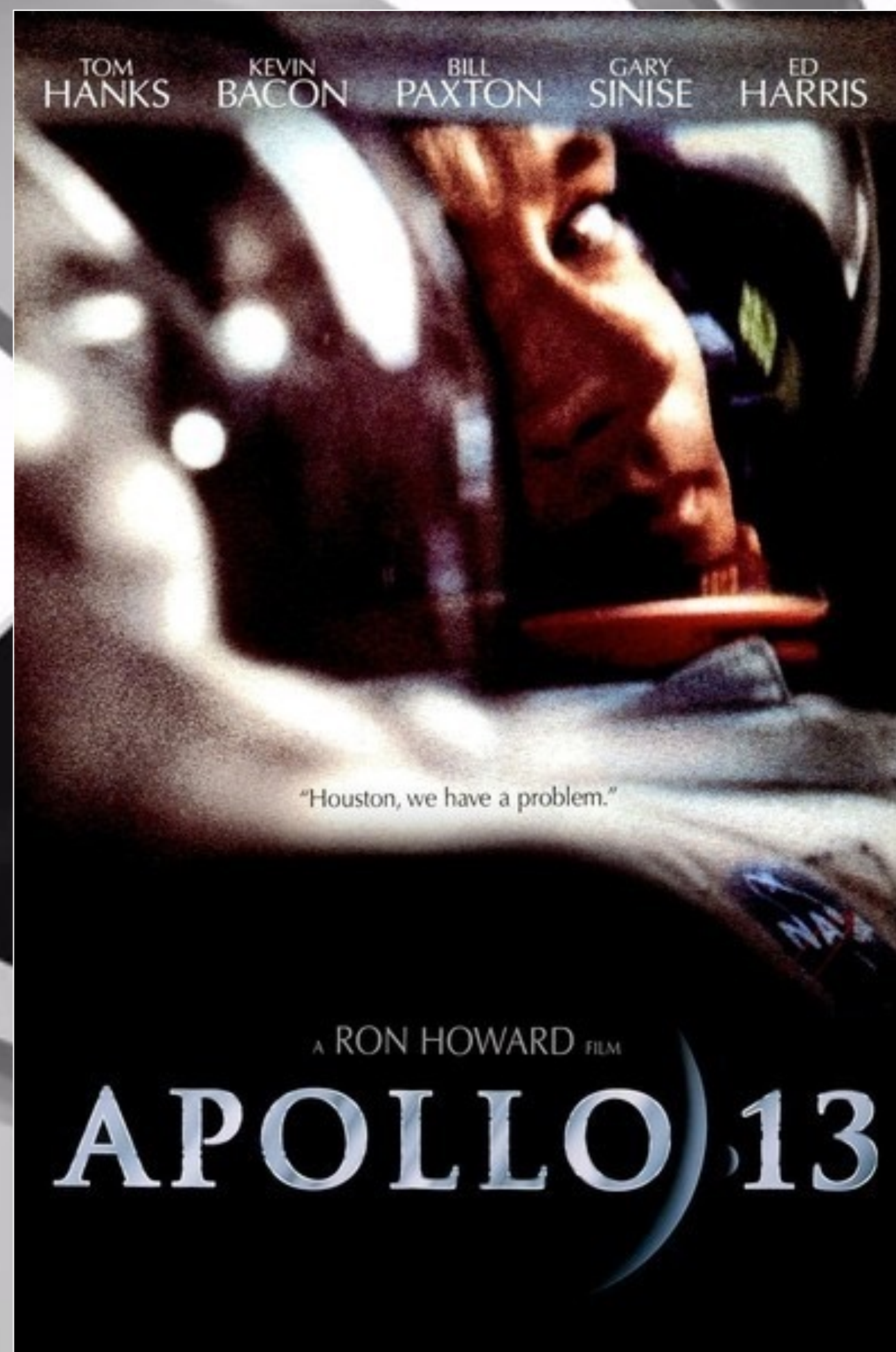
The ROI of Delegation:
How Control Freaks Cost
Organizations Big Bucks

A laptop screen with a white background. At the top, a URL is displayed in pink text. Below it, a title is displayed in black text, with the first word underlined.

<http://andy-masters.com>

Delegation:
Why We Should,
But Why Don't!





TOM HANKS KEVIN BACON BILL PAXTON GARY SINISE ED HARRIS

"Houston, we have a problem."

A RON HOWARD FILM

APOLLO 13





Foster a **POSITIVE**
working environment.

Master the **ART** of **Appreciation**.

From Mike Judge,
creator of "Beavis and Butt-head"

Office Space



Work sucks.

DVD



Positive Work Culture & Humor at Work!!

Increases team spirit

Decreases stress

Increases morale

Decreases turnover

Increases productivity

Decreases negativity

Increases creativity/ideas

Improves *service*.

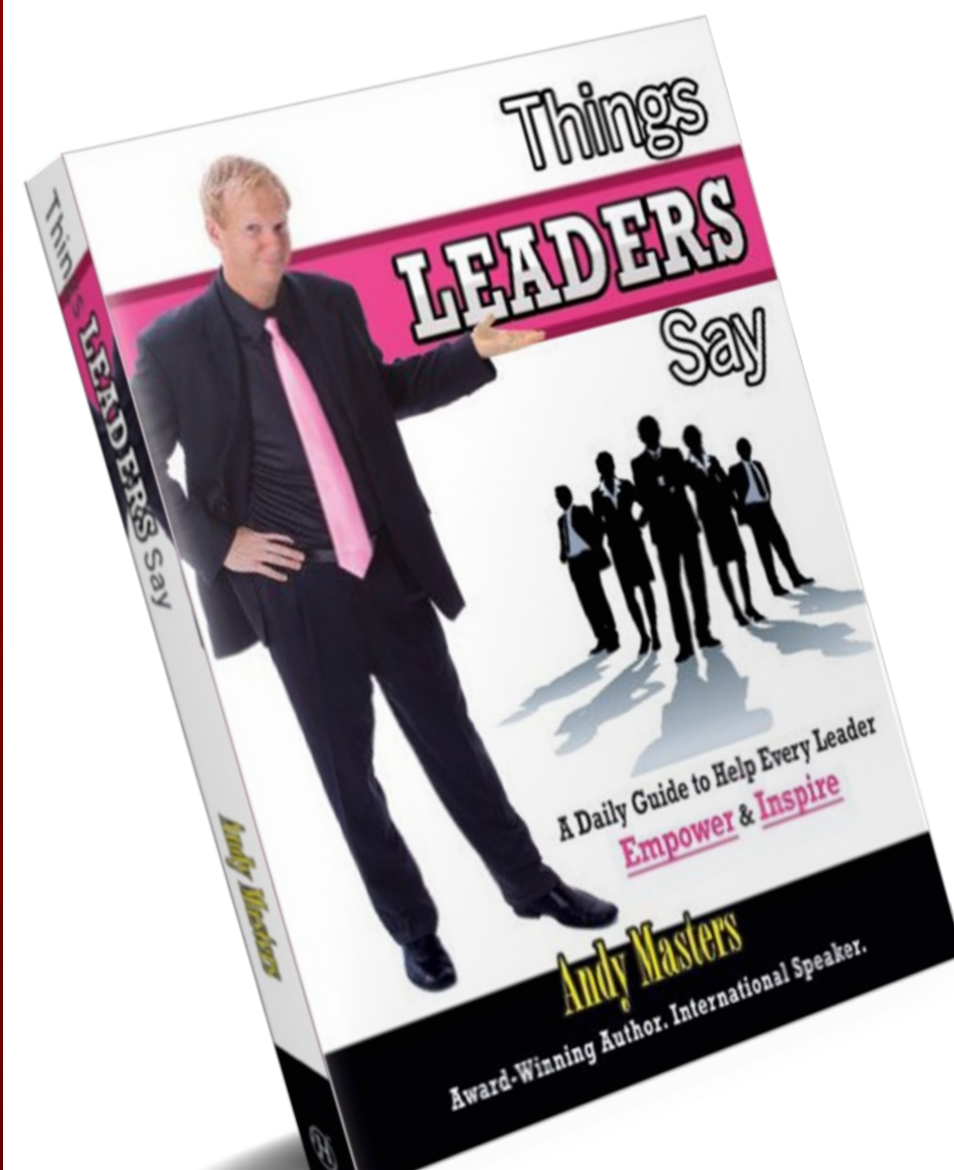
Clients do not come first.
Employees come first.
If you take care of your
employees, they will take
care of the clients.

- Richard Branson





"There's a reason some employees run through walls for their manager, and other's don't."

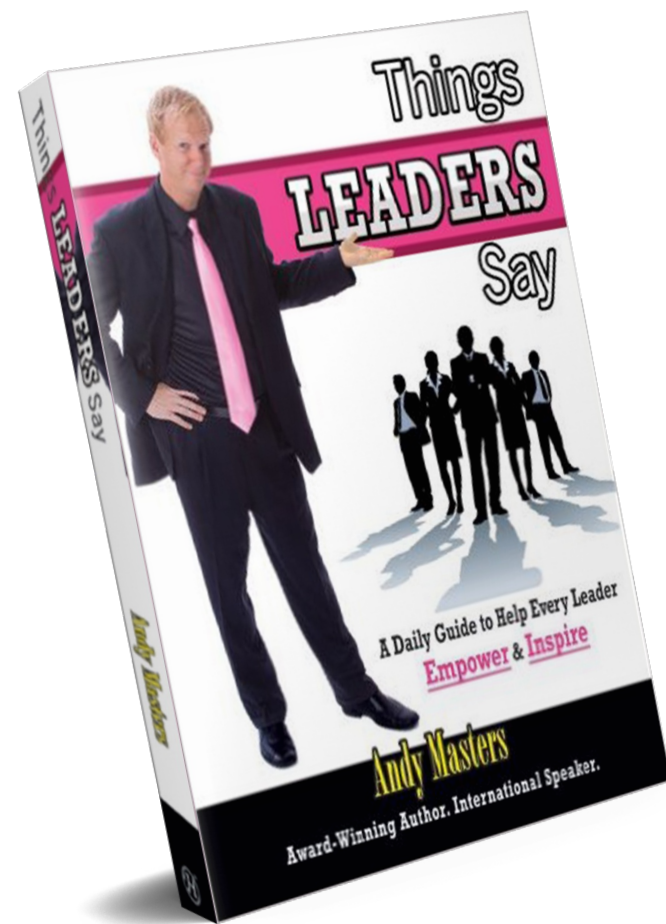




How will you be
remembered on
your last day?



The End!



For ?'s or info on Andy's programs for
your Gov't employee trainings/events:

Andy@Andy-Masters.com

<http://Andy-Masters.com>

