



3SIXTYManagementServices.com

A Personal Message from Rocky Romanella

Welcome to our new bi-weekly newsletter. It is my sincere hope that I can provide information that can enhance your team's business leadership. You are welcome to forward this newsletter to others who might benefit from the information it contains. Please feel free to contact me personally with any questions or requests for more information.

Leadership Training: A Strategic Investment



Rocky Romanella
Senior Partner
3SIXTY Management Services

I was honored to lead two breakout sessions at the Afflink Annual Summit held June 11 to June 13 at the San Diego Convention Center: **Balanced Leadership** and **Why Values Matter**.

We spoke during our **Balanced Leadership Breakout** session how to thoughtfully manage businesses based on the principals of Balanced Leadership. This is where we, as leaders, walk the talk. Where each of us:

1. Thinks like a customer by approaching each challenge as a true solutions provider. By watching you, your team members need to embrace this concept so, they begin to think like a customer in all they do and consider the business from the eyes of the customer to guide their decisions and actions.
2. Feel like a valuable employee by knowing your work and your teams' work matters and never compromising on safety. When you feel valued, you are empowered. You make smart decisions. You know you can talk to your manager and your team members know they can talk to you. By doing so, you create an uncompromising culture of integrity, honesty, respect and service. You embody the Open-Door Policy by being approachable.
3. Act like an owner by understanding the business and your role in what leads to success. When you consider the business as if it's your own, you pay careful attention to all the above – your customers and team members – and more.

During our breakout session on "**Why Values Matter**" we spoke about the importance of Ethics and Integrity. How we, as leaders, must demonstrate and exhibit uncompromising integrity and commitment to values, human resource principles and business conduct policies. We can build trust and instill confidence in our team and our organization through mutually respecting each other, which begins with how we treat each other in our daily interactions.

I also had the opportunity and privilege to address the **E2 group (Emerging Leaders)**. This is an awesome group of leaders who were well-organized and will have a positive effect on those they lead today and in the future. We spoke about how leaders can motivate their teams to achieve personal satisfaction and high performance through a sense of purpose and spirit of cooperation.

All of these vitally important concepts were drawn from our Business Leadership Training curriculum. Learn more about our approach to [BUSINESS LEADERSHIP TRAINING](#) and schedule a free, no obligation assessment with our team.

New Podcast: Crucial Talks Episode 35: Legacy, Leadership, and Lug Nuts

Everyone plays roles. In this episode, I spoke about the role of leaders in instilling a sense of Legacy and the behaviors they need for this to happen. This concept is important because the roles people play, and behaviors people assign to those roles will guide what they do. Their role is important especially at the time when people are trying to make sense of the world around them and then decide what to do. We discussed vision, mission, goals and the leader's role. We provide three key questions leaders can ask themselves: Who am I? What do I stand for? What won't I compromise? [LISTEN TO THE PODCAST.](#)



Coach's Corner

Be the Best Coach You Can Be

One of my favorite quotes is from legendary UCLA Coach John Wooden, whom I had the great pleasure to meet and interview. He said, "Good values are like a magnet – they attract good people."

Coach Wooden helped shape my life and values. As a Balanced Leader, I believe it's my duty to positively impact the experiences of those in my charge. [READ MORE AND SEE MY INTERVIEW WITH COACH WOODEN.](#)

Competency Starter List

Team building/team effectiveness establishes a climate where team collaboration and effectiveness flourishes. An effective team member:

1. Establishes constructive and solid interpersonal relationships;
2. Treats others with courtesy, tact and respect;
3. Works effectively with others, regardless of organizational level, background, gender, race or ethnicity;
4. Works to resolve disagreements, attempting to persuade others and reach agreements;
5. Supports group decisions when group decisions are appropriate;
6. And, leads and facilitates team interaction and maintains focus on group goals.

How can we develop great teams and/or increase our team's effectiveness? It starts with a [LEADERSHIP SKILLS INVENTORY.](#)



Tighten The Lug Nuts



While more and more Business Leadership Books are flooding the market, it seems like less and less of them are creating game-changing "aha" moments. If you're looking for a game-changer in Business and Leadership and an "aha" moment, make Tighten the Lug Nuts, written by Sr. Partner, Rocky Romanella, a must-read for your team, and see the difference quality mentoring makes in your day-to-day operations. [READ MORE.](#)

Free Assessment



Transform Your People

Is it possible for your company to grow and develop if your people don't grow and develop their business leadership traits?

Help your team become more effective and take on bigger and more significant challenges. The 3SIXTY business leadership training team brings decades of experience in our partnership with you to tailor comprehensive leadership development curriculum for your team and train them on skills that will transform your organization. [READ MORE.](#)



Copyright © 2018 3SIXTY Management Services, All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).