

Leadership and the Final Four: Eight Leadership Behaviors[©] Presented by Mary Ruth Burton

1. Hire the Best

- *What steps do you take to make sure you recruit the best people for your organization?*
- *Manager or not, do you continuously recruit people who could support your efforts?*

2. Nurture your players

- *What are you doing to nurture your employees? The colleagues on whom you depend?*
- *What do you do to build a sense of community in your organization?*
- *Name one thing you can begin doing.*

3. Model the behavior you want to see

- *This is a very important way to provide direction – others will do what you model.*
- *On your best days, how do you model what you expect from those around you?*
- *What happens to your behavior when you are stressed? Do you send mixed signals?*

4. Expect and inspect

- *As a leader, how do you set clear expectations?*
- *What do you ask questions about, measure and track?*
- *Are these in alignment with what matters most to achieving those expectations?*

5. Let the players own and resolve their differences

- *Are people on your team getting away with things? What do you need to confront? In other words, what constructive feedback do you need to deliver to boost your team's success?*
- *What do you need to do to be more in service of the team?*

6. Keep a positive attitude, especially in the face of adversity.

- *How is your attitude? Do you keep in mind that "appreciation is the currency of success?"*
- *How can you avoid using defeating language? Remember, you set the tone as a leader.*

7. Enjoy the journey

- *What do you do to celebrate successes big and small?*

8. BELIEVE: ANYTHING IS POSSIBLE

- *How do you instill this belief in those around you?*
- *What do you do to motivate yourself and your team?*
- *How can you inspire those around you each day if you are not a manager?*

About Burton~Fuller Management, Inc.

Since 1987, Burton~Fuller Management consultants have collaborated with clients to provide high quality training and organizational development services to meet their needs. Our services are related to executive coaching, strategic planning, training and human resource related projects. Our team development and change management tools and techniques have increased productivity and improved results for 25 years.

We are partners with each other and with our clients. We pride ourselves on our high standards, our flexibility, and our availability to our clients.

Some of Burton~Fuller Management's clients include:

- Altria
- Bon Secours
- Chesterfield County
- Fairfax County Economic Development Authority
- Hamilton Beach
- Hunton and Williams
- Old Dominion Electric Cooperative
- University of Alabama
- Virginia Commonwealth University
- Virginia State Bar

What Our Clients Are Saying

“Mary Ruth has done a phenomenal job mentoring and coaching our entire staff. Her ability to cultivate strengths, inspire growth, and facilitate teamwork will make her a tremendous asset for any program.”

*Shaka Smart, Head Basketball Coach
Virginia Commonwealth University*

“Burton-Fuller Management provides extremely effective coaching for executives incorporating individual and company goals. It is a smart, worthwhile investment.”

*Anna McKean, Executive VP of Strategic Initiatives
Health Diagnostic Laboratory, Inc.*

“My work with Mary Ruth has been nothing short of phenomenal. She has helped me in a number of ways and I am able to apply what we discuss on a daily basis. I would recommend her to anyone, and I can guarantee the result of their work with her will benefit not only their organization, but them as a professional.”

*Norwood Teague, Director of Athletics
University of Minnesota*



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All credit for the creation of this handout goes to Mary Ruth Burton.

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