Be part of the solution and help others succeed
CHILDHOOD

- Childhood in Alabama
- Youngest of 7
- Remembering: the back of the restaurant to get food, the side door, and the balcony of the theater
- Mom widow before I was born; role model for hard work and determination...domestic and cook, GED, LPN
- 7 kids & 11 degrees

You decide what you want to be and make your own luck
EDUCATION JOURNEY

- High School in Alabama
  - Student council
  - Honor society
  - Four sports and President of the student council
- School 15% African American
  - Learned lessons of relationships early
- West Point recruited football player
  - My athletic skills developed at different pace than my desire-played two years
  - Lemon into lemonade
  - Enhanced communication skills and followed passion with sports
  - Voice of Army sports

You have to see yourself do it. Do not listen to those who tell you it can’t be done. Watch the ball go in the basket
PROFESSIONAL CAREER

- Keep all options open
- Army great place for leadership development and planning skills
- West Point
  - Admissions officer
  - Staff officer
  - Assistant Professor of Economics and Finance
- Commander in Korea
- Staff officer in Pentagon

We are all teachers. What are you doing to develop great people?
POST-ARMY CAREER

- Started in Development
- Made Managing Director in 4 years
- Started new business unit, Public Institutions
- Left JLL to join a small firm...left on good terms and remained on board
- Started Bulls Advisory Group
- Bulls Capital Partners

The Power of No
SELF-ACTUALIZING PROFESSIONALLY

- Corporate and Community Boards
- Value of relationships-first board experience

Broaden horizon beyond your vocation
YOUR PERSONAL BRAND

Sum total of your values as evidenced by how you deliver on those values at every point of contact

- How are you perceived?
- How do you want to be perceived?
- How can you change how you are perceived?
PERSONAL BOARD OF DIRECTORS

Assemble a “Personal Board of Directors”

- People you trust
- Give it to you straight
- Tough love
- Include a Millennial (technology & social media skills)

Who will be on your personal Board of Directors?
TOP 5 PEOPLE YOU SPEND TIME WITH

You are a direct reflection of the top 5 people you spend time with

- Dogs--------Fleas
- Eagles-------Soar

Who are You reflecting?
FOUR LEADERSHIP CHARACTERISTICS

Connect versus Network
Collaborate (Be a team player)
Character/Integrity (do what you say...say what you do)
Conditioning

- Strong body compliments a strong mind
- Stay in great spiritual and physical condition
- It is a long race...the strong survive
- Regular workout routine is critical

How will you implement the Four C’s?
CAREERS ARE LIKE MAKING SAUSAGE

- Career success is not always linear
- It is not about falling down...it is about getting up
- May be good in the end but it is a little messy along the journey

What sausage are you making?
Networking ===> Quid Pro Quo

Connecting ===> What can I do to help you?

What are you doing to “Connect”? 
KEY ATTRIBUTES OF SUCCESS

- Strong Interpersonal Skills
- Strong Analytical Skills
- Strong Communication Skills (Verbal, Written, Listening)
- Strong Leadership Skills
- Entrepreneurship/Sense for Risk Taking
- Strong Sense of Passion for What You Do
STANDING ON THE SHOULDERS OF GIANTS

- You did not obtain your current success alone:
  (parents, teachers, coach, neighbor, minister, relative, friend, etc.)
- Part of Connecting...do something special
- Contact someone who has been critical to your personal success
- Express how much you appreciate their support
- Tell them how their support assisted you along the way
- Options (call, email, personal handwritten note)

What Giant will you contact?
CONCLUSION

- Have a personal vision
- Surround yourself with quality people (Personal Board of Directors)
- Set your standards and goals high
- Be collaborative and give others credit
- Strive each day to make others successful...
  ...that is the mark of a true leader
- Strive to be respected (versus being liked)
- Family and friends are critical to energizing and sharing your success
- A healthy body compliments a strong mind

A true leader strives each day to make others successful
“The Great danger for most of us lies not in setting our aim too high and falling short, but in setting our aim too low and achieving our mark.”

Michelangelo

Where have you set your aim?
QUESTIONS