



ARNIE WOHLGEMUT

Is an #EverydayLeader



Dr. Ernest Jones

[Linkedin.com/in/drernestjones](https://www.linkedin.com/in/drernestjones)



WHAT ARE YOU PASSIONATE ABOUT? AND WHAT ARE YOU DOING TO DELIVER ON THIS PASSION?

I am passionate about supporting new or emerging leaders. In my practice, I find myself helping people from all walks of life, backgrounds, and cultures; inspiring them to be successful leaders

1. Respect for age and experience
2. Supporting the success of others. I also have a passion for helping people succeed.



HOW DO YOU GO ABOUT LEADING? AND HOW DO YOU USE YOUR PASSION TO ALIGN PEOPLE TO YOUR VISION?

When these 4 principles become habits, they enable new managers and supervisors to breakthrough to higher levels of performance, by transforming their leadership style to being leaders who are

1. **DECISIVE** — understand the importance of momentum in the work environment
2. **INSPIRED** — achieve success beyond your team's self-limiting beliefs
3. **CONSISTENT** — remove the fear and uncertainty that cripple progress
4. **EMPOWERING** — facilitate increased staff engagement



IS THERE ANYTHING IN YOUR BACKGROUND NOT DIRECTLY RELATED TO BEING A LEADER THAT HAS HAD AN OUTSIZED IMPACT ON THE WAY YOU LEAD?

1. In my senior year in high school, I had a summer job with a local electrical company as stock keeper
2. My manager John was a fabulous human being. In his management style, I always knew where I stood, how I was doing, and he provided affirmation to me as a young man seeking out possible career opportunities
3. His consistent and caring management approach made the choice of pursuing an electrical apprenticeship an easy decision



WHAT'S YOUR PHILOSOPHY ON BUILDING A TEAM? WHAT DO YOU SEARCH FOR? HOW DO YOU GO ABOUT SELECTION? AND HOW TO DO YOU APPROACH MANAGING PERFORMANCE?

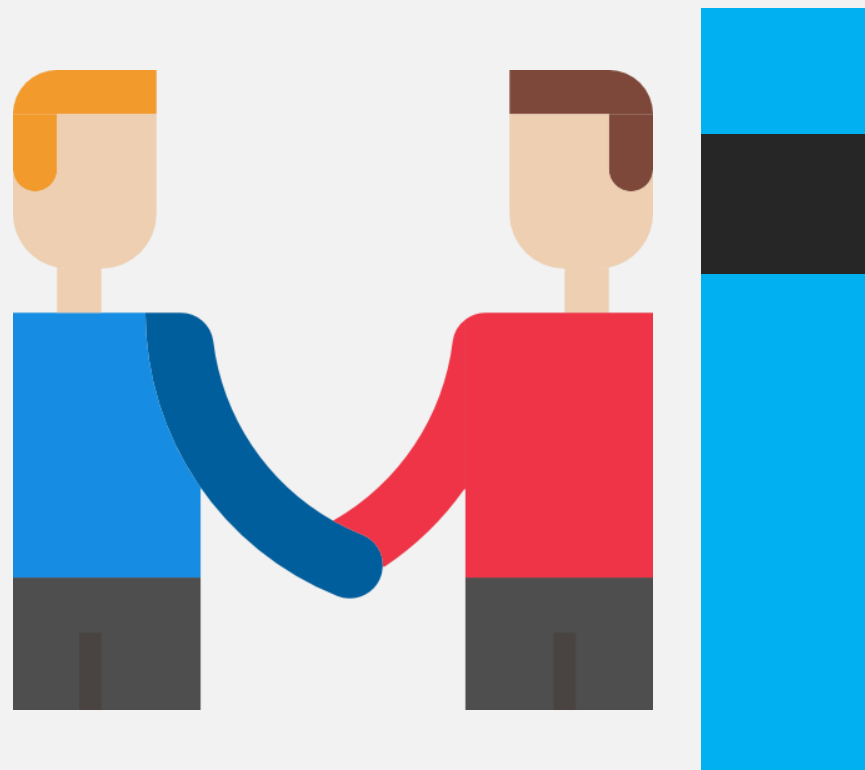
1. I believes that diversity is the key to long term success
2. The first step is always to identify the technical skill, knowledge and experience needed to complement the team
3. Once identified, I believe there isn't any one level of technical competency that I would identify as a must to be a team member
4. Character is the second step of the selection process. Honesty, integrity and passion that supports the organizations cause, are sought after
5. Having clear goals and a strong communication strategy are important in managing performance



WHAT DATA DO YOU USE TO ENSURE YOU ARE LEADING EFFECTIVELY?

1. Results speak louder than words
2. I believe that the best measure of leadership effectiveness must be gathered from a variety of stakeholders
3. I find personal interactions with stakeholders the best method of evaluating leadership effectiveness
4. Having a good set of Key Performance Indicators is also useful

I have used them to identify the trajectory of his team's success and development. The ideal trajectory is up towards the successful competition of tasks and duties. If the trajectory is flat or even downward, action will be needed



WHAT ARE SOME OF THE BIGGEST MISTAKES TODAY'S LEADERS ARE MAKING? AND HOW WOULD YOU GO ABOUT FIXING IT?

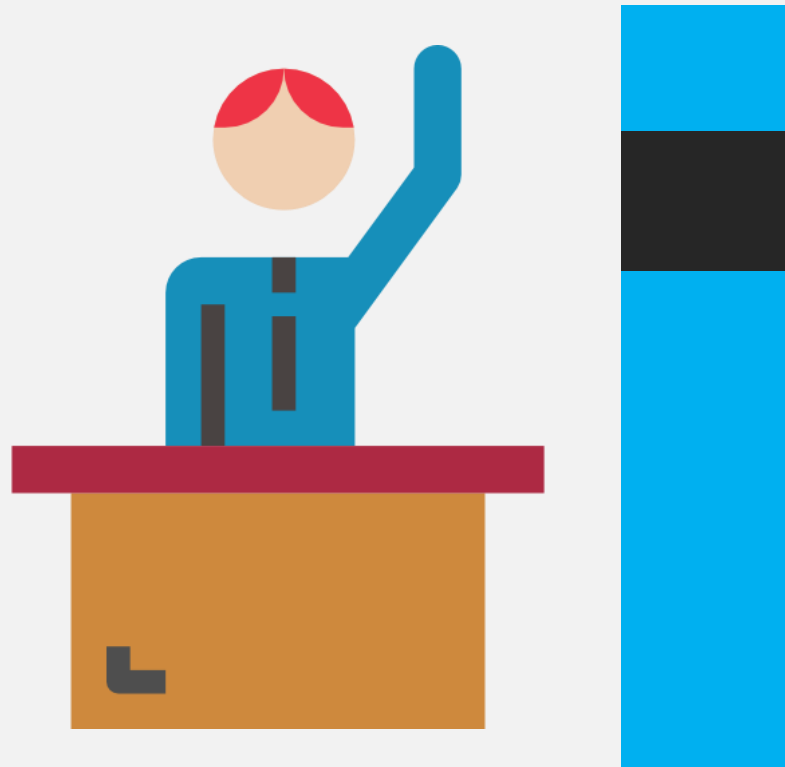
1. One of the mistakes leaders are making today is the disproportionate focus on the bottom line or the lack of focus on people
2. Today's leaders need continually find a way of building strong workplace relationships in spite of our busy day
3. Our work lives are laced with a toxic brew of conflict, fear and competition which has given rise to a hunger for compassion, collaboration and partnership
4. Transparency and authenticity are best demonstrated when our head, heart and feet are all going in the same direction for your staff or your clients to see



WHAT DO YOU SEE AS THE 2 OR 3 GREATEST OPPORTUNITIES FOR LEADERS OVER THE NEXT SEVERAL YEARS?

1. The battle against Ageism. We are in an age where the population of Generation Y will out number the population of baby boomers in our workforce
2. Granted we live in a rapidly changing world, however each generation has learned to adapt
3. Increase the role of women in leadership and board of director positions
4. Excluding leaders based on gender is like cutting your potential for success in half

DO YOU HAVE ANY FINAL WORDS OF WISDOM FOR EVERYDAY LEADERS?



1. We were not all born leaders, but we can make good leaders by being one ourselves
2. Never forget the rocky road YOU once walked on and always lend a helping hand up!
3. Our world is changing rapidly so we need to set good examples for our up and coming Leaders
4. Leadership is influence, nothing more and nothing less. Create the circumstance to get the desired results!



Great content picked exclusively for
experienced, emerging and new
leaders who want to work on their
leadership effectiveness

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