



KEVIN LANE TURNER & TURNER LEADERSHIP STRATEGIES

Sustainable change through Training-Over-Time.



LEADERSHIP DEVELOPMENT | C-SUITE ADVISORY | TEAM PERFORMANCE TRAINING | TURNAROUNDS

Spring 2019 Newsletter

Quotes of the Day

"Do you want to know who you are? Don't ask. Act! Action will delineate and define you."

- Thomas Jefferson

"An idea not coupled with action will never get any bigger than the brain cell it occupied."

- Arnold Glasow

"Well done is better than well said."

- Benjamin Franklin

"Inaction breeds doubt and fear. Action breeds confidence and courage. If you want to conquer fear, do not sit home and think about it. Go out and get busy."

- Dale Carnegie

What others say:

"Kevin,

I can't express how important it is to have someone like you on any leadership team.

While a leader can intuitively navigate ins and outs of the day-to-day, it is so vital to have access to a consultant like you.

Thank you for your willingness to be on my team!

I will also add; it is so grounding to get out with front line employees. Last night around a fire pit and this morning serving breakfast to those employees was so rewarding in a lot of ways. They appreciate the access, however I get so much more from simply listening to their perspective and feelings. These should be required actions for any leader."

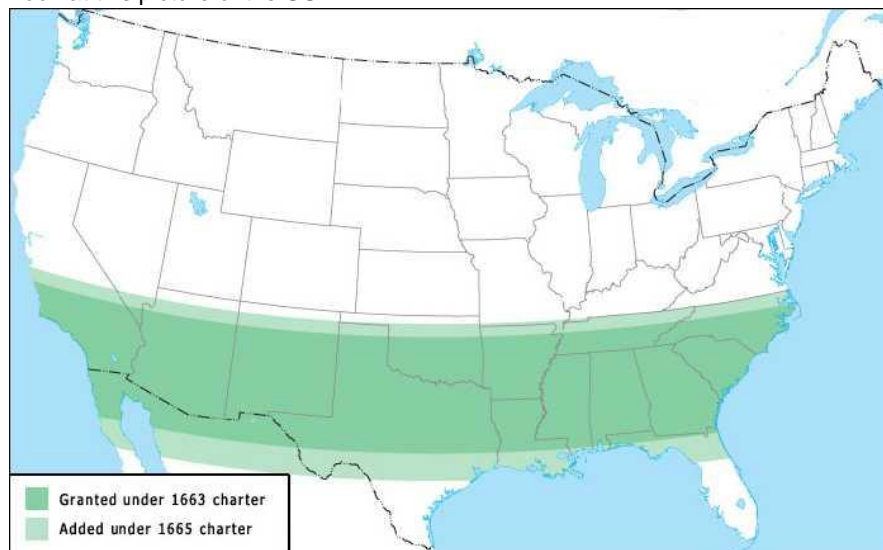
- Sr. VP of a Fortune 100 "Best Companies to Work For" organization

Patience vs. Passiveness: Do you know the difference?

Let's not confuse patience with passiveness. Passiveness is rooted in fear and doubt; a "preoccupation with self." Patience is rooted in confidence and self-discipline.

Initially, behaviorally on the surface, these two often look and appear to be the same. However, the end-result of each is *very* different. Passiveness always leads to over-reactive behavioral *habits* (mental, emotional, physical, and verbal *habits*), really bad for decisions in business. Patience on the other hand, leads to clear-headed assessments which is best when it comes to sound, solid decision-making.

Look at this picture of the USA.



Can you guesstimate how much the land shaded in green is worth in today's (2019) dollars? Can you imagine owning all of that property today? Your wealth would FAR exceed that of the richest man on earth, Jeff Bezos (who is currently worth \$150.7 billion).

Well, it just so happens that one man *did* at one time own ALL of that land! That's right, all of it was his to do with whatever he so pleased, and it was granted to him by none other than one of the most powerful people on earth

"Action is a great restorer and builder of confidence. Inaction is not only the result, but the cause, of fear."

- Norman Vincent Peale

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at the time, the King of England. However, would you believe that this man lost it all? His name was Robert Heath and what is sad is how he lost this great prize.

He didn't lose it through business ventures gone wrong. He didn't lose it through mistakes. He didn't lose it because of unfortunate circumstances beyond his control such as an adverse economic swing. *He lost it all through passiveness!* Robert Heath was so caught up in his own little world (a world which frankly was wrought with emotionalism and self-centeredness) that he allowed his land grant for what was then the Carolinas of the New World to expire. As scholars put it, "*Heath never took sufficient interest in the colonization to undertake the settlement of his new property.*" Consequently, Heath eventually lost it out of negligence (which is rooted in passiveness), not acting on what he needed to do in order to grow it, prosper it, and keep it!

That is what passiveness does to a person. Passive people get so caught up in their own world (or head) that they become blind to the very real opportunities that are often within arm's reach, or even under their nose. They are distracted by the unimportant and/or meaningless, which often leads to some poor decisions, or worse (like Robert Heath), no decision at all.

The moral of the story is that *it is often better to make a decision and it be wrong than to make no decision at all*. When you make a mistake from a decision, you can and will learn from it. When, out of a desire to avoid failure, you make no decision, you have nothing to learn from. Your decision-making faculties are *an empty slate*. The Bible says, "*There is wisdom in the advice of many counselors.*" How useful would those counselors be if none of them possessed the wisdom that naturally comes from the mistakes and miscues they encountered throughout their lives? Would you want to rely on the advice of counselors who have no wisdom? That is what passiveness, doubt, and fear do to a person. In the immediate, it makes you a failure. In the end, it makes you wisdom-less!

Presidential Thoughts

"I cannot single out the one greatest challenge in my life. I have had a lot of challenges and my advice to young people might be as follows:

- 1) *Don't get down when your life takes a bad turn. Out of adversity comes challenge and often success.*
- 2) *Don't blame others for your setbacks.*
- 3) *When things go well, always give credit to others.*
- 4) *Don't talk all the time. Listen to your friends and mentors and learn from them.*
- 5) *Don't brag about yourself. Let others point out your virtues, your strong points.*
- 6) *Give someone else a hand. When a friend is hurting, show that friend you care.*
- 7) *Nobody likes an overbearing big shot.*
- 8) *As you succeed, be kind to people. Thank those who help you along the way.*
- 9) *Don't be afraid to shed a tear when your heart is broken because a friend is hurting.*
- 10) *Say your prayers!!"*

- George H.W. Bush,

41st President of the United States of America