

# **LCDP Cohort IX**

## **A RISING TIDE**

Leadership Learning Series

## **Motto/Quote Toolkit**

27 January 2016

Quote/Motto	Background	Attributed To	LCDPer
This is not your practice life.	I was brushing my teeth one morning, feeling completely exhausted and just wanting to crawl back into bed, when I saw a Lululemon bag hanging on my laundry cart. Lululemon bags have lots of little quotations all over them, but one in particular jumped out at me: This is not your practice life. Not only did that reminder give me the energy I needed to tackle that day, but it has helped me to make choices that better align with what I want my life to be like. I repeat it to myself whenever I am unsure about what my next step should be. Minutes become days, which become weeks, months, and years. By taking care of the minutes, I take care of the years. By keeping the years in mind, I use the minutes better.		Amanda McCarty
It is never too late to do the right thing.	This is one of many quotes/mottos that brings meaning to me nearly everyday. In this breakneck lifestyle that includes a demanding job and full personal life I find myself in a constant state of "get 'er done" as my time deficit grows. Sometimes, I need to remind myself that doing the right thing is better than just "doing" in order to meet deadlines, accomplish tasks, and complete a product. This is especially important even after I have started a process (invested precious time) and might need to start over. It's never to late to go back and revisit a topic, take time for the people that mean the most to you, or take a step you might have skipped.		Chad Cary
Be ashamed to die until you have won some victory for humanity.	The quote reminds me of my core value of serving others. It is a reminder not to limit myself to "doing a job" in public service but to truly serve others so they may experience improvement in their lives and the world in which they live. I pull it up on my screen or phone as a call to action when complacency or frustration creeps in. I also use it in various forms as the basis for many of my passcodes so it is on my mind whenever I log-in to work.	Horace Mann	Craig Russell
Doubt kills more dreams than failure ever will.	This quote is always helpful for me when that little voice creeps in my head that says I shouldn't go after that job or opportunity that is in front of me. It helps me to dream big and put myself out there for an opportunity that I may feel is out of reach. All of my LCDP rotational assignments were out of my comfort zone and stretch assignments but I decided to dream big and push myself in ways that I had never experienced because I wanted to come out a different and better person by the end of LCDP. I can honestly say that I failed to accomplish an assignment during LCDP, but I reflected and learned how I should go about getting specific tasks accomplished in the future. Without that failure, I wouldn't have learned that lesson.		DaNa Carlis
Start as you mean to go on.	I originally learned this motto from the classic parenting book "The Baby Whisperer" by Tracy Hogg. It turns out that it applies equally to establishing an infant's routine AND to the first 90 days of a new job. In any situation in life when you have a principle or strategy that are critical for success, be consistent from the jump! Don't create bad habits that you will have to break later. I hope I never feel the in the workplace the desperation I felt trying to soothe my screaming babies. When approaching change management in the workplace I draw strength from the fact that I got through that time - and the key to my success was - "Start as you mean to go on!"		David Diamond
With great risk comes great reward.	The engine refresh project of the P-3 Service Life Extension Program. Options were the sure thing, very easy to execute original plan of overhauling as many engines as we could using a maintenance contract already in place. Risk was to develop an R&D type contract and leverage NOAA's expertise and Hurricane Sandy funding to become the first operators in the world to fly the Series 3.5 engine operationally. Schedule was tight and scope was ambitious. There were numerous opportunities for the whole thing to fall apart but we finally accomplished it and are now reaping the rewards. Both economically, operationally and in industry prestige.	Thomas Jefferson	Devin Brakob
Never a dull moment...	I say this often because in the environment that I work in, I have to always be prepared to handle the unexpected. There are no routines, patterns, or scheduled items on my work day or week, and the only time I know I should worry is when there is dull moment, because that is akin to the calm before the storm.		Felipe Arzayus
In the end, only three things matter: how much you loved, how gently you lived, and how gracefully you let go of things not meant for you.	I received some feedback at the end of a game of "telephone" that was challenging to hear and useful to address. I came across this quote that day in the email signature of Ron Redmon and the third clause had a powerful impact on me. Rather than challenge the feedback directly, as I wanted to, I looked for the truth in it and what I could learn from it. It helped me manage my defensive tendencies, which created space for me to learn more about myself and how others receive me.	Buddha via Ron Redmon	Frank Parker
Don't compromise your core values.	I was faced with a decision where I had to decide between what was the right thing to do versus following an agreed upon process. I actually, for the first time, wrote down my core values so I knew exactly what they were and what I stand for.		Gene Fisher

<p>It is okay to fail.</p>	<p>In my last LCDP developmental assignment (now full-time job), I was put in a challenging situation of standing up a new division in an office that was recently created with the merger of two offices with a newly hired Director and Deputy Director. I was faced with several significant challenges resulting from being a new leader and having to tackle complex issues that have been lingering for years and required immediate attention. Contrary to my personality of wanting to get everything right the first time and being too thorough and conservative with my approach, I had to learn to accept that it is okay to fail as long as you put forth the effort and learn from the results of the action taken. Taking action is better in many cases than inaction due to being overly risk averse. This was one of the greatest lessons I have learned in my leadership journey and has given me more confidence to push forward with making headway on the change in my new office.</p>	<p>Several leaders in my LCDP journey</p>	<p>Jeff Weir</p>
<p>I am not an advocate for frequent changes in laws and constitutions, but laws and institutions must go hand in hand with the progress of the human mind. As that becomes more developed, more enlightened, as new discoveries are made, new truths discovered and manners and opinions change, with the change of circumstances, institutions must advance also to keep pace with the times. We might as well require a man to wear still the coat which fitted him when a boy as civilized society to remain ever under the regimen of their barbarous ancestors.</p>	<p>This quote was on a panel at Monticello. It speaks of institutional change and the need for institutions to keep pace with the times. Change is important and necessary.</p>		<p>Jennifer Day</p>
<p>If you can make one heap of all your winnings and risk it on one turn of pitch-and-toss, lose, and start again at your beginnings And never breathe a word about your loss; If you can force your heart and nerve and sinew To serve your turn long after they are gone And so hold on when there is nothing in you Except the Will which says to them: 'Hold on!'...Yours is the Earth and everything that's in it</p>	<p>This quote is an excerpt from a poem I found very helpful in many trying situations...basically the philosophy is to be strong when life situations don't work out as you planned and you find yourself rebuilding parts of your life (professional and/or personal)...try to learn from the past, move forward and not be brought down but what you may have lost. Try to find the positive you can in the future, learn and move-forward.</p>	<p>Rudyard Kipling, from his poem "If"</p>	<p>Justyna Nicinska</p>
<p>It's done when it's due.</p>	<p>It's my junior year in high school, and I'm sitting in AP Chemistry, stomach in knots, wondering aloud how on earth I'd finish my final project on time with all of my other class deadlines happening around the same time. My friend and classmate, Mike, said to me, "you'll get it done because that's what you do. It's done when it's due." (Mike went on to become managing editor of the Washington City Paper; he's aware of deadlines and their importance.) I finished my project and my other class final assignments without extensions. I made it to basketball practice. I got into a good college. Things worked out.</p> <p>Fast forward 20 years. "Fast turnaround" and "Competing priorities" are the current and very-accurate buzz-phrases of my professional life. I'm forced to do triage on my assignments. Sometimes things are due in two weeks, and I have the luxury of making my response or report perfect. Usually, I don't have that time. Assignments are due "close of business" yesterday, or "no later than" noon today. (It's 10:30 AM already.) All I can do is the best I can do - within the timeframe I have available to me. ("All I can do is the best I can do" is my runner-up for a personal motto. It's a truism, but whatever.) I turn my assignments in when they are due, and extension requests are rare from me. (I can't think of one now.) The quality of content and writing varies, and I'm okay with that. If I have two weeks, the content and writing quality is high - I even had time to run my response by our communications specialist! If I have a day or two, I do what I can, and my result will have to do. It's done when it's due.</p>		<p>Kathleen Jamison</p>
<p>Be patient. Let your team share their inputs first.</p>	<p>It's easy for us to want to be the first to interject our opinions. I've learned that a good manager and leader is patient and lets others first share their thoughts before sharing his/her ideas. This allows for a more open and honest discussion.</p>		<p>Keith Chanon</p>
<p>You are responsible for your own entertainment.</p>	<p>College. Captain Murphy's 4th Law of Tankers. I've adopted it as my motto ever since then. It reminds me that if you want something in life, you have to go after it and make it happen.</p>		<p>Liz Kretovic</p>

Do your best and forget the rest.	Sometimes you need to understand your limitations and be willing to let go of the things you cannot influence or control so that you can continue to make meaningful strides focusing on your strengths.		Marc Saccucci
...the only thing we have to fear is...fear itself — nameless, unreasoning, unjustified terror which paralyzes needed efforts to convert retreat into advance.	These inspirational words speak to me, because they have such deep and profound truth in them, which makes them so powerful. It is always difficult to start a new project, to create a new thing, to change condition even when there are not good for us. There are so many unknowns and so much doubts in our ability to overcome the odd that will be on our way. The essence of the unknowns and doubts is fear. Brave the fear and start doing what your heart says is the right thing to do!	Franklin D. Roosevelt	Marina Timofeyeva-Livezey
The beatings will continue until morale improves.	'The beatings will continue until morale improves' is a famous quotation of unknown origin. It literally denotes how morale, such as within a military unit or other hierarchical environment, will be improved through the use of punishment. More importantly, the phrase is used sarcastically to indicate the counterproductive nature of such punishment or excessive control over subordinates such as staff in the workplace or children living at home.		Martin Yapur
In the beginner's mind there are many possibilities, but in the expert's mind there are few.	In Liz's Leadership Series #2 Session the topic of "embracing ignorance" came up, which made me think about this quote by Suzuki. It has stuck with me throughout the program. To me it means trying to leave my preconceptions behind and approach situations with complete openness. Try to listen and let myself see things differently, expand the possibilities. Or, as someone once told me, another way to think of it may be as "getting out of my own way...."	Zen Master Shunryu Suzuki	Matt McPherson
Life's most persistent and urgent question is, 'What are you doing for others?'	I have always been very inspired by the visionary and courageous leadership of Dr. Martin Luther King. During LCDP, there were times when the focus was so much about "me" and my development, it seemed possible that I'd start becoming a bit more self absorbed than I prefer to be. This simple quote from Dr. King always reminds me of my core belief in the value and importance of service to others. It seems especially appropriate given my career choice as a civil servant. I feel this fundamental question is also one that leaders would do well to keep in mind. When I did a detail with the National Park Service, I was at first nervous about my ability to learn the new job quickly enough, and questioned if I had the necessary skills to handle the level of responsibility I was given. However, by staying focused on "what I could do for others" I earned the trust and respect of other staff, was able to build supportive teams, and was able to create value.	Rev. Dr. Martin Luther King, Jr.	Mike Murray
Slow is fast; fast is slow.	This came up in the context of drafting State legislation while on my rotational assignment. It was in reference to the process they employed to build support for groundwater legislation in California for the better part of a year, before moving the actual bill through their legislature. I have heard the phrase before, and always liked it. It is a constant reminder to me to slow down, whether it be for quality of work product, to listen to a staff member or colleague, or to take the time to more thoroughly vet an issue.		Ryan Wulff
Seize the moment. Remember all those women on the Titanic who waved off the dessert cart.	For those of you who have quotes at the end of your signature...I love them!! I was on detail to OCM, and I received an email from Donna McCaskill, their Communications Director, which, at the end of her signature line had this quote at time I needed to again here it. It is something that we know, but the way it is written is beautiful...it reminds us of the fact that we are only here for a little while, and we must seize/enjoy the moments in which we have.	Erma Bombeck via Donna McCaskill	Sami Grimes
Do not burn yourselves out. Be as I am- a reluctant enthusiast... a part-time crusader, a half-hearted fanatic. Save the other half of yourselves and your lives for pleasure and adventure.	I keep it in my email signature to remind me every day.. to step back, pause and make sure life doesn't fly by so fast I miss it.	Edward Abbey	Sean Hayes
An absence of complaints is not the same as strong support.	Serves as a reminder to not get complacent when evaluating the relative success of our efforts.		Troy Wilds
Stay flexible, and recognize there are lessons in most every experience.	The past 18 months have taught me that you can't always plan your life out to a tee, and that some of the best leadership (and life) lessons come from those experiences that were unplanned and unexpected.		???