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Leadership Training
Developing People Skills
Task Balancing

Jay Dishnow

Organizations that recognize the value of “Creating the Culture” where all employees are provided the opportunity to be involved in the business decisions through input and/or implementation have an understanding of the following:

- Most employees possess more capability and initiative than their job requires.
- Effective leaders create and nurture the conditions, which maximize individual potential.
- Involvement does not exist in an atmosphere of mistrust.
- Authoritarian tendencies at the top of an organization tend to cascade to lower levels, smothering productivity.
- To influence people, effective leaders seek first to understand them: their purpose, their points of view, their concerns, their ideas, their desire to contribute.
- A culture of non-involvement deteriorates into a culture of cynicism, stifling the personal resources of all employees.

Leadership must:

- A. Create the conditions that release individual human potential
- B. Establish guidelines, which are consistent with organizational principles and accomplish desired results.
- C. Set up structures and systems that reinforce a positive culture, facilitate the involvement of people and don't “straitjacket” employees.

Jay Dishnow facilitates an eight (8) hour workshop that demonstrates the value of consistent leadership in providing direction and the use of styles that address the value of balancing the “Tasks” and “People Skills” to minimize confusion in the workplace and enhance business performance.