



In This Issue

- Leadership Development / Succession Planning
- Keynote speaking: Thoughts from my most recent events and upcoming events.
- New podcasts: Our latest is with Dov Baron, the world-wide #1 Fortune 500 Podcast, Inc Magazine Top Podcast for Next-Gen Leadership and Business Families!
- Coaches Corner: Wisdom from some of the greatest coaches.
- The Video Library: This is a great place to start your research.
- Tighten The Lugnuts: A game-changing book that continues to receive 5-Star reviews.
- Free Assessment: Our business assessment is an objective look at your business, designed to provide you with a clear picture of: **Where** your business is today; **What** will help you get to where you want to be tomorrow; **What** might hinder or impede your progress, and; **What** specific actions can be taken to address all these issues.

Main Story: Leadership Development / Succession Planning



Leadership Development / Succession Planning

Leadership Development:

I often get asked the question: Who did you write the book for - who is your audience?

Although *Tighten The Lug Nuts* is most often found in the business section under Leadership, it transcends the business section of the bookstore and could be found in the inspirational, self-help section as well.

My view of leadership is quite different. Leadership is something we all have concerns about. Leadership is a concept that is not reserved for or, only applies to certain people in business, government, and civic organizations. The reality is that no matter our age, gender, occupation, educational level, or position in life, each of us touches and influences other lives.

Through this extension, we are all leaders to someone at some time. It can be a person under our supervision or care, a spouse we honor and live with, or a child we nurture, a student we teach, or a player we coach. It could be as simple as a fellow member of our church or religious affiliation, club, league or association, but it is usually identified by the fact we have made a positive difference through our actions and examples. With this sense of responsibility and being lifelong learners, we are constantly in pursuit of knowledge, whether written or experienced, of how to be a good leader and how to improve our skills. We take great pride in the books we have read and where they sit on the best-seller list. I often find that some of the best examples and learning experiences come from the stories we tell and the experiences we share. Sometimes they come from the stories we learned as children or read to our children as parents or grandparents. Leaders must develop emotional intelligence along with their educational intelligence and business acumen. Sometimes a simple story I find can help people see the bigger picture, promote moral and ethical behavior, and maybe, just maybe, not take ourselves so seriously that we lose sight of the fact that it is not always about us.

Help your team become more effective and take on bigger and more significant challenges.

The 3SIXTY business leadership training team brings decades of experience in our partnership with you to tailor comprehensive leadership development curriculums for your people and train them on skills that will transform your organization

Our Training Beliefs:

- We believe that relevant learning takes place at every level as a condition of growth for both the individual and the organization;
- We believe every organization needs a Developmental Leadership Program and we will help you build yours;
- We will help you successfully implement a developmental strategy and process;
- We know how to motivate and inspire high potential individuals to commit to a development process;
- During our training process we understand our responsibility to act as a leadership role model, mentor and coach. Over 100 years of combined experience give us that credibility;
- Finally, we understand how this will empowers your people by giving them the authority to get things accomplished in the most efficient and timely way.

Succession Planning:

A process of identifying, developing and transitioning potential successors for your company's present and future roles and needs. You will want to align the talent and ambition of your current and future employees and your talent network with the strategic goals of your organization.

Over the next few editions of the newsletter we will cover many more specific topics.

I am very interested and am sure you have your own thoughts that you would like to share. Please email me with your ideas about any of the items above at rockyromanella@gmail.com. We also have a new video podcast available on this subject (details below).

Call today and schedule your free training assessment: 610-322-0720.

Special Gift For Responders

As a thank you, the email addresses of those who respond will be entered in a drawing to receive a free signed paperback copy of ***Tighten the Lug Nuts - The Principles of Balanced Leadership***. Three names will be drawn and I will contact the winners via email.

Learn More



Afflink Forum: Gaylord Rockies Resort & Convention Center, June 24, 2019

I conducted two Breakout Sessions at this event:

1. Competition for People, Customers and Market Share in the e-commerce World:

Some of the topics we covered (as we all compete in this tight labor market):

- Developing people
- Select and retain an excellent workforce within an environment that values diversity and respects individuality.
- Promote continuous learning and the development of self and others to achieve maximum potential.
- Give and seek open and authentic feedback.

2. Essential Ingredients of Leadership;

In this breakout we discussed the essential ingredients along with the following thoughts:

- In my view, leadership is about building a bridge to our future. You give your people the opportunity to help build that bridge by communicating and educating each one of them on your vision and strategy.
- Leadership is the ability to quickly, accurately and effectively assess:
 - who you are
 - what you stand for, and
 - what you will never compromise
- Does your vision and strategy correspond to what your people, your customers and investors believe to be your strategy, and consistently reflect the brand.

Coming Up In July 2019

Keynote Speaker: Emerge Insight Tour, The Peninsula Hot, Chicago. Ill., July 26, 2019.

Our topic will be:

Making Informed Operational Decisions with your Three Key Constituents in Mind Through Balanced Leadership.

In this dynamic and down-to-earth keynote address, Rocky draws from his 35+ year career at UPS and uses simple but effective storytelling techniques to recount his journey as a senior leader across all aspects of UPS and UPS Supply Chain Solutions. As one of the architects of UPS's entry into supply chain and logistics, Rocky will offer guidance on how senior-level leaders of logistics and supply chain management can create a performance-driven organization that operates more efficiently and effectively by applying the principles of Balanced Leadership. He'll also showcase how operational leaders can help people at all levels of an organization see the bigger picture and promote moral and ethical behavior. At the core of Rocky's operational and business success is his Balanced Leadership approach, which takes into consideration three key constituents - customers, people and shareholders - who must always be represented in the decision-making process.

A comprehensive supply chain, utilized properly, can be a strategic and competitive advantage. In today's competitive environment it is being taxed by multiple internal and external factors on a daily, hourly and sometimes minute-by-minute basis. As a leader, it is critical that your decisions are timely and informed decisions that will have a positive impact on your customers, employees, stakeholders, vendors, and the organization as a whole. Approaching your role with the understanding that your people are your greatest asset and will differentiate your company from the competition in today's highly competitive business environment will be an essential ingredient to your success. You will understand the value of having the best, the brightest, most informed and best educated people in the industry as part of your team. Rocky will demonstrate through his "boots on the ground experiences" that his investment in the people in his care were critical to the success of UPS SUPPLY CHAIN SOLUTIONS as they entered new verticals such as Healthcare and High Tech.

A balanced leader with a high level of emotional intelligence requires another level of skill that goes beyond education, job experience, and technical know-how. Active listening, building strong relationships and taking responsibility all contribute to what it takes to be a successful operational leader in today's ever-changing business environment. With a complete, robust and articulated vision, strategy, training and communications plan, you will accomplish your goals and objectives though walking the talk and your daily actions.

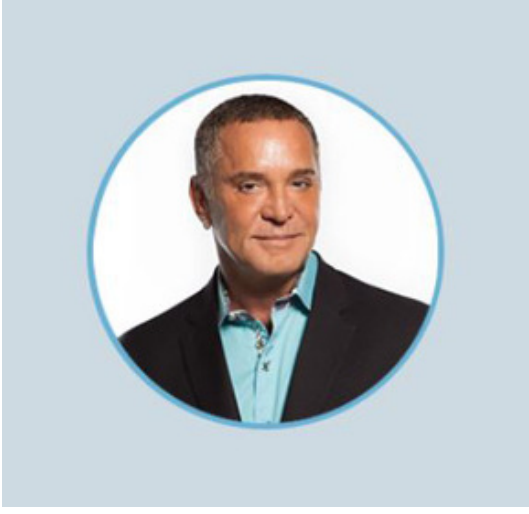
Book Rocky Now

New Video Podcast Now Available

I was recently interviewed by Don McCauley regarding how to create the perfect meeting. In this interview we covered all the important questions, including most of the topics listed above. Many of these principles will apply to any type of meeting or event. The full interview is now available at the 3SIXTY Management Services website.



Listen To The Podcast



New Podcast: Dov Baron's Full Monty Leadership

Dov Baron's Leadership and Loyalty Tips for Executives podcast is the world-wide #1 Fortune 500 Podcast and the Inc Magazine Top Podcast for Next-Gen Leadership and Business Families. Dov interviewed me about balanced leadership. Every leader has, or at some point will find themselves looking for balance. But what does “balance” actually mean, and is it even possible?

Episode 41

Listen To The Podcast



Your Next Conference, Your Next Motivational Speaker, Your Next Topic

To achieve success, you will need to embrace the Balanced Leadership philosophy along with the goals and objectives through walking the talk and your daily actions. Your success will be measured by the degree to which everyone in your organization at every level begins to understand, embrace, emulate, and execute the vision and strategy.

Book Rocky Now



Coach's Corner - Exclusive never-seen before interview with UCLA Coach John Wooden

In every newsletter I include a quote from UCLA Coach John Wooden, whom I had the great pleasure to interview while I was a leader at UPS. Coach often said, **“Beating an opponent is not a goal, but a by-product of success.”** Click below to view the full interview.



If you play a coaching role (and we all do), please look at the unique and exclusive interview with legendary Coach John Wooden on our website. Coach Wooden was a supporter of the Jimmy V Foundation and in memory of Coach Valvano, who passed away, April 28, 1993, we are remembering Coach Valvano and his fight by donating one dollar to the Jimmy V Fund to find the cure for each copy of *Tighten The Lug Nuts* sold.

Coach Valvano is remembered for being many things: a player, a coach, a broadcaster, a brother, husband and a father. But above all he was an inspiration. And when he was diagnosed with cancer at 46, he never gave up. Thank you in advance for your generous support and enjoy the book.



Visit The Coach's Corner



The Video Library is Here (And, You Don't Need a Library Card)

Time is of the essence for all of us. We are overloaded with information – so much so that we simply cannot digest it all. For this reason, I am very excited to announce our new video library.

Here you can explore important concepts in mere minutes. Short on ideas for your next meeting? There are loads of ideas here. Need a quick video for your next gathering? Looking for a keynote speaker or advisor? You might find just what you are looking for here. New videos are added regularly, so be sure to check back soon.

Take a moment and check out our [new commercial](#) for *Tighten The Lug Nuts* entitled *Become A Better Leader*.

Visit The Video Library

What Others Are Saying . . .

"Rocky Romanella brings real lessons for leadership from decades of management practice. Practical lessons in values, roles, problems, energy, and legacy are delivered in context of real-world experience - but with lessons directly accessible to the reader. A different, and worthy read."

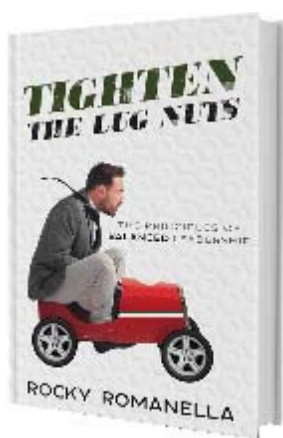
Benn Konsynski, Ph.D, Emory University, George S. Craft Distinguished University Professor of Information Systems and Operations Management

"Rocky was an inspiration to our Carnegie Business Collaborative (CBC) networking members. He was motivating, informative and fun and gave us real life examples on his balance leadership experiences. We all went back to our office's better leaders today because of him. I am thrilled and honored to have had Rocky at our networking meeting and the entire group felt the same. And 'The Lugnuts' were flying outta there. I urge you to get your copy."

Christopher Kuhn, President & CEO, ELO Consulting, LLC, CBC Networking Group Member

Even Google likes us. We are ranked at #5 for *Motivational Keynote Speaker 2019*, #6 for *2019 Motivational Keynote Speakers* and #5 for *Best 2019 Motivational Keynote Speakers*.

Read More



Tighten the Lug Nuts: The Principles of Balanced Leadership

Leadership is something we all have concerns about. Leadership is not a concept that only applies to certain people in business, government, and civic organizations. The reality is that no matter our age, gender, occupation, educational level, or position in life, each of us touches and influences other lives. In this book, rated 5 stars on Amazon, I present a powerful overview of the concepts of Balanced Leadership and how each of us as leaders in our own way can make a difference and Leave Our Legacy.

Get Your Copy

FREE ASSESSMENT

Help your team become more effective and take on bigger and more significant challenges. The 3SIXTY business leadership training team brings decades of experience in our partnership with you to tailor comprehensive leadership development curriculum for your team members and train them on skills that will transform your organization.

Read More

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