

Gary Lear
Presentations

Keynotes • Conferences

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Meetings

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Retreats

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Strategic Executive Briefings





The Best Organizations Don't Just Do Things Differently

They Do Different Things!

Gary Lear is a great speaker. He was very informative and the information was excellent. It will help our business tremendously.

Attendee
North Florida SHRM
Conference

Gary was the top rated speaker at our conference for two years in a row. He is an excellent presenter, and challenges our thinking. He is always welcome back.

Conference Committee
FPPA Conference

Engaging, entertaining, and thought-provoking; these are the things that people say about Gary when they hear him speak. Storytelling has long been a cornerstone for Cherokee and other American Indian cultures. Gary combines stories, both traditional and modern, with vital information from current business research to give you what you and your attendees, employees, or executives need in order to increase performance in their organization.

Whether you need a speaker for a business meeting, a presenter for sessions for your conference, or a keynote speaker, Gary has a presentation that can meet your needs. If you are looking for a longer session, then you might wish to consider booking him for a Strategic Executive Briefing, where he will spend up to 4 hours with your top executives discussing the dynamics of the **Seven Elements of High Performance™** as they apply to your organization. Gary is also available for conducting entire one- or two-day retreats.

Topics from Personal Responsibility, the importance of Trust, or the necessity of having a highly focused and committed senior team, all of Gary's presentations are based on the **Seven Elements of High Performance™**, the high-performance model that he discovered after three years of research, and which has been adopted by the US Navy's Center for Naval Leadership. A powerful model that applies to any organization or industry; Gary can easily craft a presentation to meet your needs.

Ancient Wisdom for modern success

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LCCN: 2009907353

Emanating from modern business research, but based on a philosophy over 10,000 years old, *Leadership Lessons from the Medicine Wheel: The Seven Elements of High Performance* is the foundation for creating excellence in any organization. Discovered by Cherokee-American author Gary Lear and recognized and taught at leadership development programs such as the US Navy's Center for Naval Leadership, the Seven Elements of High Performance™ provide a framework for understanding what elevates the best organizations above mediocrity, and gives leaders a guide for improving their organization's performance.

Cherokee-American author Gary Lear, a researcher and organizational performance consultant, spent three years studying what separated the most successful organizations from the rest, focusing on the commonalities across the hundreds of large-scale research studies he reviewed. A pattern quickly emerged and when it was all done, the Seven Elements that emerged had strong links to the teachings and philosophies surrounding the American Indian Medicine Wheel.

In *Leadership Lessons from the Medicine Wheel: The Seven Elements of High Performance*, Gary teaches you about the concept of the Medicine Wheel and then leads you through each of the Seven Elements. He provides an understanding of why each element is important and how it works individually and collectively to drive exceptional achievement. Gary also shares with you some stories and ideas on how to use the **Seven Elements of High Performance™** in your organization to achieve success and significance.

This leadership book comes at a time when there is a shortage of really new ideas on how to resolve the upcoming leadership shortage. The book's focus on building a performance culture and increasing innovation based on a foundation that is based on a mixture of lessons learned from American Indian culture and traditional leadership research is a breath of fresh air.

Dr. John Sullivan
Professor of Management,
Noted Author and Columnist
San Francisco State University

LEADERSHIP LESSONS FROM THE Medicine Wheel

The Seven
Elements
of High
Performance



Gary Lear

During the past decade, a number of good books on organizational performance have been published; however, none so succinctly, creatively, or compellingly describes how to emotionally connect with employees to unlock their hidden potential to create high performance organizations. This is a must read for all managers desiring to achieve high levels of sustainable performance.

Lynn S. Powell
Director
Institute of Certified Professional Managers
James Madison University
Harrisonburg, VA

Keynotes • Conferences • Meetings

These presentations are approximately 1 hour in length

All of our presentations are based on the **Seven Elements of High Performance™**. This model is very robust, and is applicable to any organization or industry. We have some prepared programs available for you to choose from and we tailor them to fit your unique situation, or we can easily craft a presentation to meet your specific needs.

Gary Lear
is an



The Seven Elements of High Performance™ — Based on 3 years of research, this presentation is a brief overview of each of the **Seven Elements** and how they work together to achieve high performance. Along with explaining the model, Gary shares some stories to help illustrate some of the Elements. This presentation is ideal for a slightly longer time frame of up to 75 minutes, and is based on the book, **Leadership Lessons From the Medicine Wheel: The Seven Elements of High Performance**.

Your Title Says “Leader” But Is Anyone Following?™ — This presentation takes a fresh, upbeat, and somewhat humorous look at the new role of leadership, its value in achieving organizational high-performance, and what Leaders must focus on to be successful.

Who’s Working in Your Organization™ — Your employees make the difference in your organization’s performance, but most organizations don’t know how to get them engaged. This presentation takes a look at what employee engagement is, its impact on organizational performance, and what leaders need to do to achieve it.

Maybe Someday Someone Will™ — All too often we are looking for accountable, personally responsible people in our organizations, whether it is work, social, community, or family oriented. Maybe someday you will find them ... you hope. But, of course, you need them today. Will you be the someone who finds personally responsible people for your organization and says today is the day? Gary shares with you three poignant and impactful stories that will help you make today be that someday.

This presentation is ideal for a shorter time frame of from 20 to 40 minutes.

In Quest of a Vision™ — Leadership is about creating emotional connections, and your organization’s Vision is what must inspire them. But vision statements on posters and wallet cards won’t do that. This presentation is designed for senior executives, and shares what will give their organization a sustainable, long-term strategy for impacting the bottom line and achieving their organization’s goals.

Relationships Are the Key to Ongoing, Long-Term, and Lasting Success!

Retreats • Strategic Executive Briefings

Great Retreat Topics

These presentations are best if given 2 to 3 hours

Attitude Matters — This is a highly interactive presentation that is great at encouraging discussions among participants in groups at tables. This program reminds us that only when we ***Accentuate the Positive*** can we achieve the things we want for our organizations and in our lives.

It's All About Style — This presentation focuses on ***Putting People at the Center*** and teaches participants how to build relationships with their employees, teams, or customers. This presentation is highly interactive and provides an overview of behavioral styles based on the DiSC® model. A DiSC® Classic Preview is included as part of this program.



Strategic Executive Briefings

Briefings are 3 to 4 hours in length, and are intended for top level executives and managers

Building a Culture of High Performance — You can cut costs, you can increase marketing, but until you build a high-performance culture, your organization won't achieve its best. In fact, without a high-performance culture, all your other efforts may never give you any of the results you desire at all. This presentation moves from the theoretical to the practical, allowing participants to look at applicability to their organization.

The Power of One Voice — Creating a high performance organization begins at the top, and if everyone at the top isn't onboard and committed to a clearly defined Vision, then achieving high performance will remain elusive. Unfortunately, most senior teams, while comprised of great individuals, aren't always clear or in agreement about where the organization needs to go. This presentation reviews what must be done to achieve that clarity and commitment by the senior team and why it is so vital.

Please do not hesitate to contact us about special presentations or events that you would like us to provide for your organization. We are happy to customize at no additional charge provided we are given enough advance notice for preparation.

For additional information or to book Gary Lear, please contact us at our offices listed on the back. We look forward to working

Clarity and Alignment Create Focus and Commitment!

About Gary Lear

Dynamic thought leader in the areas of organizational performance, strategy and leadership, Gary Lear combines the teachings from his American Indian heritage with the most modern business research to help organizations achieve results by more effectively ***managing the human side of businessSM***. His approach is to help leaders learn how to create the high performance cultures and make the connections that unlock the hidden potential of the people they employ.



With over 20 years of experience working with culture change and leadership development, Gary has worked with thousands of managers in all kinds of industries. Challenging, yet practical, Gary takes a different approach to help his clients get the results they want because he understands that the best organizations don't just do things differently; they do different things.

Gary is the author of ***Leadership Lessons from the Medicine Wheel: The Seven Elements of High Performance***, and has a bi-monthly column in ***Management World Magazine***. He is also a contributing author to ***180 Ways to Walk the Customer Service Talk***, and has authored numerous other articles and white papers including ***The Dynamics of High Performing Organizations*** and ***Getting a Seat at the Table: New Perspectives for HR***.

Gary serves on the Board of Regents for the Institute of Certified Professional Managers at James Madison University. He is an adjunct faculty member of the U.S. Department of Justice's National Institute of Corrections Academy, specializing in the areas of strategy and strategic thinking. He is also a former General Manager of Educational Testing Service's Literacy Services Division and a former training manager for the largest state agency in Florida.

This training is the caliber we should have at all training. Up-to-date in ideas. Gary's communication skills are excellent. He asked what we wanted and gave it to us. He made us stretch out our minds and grow. Great! Give us more training at this level!

Manager, Finance Industry

Gary promoted ideas and thought processes, and made you ask yourself are you really doing all you can do. He gave great examples. I wish others in our company could have attended.

Manager, Manufacturing Industry

Gary helped our executive team solve problems in ways we would never have come up with on our own. Because of his help, we achieved better results.

Executive, Energy Industry

Gary's work with us directly led to increased performance. Staff have a better understanding of themselves and he helped remove barriers to create a supportive work environment.

Executive, Education Industry

I firmly believe that we could not have gotten to where we are today without Gary's involvement and ongoing guidance. Having him serve as the facilitator of our transformation was the critical component to making it happen. I would highly recommend his approach to any organization.

CEO, Services Industry

The Seven Elements of High Performance™

All of our presentations are based on *The Seven Elements of High Performance™* model. Discovered by Gary Lear in 2003, it gives everyone a simple, yet comprehensive model to help unleash the power within any organization and help it to achieve its goals. In 2005 the model was adopted by the US Navy's Center for Naval Leadership for use in their leadership development programs. Now these **Seven Elements** are available for you and your staff or attendees to take advantage of in helping them to achieve their goals.

The Seven Elements of High Performance™

- ◆ Put **People** at the *Center* of everything you do; employees, customers, and community
- ◆ Build **Trust** as a *Foundation*
- ◆ Allow **Personal Responsibility** through *Individual Decision Making*
- ◆ Share a **Vision** of an *Aligned Purpose, Values, and Goals*
- ◆ *Create Emotional Connections* through **Leadership**
- ◆ Focus on **Strengths** and *Accentuate the Positive*
- ◆ Encourage **Innovation**, because *Good Enough is Not Enough*



Be – Do – Achieve

To **Achieve** what you have never had, you must **Do** what you have never done.
If you do what everyone else is doing, you will get what everyone else is getting.
Most get *mediocrity*, at best.
To **Achieve** what you have never had, you must **Do** what you have never done.
To **Do** what you have never done, you must **Be** what you have never been.

Know what you need to **Be** first.
Then you will know what to **Do** to Achieve your **Goals!**

**For More Information About Booking Gary Lear
For Your Next Event, Please Contact:**



***Resource
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Systems* LLC**

Managing the Human Side of Business SM

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Gary has been a keynote speaker for a number of conferences, including:

- North Florida SHRM Conference
- Florida Public Personnel Association Conference
- Healthy Families Florida Conference

He has also been a speaker for other conferences or programs such as:

- National Management Association Conference
- Florida League of Credit Unions Conference
- Florida Literacy Conference
- Georgia Literacy Conference
- Gainesville Chamber Small Business Week

Gary has conducted Retreats for organizations such as:

- Alachua County Tax Collector's Office
- CH2M Hill
- Gainesville Regional Utilities
- City of Gainesville
- University of Florida