

CMLS 2011

Transitions...

Transition

n : a movement, development, or evolution from one form, stage, or style to another

YOU & Your Role!

Who Learns Best?



3 reasons why children learn best

- 1 Have Fun - Play
- 2 Inquisitive
- 3 Fearless

3 Reasons Why Adults Don't Learn Very Well

1 Jaded - Cynical

2 Know Everything

3 Fearful

Companies -Organizations That Have Fun!

- Facebook
- Nike
- Mac
- Google
- MLS of ... ?

Reminders!



HELLO

my name is

Skippy

What is Impacting
your Industry?

Data Syndication

Declining
Revenue

Governance

Branding

Staying Relevant

Social
Media

Politics

Managing
Technology

Organizational
Structure

Merging
or
Consolidation

Agent
Ratings

Growth
and
Change

YOU!

For “Things” to
Change

YOU
Must

Change

Create

~~Change~~

Transformation

If we Focus on

Change = Effect or
Problem

Transformation = Cause

Create a New Startup Company

- 4 Workers
- 1 Accountants
- 1 Controller/Record Keeper
- 1 Manager/Leader

Our New Company

Transitions INC.

Transitions INC.

- Delivers White Beads (data)
- Red Beads are BAD or defective

If we continue to focus
on red beads (effects/
problems) we will
never fix the cause!

Where are your red
beads?

Driving Transition

Leadership

5 Steps to being an Influential Leader

- 1 DNA
- 2 Vision
- 3 Communication
- 4 Action
- 5 Agility

DNA

How do you show up?

Inspired?

Consistent?

Disciplined?

Hopelessly Optimistic?

Fair - Integrity?

Vision

What vision do you have for your ...?

What do you stand for?

What culture do you drive?

Communication

What you say ...

What you don't say ...

Action

What you do ...

What you don't do ...

(and how fast do you do either?)

Agility

How fast do you recover?

How fast do you adjust?

Let's create some

Transition

Thank you!

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