

Oracle Discoverer

Oracle Designer

NYOUG – Seize the Day!

Servlets & JSP

Oracle Warehouse



JDBC & SQLJ



EJB & CORBA



Oracle8i Lite

Uncommon Leaders Managing the Blur!

Oracle Forms



Rich Niemiec, TUSC

Oracle JDeveloper



Oracle WebDB

The Blur and Embracing Change



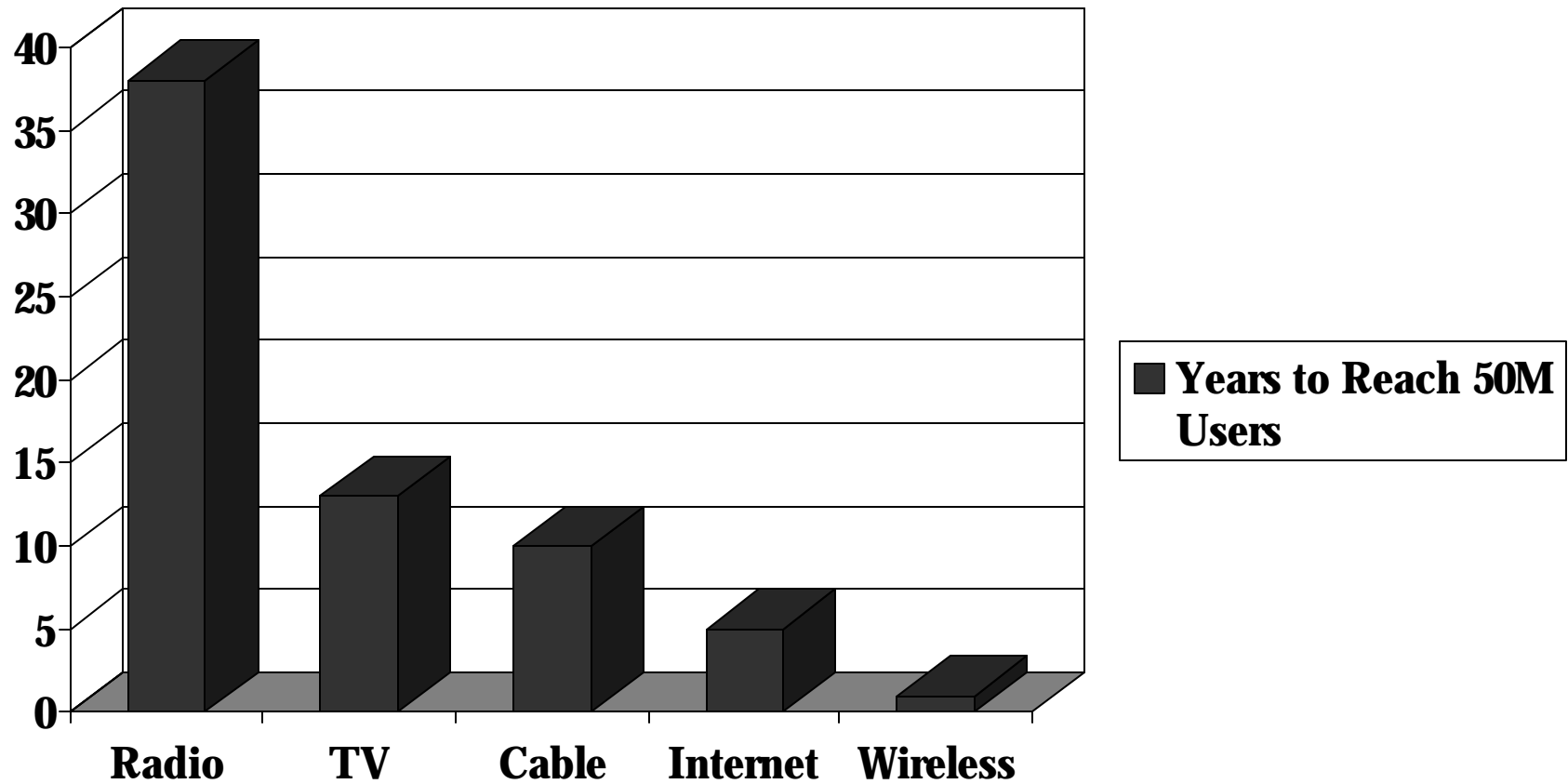
The Blur:

- One more computer system to learn...
- One more volunteer to deal with...
- Will things ever slow down...I'm running out of time.
- Purple Haze all through your mind... lack of sleep
...here come the 9 year olds to take your place.

Embrace Change, it is the only Constant in Life

- Make sure you educate others on changes
 - Reason for Change & Why it's Changing
 - Detail the short term and long term benefits

Compelling Statistics!



They just wanted to Sell some Books!

Amazon.com--Earth's Biggest Selection - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Back Forward Stop Refresh Home Search Favorites History Mail Print Edit

Address <http://www.amazon.com/exec/obidos/subst/home/home.html/104-8895517-9031642> Go Links >>

WELCOME BOOKS MUSIC DVD & VIDEO ELECTRONICS SOFTWARE TOYS & VIDEO GAMES

HOW TO ORDER GIFT IDEAS DEALS OF THE DAY FRIENDS & FAVORITES FREE E-CARDS

Hello. Already a customer? [Sign in](#) to get recommendations.

Monday, May 1, 2000

Today in zShops: [computers](#) and [watches](#).

Auctions: Amazon.com Outlet items, bargain Beanies, cheap VHS, Pokémon, used books

amazon.com.

Oprah has chosen! Toni Morrison's *The Bluest Eye* is this month's book-club pick.

Mother's Day

AMY and ISABELLE

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Movers & Shakers

Done Internet

This paper will cover



- Are you a Boss or a Leader? 
- Refine Your Communication Method 
- Listen, Truly Listen, You Will Learn More  
- Uncommon Leader Traits 
- Historical Ages 
- Set your goals now - Build the Team 
- Discussion 
- Summary 

Presentation Goals/Non-Goals

- Goals

- Key Areas of Necessary Knowledge
- Examine & Get Attendees to Reflect on key Leadership Areas
- Provide Some General Reminders



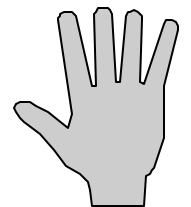
- Non-Goals

- Making you the uncommon leader by the end of the presentation (takes a lifetime).



Audience Knowledge?

- Management, Project or Team Lead Experience ?
- Leadership outside work?



Are you a Boss or a Leader?



“You can’t move people to action until you move them with emotion. The heart comes before the head.”

Are you a Boss or a Leader?

Bosses

Creates Fear

Says “I”

Job should be done

Rely on Authority

Causes Resentment

Fixes Blame

Work is drudgery

Leaders

Builds Confidence

Says “We”

Career should be forged

Rely on Cooperation

Fosters growing Enthusiasm

Solves Problems / Fixes Mistakes

Work is interesting



Which “Covey” Box are You in?

Easier to be a Boss (U/I):

- Stress
- Burnout
- Crisis Management
- Putting out Fires

Easier to be a Leader(NU/I):

- Vision/Perspective
- Balance
- Discipline
- Control
- Few Crises

CIO stands for ...



Core Qualities of Leadership

- Team orientation
- A disciplined life
- Freedom to be affectionate
- Ability to communicate effectively
- Openness and honesty
- Desire to work hard
- Willingness to serve
- Ability to confront



Laws of Leadership



Results of Timing

- Wrong action / wrong time = Disaster
- Right action / wrong time = Resistance
- Wrong action / right time = Mistake
- Right action / right time = Success

“One of the costs of leadership are your own rights. As responsibility grows, you lose the right to think about yourself.”

How they became Leaders

- Natural Gifting 10%
- Crisis 5%
- Influenced by a Leader 85%

“A leader is the one who climbs the tallest tree, surveys the entire situation, and yells, ‘Wrong Jungle!’” - Stephen Covey



Laws of Leadership



- Law of the Lid - Effectiveness determined by leadership
- Law of Influence - True measure of leadership is influence
- Law of Process - Leadership develops daily
- **Law of Navigation - When the real leader speaks, people listen**
- Law of Solid Ground - Trust is the foundation of leadership
- Law of Respect - People follow leaders stronger than themselves
- Law of Intuition - Leaders evaluate with a leadership bias
- Law of Magnetism - Who you are is who you attract
- **Law of Connection - Leaders connect before they ask for help**
- Law of the Inner Circle - Leader potential determined by those closest to them

Laws of Leadership



- Law of Empowerment - Secure leaders give power to others
- Law of Reproduction - It takes a leader to raise a leader
- **Law of Buy-In - People buy into the leader before the vision**
- Law of Victory - Leaders find a way for the team to win
- Law of the Big Mo - Momentum is a leaders best friend
- **Law of Priorities - Understanding activity is not accomplishment**
- Law of Sacrifice - Leaders must give up to go up
- Law of Timing - When is as important as how
- Law of Explosive Growth - Add growth by adding leaders
- Law of Legacy - Leaders lasting value is measured by succession

Refine Your Communication Method and Truly Listen

**“Communication is the key to success...
pass it on”**



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Refine Your Communication Method



- Communication is two way
- Effective listening is critical to communication
- Face to Face Communication
 - The words that are spoken (7%)
 - How the words are spoken (38%)
 - Body Language (55%)
- 2 ears, 2 eyes, 1 mouth

Truly Listen and Learn More

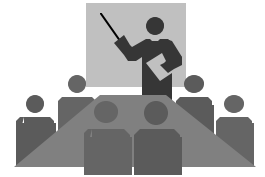


- Empathic Listening - Feel what the speaker feels. Really get inside the person.
- Attentive Listening
- Selective Listening
- Pretend Listening
- Ignoring
- Interruptions prolong a conversation
- Remember that you can't learn what you can't hear.

Refine Meetings to Ensure Productivity



Refine Meetings - Keys



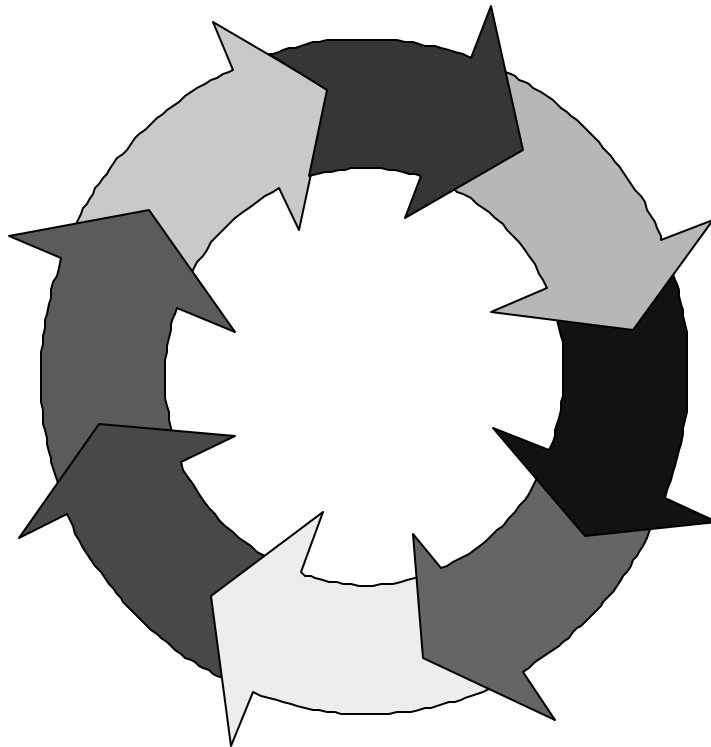
- Statistics
 - Average 7-10 meetings per week
 - Many do not know why attending
 - **50% unproductive**
 - **25% do not apply to attendees**
- Determine the cost of your meetings
 - What is the cost?
 - **Are you getting the return expected?**

Refine Meetings - Keys

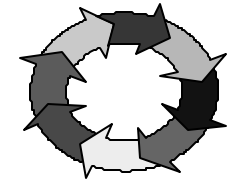


- **Schedule meetings at convenient times**
- Schedule meetings with enough lead time
- **Invite only the people necessary for the meeting**
- Preparation
- Timeliness (Start/End on Time)
- Someone responsible for meeting
- Purpose
- Agenda
- **Time Limits**
- **Remain Focused**
- Clarify Actions(Who/When)
- **Sleep**

Uncommon Leader Traits



How to Really Succeed



Physical Courage

Moral Courage

Knowledge

Tact

Integrity

Unselfishness

Loyalty

Respect

Self Control

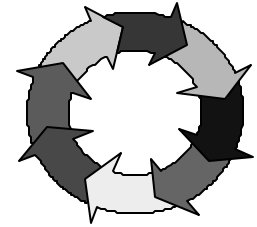
Humility

Enthusiasm

Initiative

Fortitude

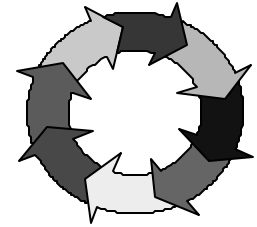
Integrity



“Oil and truth are bound to come to the surface at any time.”

- Honesty that stands the test of time
- A lifetime to gain and a moment to lose
- Business accepted or honest
- A short term gain for a long term loss
- Integrity is usually weighed much heavier than other attributes.

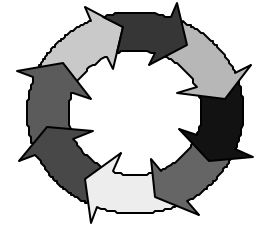
Moral Courage



“A well beaten path may not lead in the right direction.”

- Standing up for what is right when it is uncomfortable to do so.
- Can cross friendship lines
- Usual indicates a failure to understand the differing feelings of another.

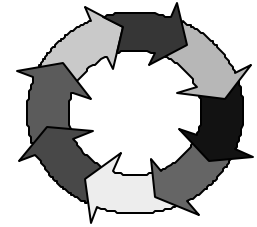
Physical Courage



“Attacking the impossible problem is like leaping from a burning building ... at times, it is the only way to survive.”

- Tenacity of mind and body through adversity
- Technology moving at a blistering pace
- A lack of supply in the IT industry
- The survivors gain more than success.

Self Control



*“When a person burns with anger or frustration;
It is their cue to be silent.”*

- The workload increases / the days are longer
- As the web becomes the battlefield, the stress will only increase.
- The team with self control will make the upcoming bend in the road.

Self Control - Withdrawals or Deposits

Withdrawal

Disrespect/Discourteous

Never saying you're sorry

Criticizing/Humiliating

Not keeping commitments

Hold grudges

Deposit

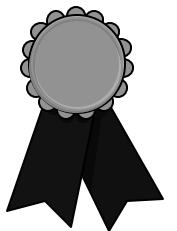
Kind

Apologizing

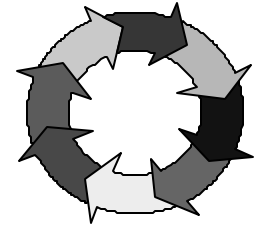
Loyal to those not present

Following through

Forgiving



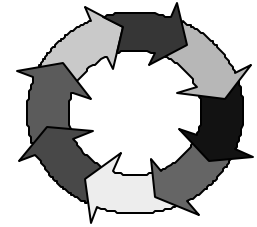
Enthusiasm



“One person with Enthusiasm makes the majority.”

- Often the difference between the success and failure of a team.
- Paint a picture that the team desperately desires to achieve.
- Leaders understand what motivates each individual of the team.

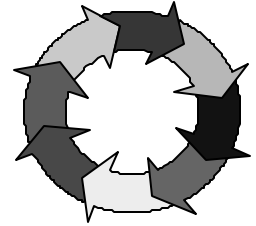
Tact



“If you haven’t any enemies to forgive, pardon a few of your friends.”

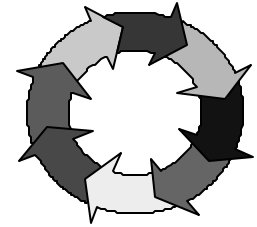
- A professional manner
- No longer a over-supply of people to abuse
- Less tactful leaders generally lose people in a tight market

Tact - Traits to put on



- Heart of Compassion - Selfless caring
- Kindness - Treating everyone as important
- Humility - Putting your interests second
- Gentleness - Tenderness based on real strength
- Patience - Endure tough times joyfully
- Forbearance - Enduring misuse & making allowances
- Forgiveness - Dropping others' offenses
- Thankfulness - Appreciation

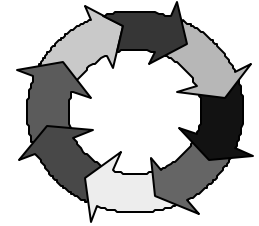
Knowledge



“Opportunity has a way of calling on those who are already successful”

- We are heading into the Knowledge Age
- Training of personnel becomes crucial to survival.
- Time/Budget must be allocated for education.

Knowledge & Learning



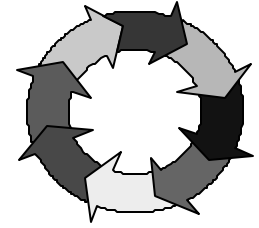
- Retention Statistics
 - 10% of what we read
 - 20% of what we hear
 - 30% of what we see
 - 50% of what we hear and see
 - 70% of what we say
 - 90% of what we say and do

I hear and I forget

I see and I remember

I do and I understand

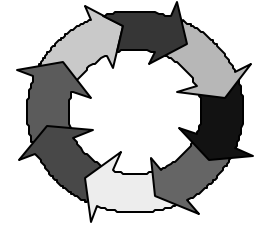
Initiative



“When is the last time you tried to punch a hole in the sky?”

- A professional manner
- No longer a over-supply of people to abuse
- Less tactful leaders generally lose people in a tight market
- Pro-active vs. Re-active

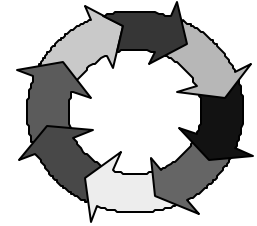
Respect



“Talk is cheap but like other cheap things it is liable to prove expensive in the end”

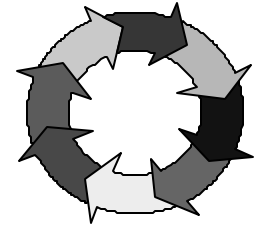
- Respect should be automatic
- Respect for authority is earned over time
- There are an infinite amount of personalities that are different from our own.
- Those differences are the pieces of the puzzle that make a perfect team.

Affliction & the Effect



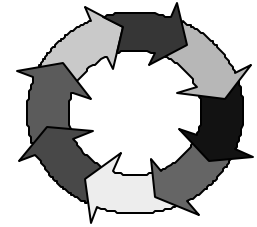
- Affliction = Intense Pressure (Greek)
- The causes and results of stress are
- Stress and life changing units (LCU) can determine your stress level
- A score of 100 in a year is a major stress level
- **A score of 200 - 299 in a year causes your probability of suffering illness in the next 2 years to be 50%.**
- **A score of over 300 increase it to 80%**

Life Changing Units



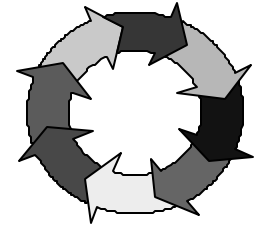
<u>Event</u>	<u>LCU</u>
Death of spouse	100
Divorce	73
Marital separation	65
Detention in jail or other	63
Death of close family friend	63
Major injury or illness	53
Marriage	50
Being Fired	47
Marital reconciliation	45
Retirement	45
Health/behavior change - family	44
Pregnancy	40

Life Changing Units



<u>Event</u>	<u>LCU</u>
Sexual difficulties	39
Gaining new family member	39
Death of close friend	37
Child leaving home	29
In-law troubles	29
Boss troubles	23
Change in working hours/conditions	20
Change in residence	20
Change to new school	20
Vacation	13
Christmas	12
Minor traffic violations	11

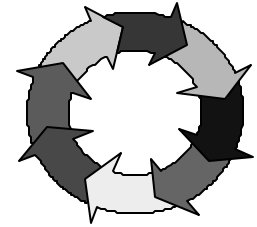
Loyalty



“Loyalty is working toward something you believe in”

- Loyalty vs. “Show me the Money”
- Shorter average length at a job means greater costs for re-training.
- Re-awaken through a common person and by exercising unselfishness

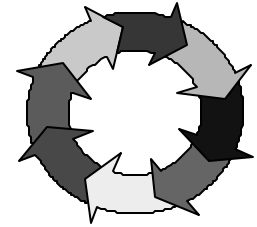
Unselfishness



“Life is only worth living if you live it for others.”

- Caring enough about those around you enough to share the praise ...
- Blue chip companies are implementing stock option plans more often lately.
- You will usually be pushed to success by those around you.

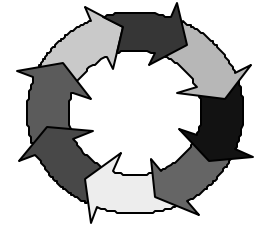
Humility



“We do it because we love you Sir for yourself”

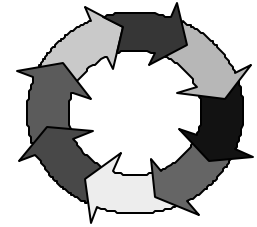
- Rated #1 among all Fortune 500 CEOs
- Take a dose ... it's not as bad as you think
- Respect will follow...
- Change will follow... don't want another dose

Fortitude



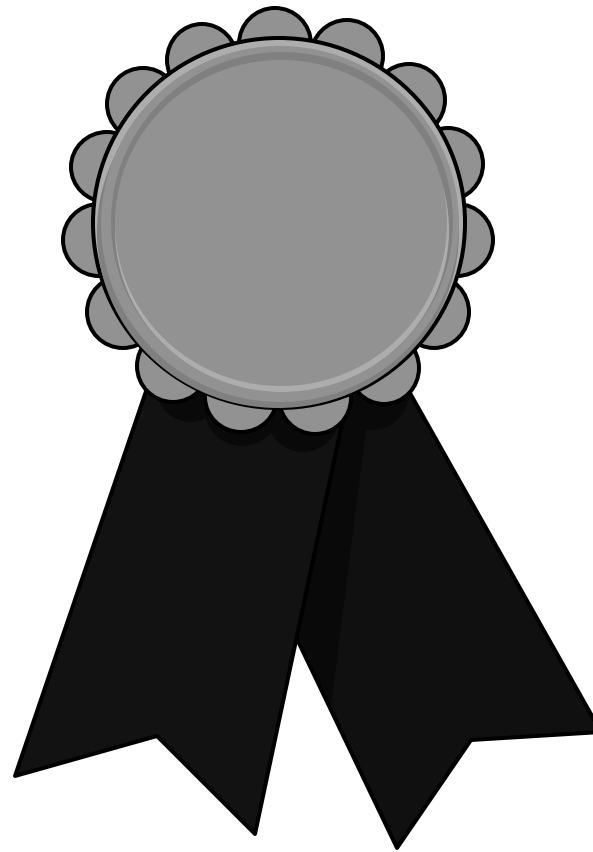
“Strength of mind that allows you to endure pain or adversity with courage and character”

- Probably the best measure of our progression in life.
- Only a few opportunities a year to measure
- Often a painful reminder of how difficult it is to attain.



**“Your Character is
Your Destiny”**

Mentoring the Next Level



Your ideal Mentor - FYI



- **Honest with you**
- A model for you
- Committed to you
- Open and transparent
- **A teacher**
- Believes in your potential
- Will help you define your dream & turn it to reality
- **Successful in your eyes**
- **Open to learn from you as well as teach you**
- Willing to stay on YOUR agenda not theirs

Ideal Protégé - FYI



- Easy to believe in
- **Natural to like & spend time with**
- Easy to keep helping - Like family
- Teachable & Self-Motivated
- Respects/Admires you
- Comfortable with and to you
- **Knows their mentor is not perfect**
- **Someone who will or won't make it without you**

A Mentor's Influence - FYI



- Influence a child - influence a life
- Influence a parent - influence a family
- Influence an employee - influence a company
- Influence a leader - influence all that they lead

- **Take 5 years and mentor 12 people who mentor 12 people who mentor 12 who mentor 12 who mentor 12 and you have influenced 3 Million people!**

Historical Ages



Historical Ages



Historical Age

- Agrarian (Agricultural) Age
- Industrial Age
- Information Age
- Knowledge Age

Valued

Land

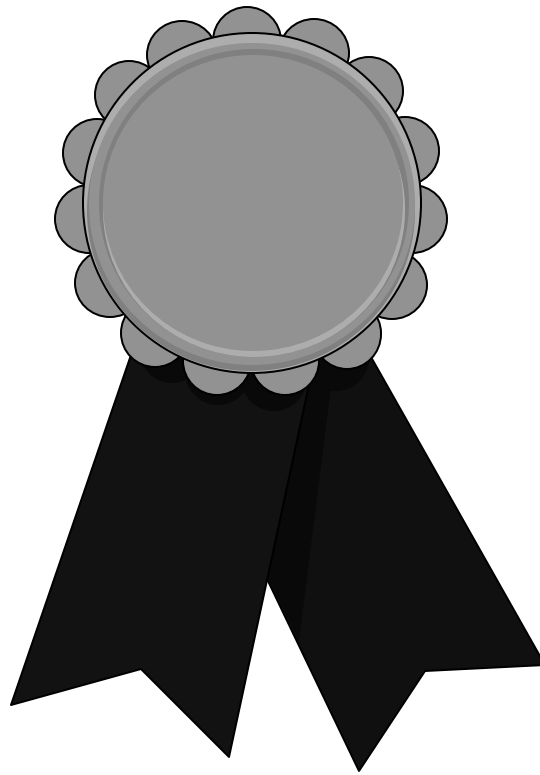
Companies/Materials

Technology

Knowledge/Data

How exponentially fast are we moving? Consider this...just 90 years ago there was no such thing as a car!

Set your Goals Now!



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Goals for Success & Happiness:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____



Steps to Reach those Goals:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____



Qualities I need to Pursue Goals:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____



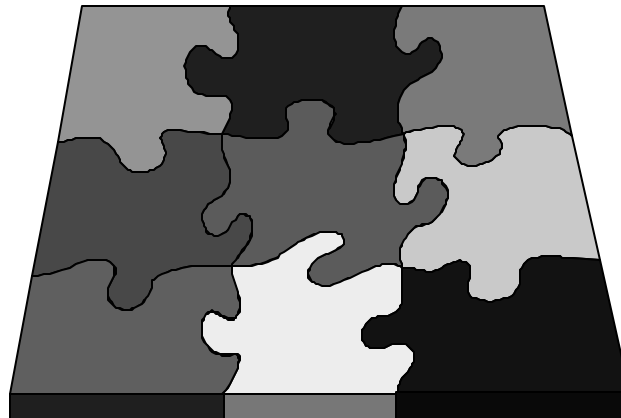
Qualities I am Deficient in:

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____



Build a Successful Team Fitting the Puzzle Together

“T.E.A.M.
Together Everyone Achieves More”



Build a Successful Team



- Make each team member feel responsible for the success of the project
- Make each team member accountable
- Share the Success with all team members
- Attributes of a Successful Team

Respect

Loyalty

Trust

Common Goal

Communication

Flexibility

Honesty

Unselfishness

Support

Understanding

Positive Attitude

Leadership

Realizing your Goals

- Think positively about all things - especially you.
- Expect the best and do your best.
- Focus on goals and visually them happening
- Look forward - Tomorrow is gone.
- Pay the price to reach goals
- Believe in yourself - Humans are built for the impossible!



Discussion - Our Uncommon Leaders



IS Leaders Determine Success or Failure of the Company?

“FAILURE IS NOT AN OPTION!”

- Gene Kranz

- Some have the technical knowledge, but not the business knowledge or leadership skills.

Integrity

Knowledge

Moral Courage

Tact

Physical Courage

Initiative

Respect

Unselfishness

Humility

Loyalty









Self Control

Enthusiasm

Fortitude

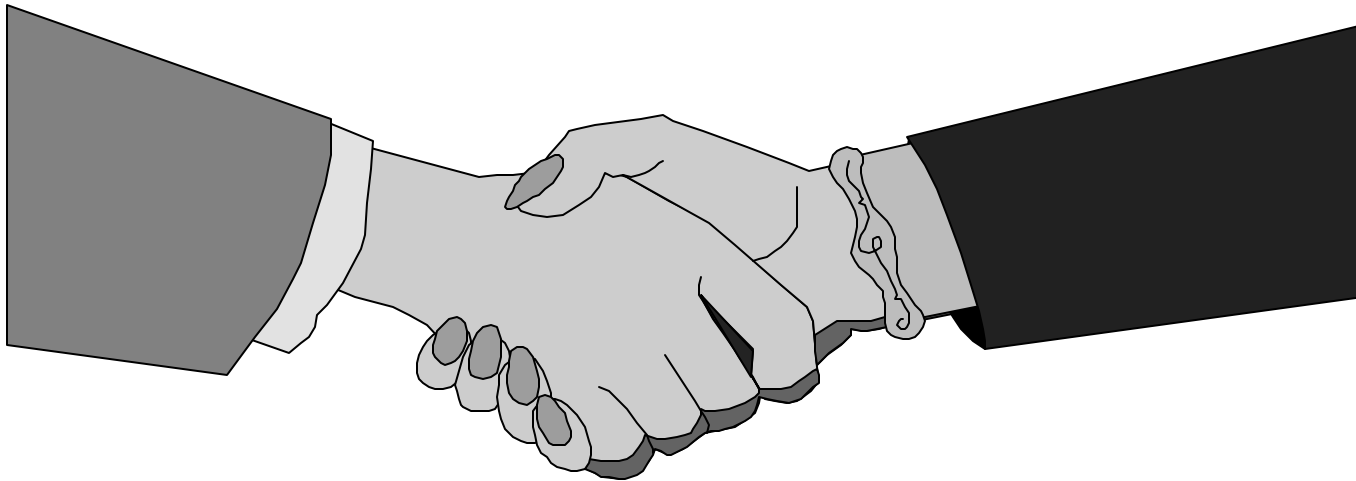
What we covered:



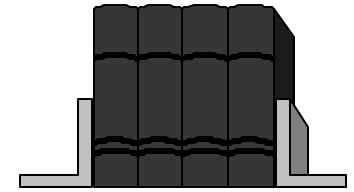
- Are you a Boss or a Leader? 
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- Discussion 
- Summary 

Special Thanks To:

- Brad Brown, Joe Trezzo, Jake Van der Vort, Barb Dully, Bob Reczek, Joe Graham, Lisa Elliott and Kevin Gerhard



References



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60 Minute Manager - Joe Trezzo, TUSC

Uncommon Leaders; TUSC, 1989

What's next for IT?; Larry Geisel, Netscape

The Miracle of Motivation; George Shinn

The Fifth Discipline Fieldbook, Peter Senge

God's little devotional book for leaders

7 Habits of Highly Effective People; Steven Covey

Once and Future King; T.H.White

Bullet Proof Manager Seminars, Krestcom Productions, Inc.

The Laws of Leadership - John Maxwell

Taking the Lead - Ron Jenson

Mentoring - Bobb Biehl

The making of a leader - Frank Damazio

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For More Information

- **The Oracle 8i PL/SQL Language Poster**

This poster displays key information related to the Oracle PL/SQL language and contains the following: PL/SQL Language Reference, Client and Server Side PL/SQL Engine Execution, SQL and OS Commands to Create and Modify Stored PL/SQL Objects, Stored PL/SQL Object Ownership and Execution, PL/SQL Related Data Dictionary Views and Oracle Supplied Packages. (The poster covers up to PL/SQL version 8.1.5). Also v\$ poster available for Oracle8i.



- **Oracle Performance Tuning Tips & Techniques**

Expert Technical Knowledge at the Turn of a Page. Tune and tailor your Oracle7, or Oracle8 system to perform at its peak using this one-of-a-kind reference, designed for every Oracle database administrator, programmer, and user.



Thank You for Coming

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