

## My Leadership Point of View

### My Background

My Mom and Dad were heavy influencers in molding my value system. I was born and raised in Cedar City Utah, we were the Average American family, 2.5 children, mortgage, debt, etc.. My parents made decent money, yet we were not rich, however, we were not poor. Many nights we had family dinner at the kitchen table rather than eating out. Those family dinners were full of conversations about how our day went, help with homework, and what we should watch on TV after dinner. I learned many lessons at that kitchen table, but the most important lesson was Family. My family shared their life lessons, core values, their love, and pushed me to strive for independence.

I began working at age 16, My first job was as Dishwasher at a local restaurant. I was an inbound and outbound telemarketing, and I did several jobs at Walmart and McDonalds. I attempted to go to college, I went 1 semester and got straight F's, I learned the lesson of how much money it took to not take something seriously and not put forth any effort. I knew I wanted to work in the tech field, my father was an IBM guy and we had pc's in our home from the time I was born and still today. I got tired of having a J.O.B. and living life just over broke, so I applied to Southwest Applied Technical Collage and obtained my A+, Network+, and CCNA certifications. After I got my certifications I worked for a local computer repair shop, a local drive-in restaurant, and a gas station, all at the same time, until I moved to St George in 2002 on the hunt for a tech career. In 2004 I found an ad in the local paper looking for "Bed Builders for a local wall bed manufacture". I didn't know what a Wallbed was, I went to the company's website I was shocked at how basic their website was. It was high school html class project basic. I was still intrigued by the possibility of working for a wood shop, I knew I could learn some practical skills as the tech industry advanced in Southern Utah. I was offered a job the same day as my interview and in beginning of February of 2004 I started working for Wilding Wallbeds. From 2004 to today I have had many responsibilities for Wilding Wallbeds. The tech industry has advanced in Southern Utah; however, I have been working my way up the ladder at Wilding Wallbeds and I don't see myself switching careers anytime soon.

### Key Events of my Influencers

My mother taught me to be Honest and always have the courage to say no, face the truth, and do what is right. I also learned from her how to read a person's character, she always told me to reserve my judgment and let their actions speak their motives. She taught me how to be adaptable, and the importance of balancing work, life, and play. At the kitchen table I played chess with my father. He taught me strategy and future thinking. My dad taught me to have integrity by being accountable and responsible through the consistency of my actions. Both parents taught me perseverance by making me sit at the kitchen table until I finished eating my peas, or bedtime, which ever came first. However, that lesson may have been learned through stubbornness as I didn't eat my peas, and I still don't like them.

Gary "Tex" Cowart, my 8<sup>th</sup> grade math teacher, taught me the value of being early with his willingness to help you with your homework, or a difficult problem. If you were early enough and asked him for help, you could get his assistance on every homework question. If a problem was difficult enough, or he felt his explanation from the day before was unclear, he would take the first 10 to 15 minutes of class explain the previous days lesson just in case somebody was too embarrassed to ask for help.

Jeff Miller, a former employer, introduced me to lean thinking, he owned his own business, worked 20-hour days, and proclaimed himself the laziest person you would ever meet. He would eliminate processes that were redundant, or wasted time, and only ever made 1 trip the fridge from the back after making the fry bread dough, slicing, and dicing tomatoes, onions, and ham. When I questioned him about being lazy, I said “Jeff you own a business, working 20 plus hours a day, and maintaining a home life with a wife and 2 daughters.” I boasted “that’s not lazy!” He told me “I’m so lazy because I only take 1 trip to the fridge, I stack all these full tubs of sliced and diced produce, meat, and bread dough above my head and only take 1 trip to the fridge every morning.” I replied, “Well if that’s lazy, make 2 trips, that way you don’t have to worry about tripping, dropping everything, then redoing all your work?” His jovial response with a big grin was “I like to gamble.”

My favorite comic book character is Batman. Those comic books, animated TV series, and movies of the playboy billionaire vigilante taught me to have a moral code, because, you will never know what is right and what is wrong if you don’t have a line, you will never cross.

On December 26<sup>th</sup>, 2013, my son was born, 3 days later the young woman who chose my wife and I to parent her baby by signing away her parental rights opening the door for us to petition to adopt. 6 months later the adoption became final, and my son officially became my son. This was a difficult process as we did not use an adoption agency, the young woman was the grand daughter to a client of my wife and no legal actions can be taken by her until 24 hours after the baby is born. In about 6 months of knowing us, our consistency with of our actions, and having faith, we inspired a young 16-year-old girl’s trust. She chose to allow my wife and I to have a child, to complete our family, and start the tradition of family dinners and life lessons of our own at the kitchen table.

### My Core Values

My core values are, and I will list them in order of importance. Family, I share my life lessons, my values, and my love so others can strive to be independent. Honesty, I have the courage to say no, to face the truth, and do what’s right. Integrity, I am Accountable and Responsible and display consistency in action. Trust, I behave in a manner that attracts people’s trust in me. Wisdom, I share lessons I have learned so others may benefit. Sturdiness, in both build and determination, when I get my mind set I am an unrelenting force that will not stop until the task is complete.

### What I expect of you

I expect you to uphold my values and let my wisdom and morals be your compass with what is right and wrong. I expect others to be dependable, honest, and face the truth with integrity. Trust is not earned it is granted, and I expect you to act in a manner that shows me you are trustworthy. Family is something that you are born into, or chosen to be part of, I am a parent of an adopted child I know the value of being chosen. If you can live up to my values, you will forever be part of my family.

### What you can expect of me

You can expect me to approach the responsibility of nurturing your growth as a privilege. If you can walk tall with determination, learn from my wisdom, trust in me, and be honest. You can expect to have a mentor, a comrade, and a brother.

## How will I set an example for you

No matter your gender, age, race, sexual orientation, or faith, I will set an example for you by affording you the same level of respect that I afford myself. I will never ask you to do a task that I have not done, or I am not willing to get in the trench by your side. I will never ask you to do a task or treat you in a manner that violates my core values. I will do my best to lead by example, I will appreciate you, I will congratulate your accomplishments (both the big and small), and support your growth as a person as well as an employee.