

Chapter 1 : Employees' 'ordinary greatness' can save your company

Chapter 10 - Ordinary Greatness in Challenging Times Today's challenges call for bold leadership. It is during times of chaos and uncertainty that demand an even greater focus on tapping into the discretionary effort of the workforce.

Hundreds of busy commuters passed by Bell without a second glance or an appreciation for the music he played. Chapter 1 - What is Ordinary Greatness? While the definition of greatness is subjective, there are certain parameters that can be identified. There are also some characteristics that serve as precursors or identity markers of the quality examples include Spielberg, Churchill, Lenny Skutnik. We learn from the greatness of heroes like these from the media who celebrates them through the 21st century process of storytelling. Chapter 2 - Ordinary Greatness Observed When ordinary people were surveyed regarding their perceptions of greatness, some interesting facts emerged. And leaders possess the unique opportunity to identify and learn from the ordinary greatness of their constituency; they also have the capacity to leave just such a fingerprint themselves. These blinders include compartmentalization, preconceived notions, personal bias, external focus, experience versus potential, busyness, and the setting. Explanations are given as to how we commonly fall victim to each of these blinders. Chapter 4 - How Leaders Open Their Eyes to Ordinary Greatness A self-discovery assessment is featured to help leaders identify their personal blinders. Chapter 6 - Creating the Context for Ordinary Greatness Leaders set the context for recognizing, developing and leveraging everyday greatness. Leaders must ensure that the environment is one that encourages everyone to work to the best of their abilities. This chapter focuses on specific leadership strategies including servant leader mindset, visibility, accessibility and approachability, leading by example and communication that connects that creates the compelling environment for greatness to occur every day. Chapter 7 - Promoting Ordinary Greatness True stories of how real-life, high performing leaders were able to discover greatness in their constituency – how they identified it and pulled it out. We also learn why they overlooked greatness in some employees only to learn about the capacity later on – the blinders they were subject to. This chapter takes a new look at some proven strategies such as employee selection, reward and recognition, employee involvement and accountability that promote greatness. Chapter 8 - Cultivating the Potential for Ordinary Greatness Organizations can leverage their talent by incorporating a coaching philosophy and developing a strong talent management program. The authors provide practical and proven practices and processes to assist leaders in maximizing the impact of those they lead. Examples include techniques for finding the source of motivation for each individual and incorporating driven discussions and aspirational conversations into everyday leadership. This chapter includes an assessment to assist in identifying the thoughts and actions that prevent you from seeing everyday greatness. It is during times of chaos and uncertainty that demand an even greater focus on tapping into the discretionary effort of the workforce. Yet, experience indicates that it is far more common for organizations to revert to old patterns and unproductive practices that zap the energy, enthusiasm and commitment from those they lead. The keys to successfully engaging the workforce in tough times are shared through continuation of the scenario introduced in Chapter 4.

Chapter 2 : Bible Verses for Hard Times: 21 Uplifting Scriptures

Ordinary Greatness in Challenging Times Additional resources are found at the end of the book There are literally hundreds of excellent Tips for Success throughout this book.

Ordinary Greatness October 5, Pam Bilbrey and Brian Jones have written a new book that is unquestionably highly relevant to all leaders and to each and every person who is truly committed to greater personal and professional success however they define success. Thoughtful reading, with a desire and willingness to take action and make personal, professional and organizational changes, will assist serious readers in contributing greater value to the people and organizations they serve. They provide a blueprint for us to go about changing the lives of people who work for us by helping them realize their potential and become the people they are meant to be. That is certainly one of the most worthwhile endeavors that any executive or manager can undertake. What is Ordinary Greatness? In addition to the focus of each chapter, just a few quotations from the book include: The bottom line is that we, as leaders, are responsible for whether or not our staff brings its full commitment and effort to work every day. The best leaders practice self-development. There is no limit to our ability to succeed when we invest ourselves in the potential of those around us. This is how cultures are changed by leaders who pay the most attention to the positive greatness already in the company. Greatness is all around us. The lesson of this chapter is that it may not always be where we expect to see it. Discovering greatness in ordinary situations requires us to release patterns of thinking that limit possibilities. Organizations that successfully align themselves for greatness share four common characteristics: I am a leader, speaker, and author who is passionate about Leadership Excellence and Achieving Greater Success. He truly has a passion for leadership and for getting to the heart of the matter. He knows what it takes to motivate both individuals and groups and genuinely leads by the example he sets. He has exceptional relationship development and group facilitation skills. He is a keen observer and is able to offer accurate insights into business relationships. He is trusted and respected by colleagues. His speaking style is enthusiastic, confident and engaging. You know that a successful outcome will be delivered when Dan is leading the way. His message is positive and always very motivating. He operates with great integrity and character. Dan completely understands business dynamics and utilizes that understanding to optimize exceptional leadership. As a former hospital CEO and senior healthcare executive, I understand that leadership is influence, and I strongly believe that leadership excellence is the ultimate strategy for success in any area of life! I write and speak on topics I am passionate about, including achieving greater success and developing leadership excellence.

Chapter 3 : Ordinary Greatness : Pamela A. Bilbrey :

Ordinary greatness thrives in companies with strong leadership. In fact, a recent survey of federal workplaces found that the quality of an organization's senior leadership is the important element in building a great place to work - coming in even above pay and benefits.

Greatness Quotes "Creativity means believing you have greatness. Dyer "There are no great men, only great challenges that ordinary men are forced by circumstances to meet. Halsey "Greatness does not approach him who is forever looking down. They are not extraordinary - they are in the true order. It is the other species of men who are not what they ought to be. The history of the world is but the biography of great men. Truman "The price of greatness is responsibility. Bell "Greatness after all, in spite of its name, appears to be not so much a certain size as a certain quality in human lives. It may be present in lives whose range is very small. Pythagoras was misunderstood, and Socrates, and Jesus, and Luther, and Copernicus, and Galileo, and Newton, and every pure and wise spirit that ever took flesh. To be great is to be misunderstood. The people who can catch hold of men? To bear up under loss, to fight the bitterness of defeat and the weakness of grief, to be victor over anger, to smile when tears are close, to resist evil men and base instincts, to hate hate and to love love, to go on when it would seem good to die, to seek ever after the glory and the dream, to look up with unquenchable faith in something evermore about to be, that is what any man can do, and so be great. This is a part of the penalty for greatness, and every great man understands it; and understands, too, that it is no proof of greatness. The final proof of greatness lies in being able to endure contumely without resentment. The shadow kills the growth: I want it said of me by those who knew me best, that I always plucked a thistle and planted a flower where I thought a flower would grow. We cannot avoid meeting great issues. All that we can determine for ourselves is whether we shall meet them well or ill. The man capable of greatness of soul will open wide the windows of his mind, letting the winds blow freely upon it from every portion of the universe. He will see himself and life and the world as truly as our human limitations will permit; realizing the brevity and minuteness of human life, he will realize also that in individual minds is concentrated whatever of value the known universe contains. And he will see that the man whose mind mirrors the world becomes in a sense as great as the world. In emancipation from the fears that beset the slave of circumstance he will experience a profound joy, and through all the vicissitudes of his outward life he will remain in the depths of his being a happy man. Putting oneself in the limelight at the expense of others is a wrong idea of greatness. One of these things is the capacity for greatness in man? This capacity for greatness is a very precious gift, and we are under a danger in our day of stifling it. William Clyde de Vane "To achieve great things we must live as if we were never going to die. You are here in order to enable the world to live more amply, with greater vision, with a finer spirit of hope and achievement. You are here to enrich the world, and you impoverish yourself if you forget the errand.

Chapter 4 : Endure Quotes - BrainyQuote

Finally, Bilbrey and Jones end their book with a chapter called "Ordinary Greatness in Challenging Times." They emphasize that challenging times call on us to be even more cognizant of the talent around us; to carefully consider all decisions that affect our workforce, so that knee-jerk reactions don't render us incapable of responding when.

These people have experienced many ups and downs, and have gained an appreciation, a sensitivity, and an understanding of life that fills them with compassion, understanding and a deep loving wisdom. Angel and I have worked with thousands of these incredible people over the past decade, both online and offline, through various forms of coaching. In many cases they came to us feeling stuck and lost, unaware of their own brilliance, blind to the fact that their struggles have strengthened them and given them an upper hand in this crazy world. Truth be told, when hard times hit, and the challenges you face are great, you can either let your situation define you, let it destroy you or let it strengthen you. The choice is yours to make. Pain is part of life and love, and it helps you grow. So many of us are afraid of ourselves, of our own truth, and our feelings most of all. We talk about how great the concepts of life and love are, but then we hide from both every day. We hide from our truest feelings. Because the truth is life and love hurt sometimes, and the feelings this brings disturbs us. We are taught at an early age that all pain is evil and harmful. We need to feel pain, just as we need to feel alive and loved. Pain is meant to wake us up. Yet we try to hide our pain. Pain is something to carry willingly, just like good sense. Because you can only learn how strong you are when being strong is the only choice you have. Pain is a feeling. Your feelings are a part of you – your own reality. You should stand up for your right to feel pain – to endure it – to own your scars – to deal with the realities of life and love, as you grow into the strongest, wisest, truest version of yourself. Mindset is half the battle. Expecting life to be wonderful all the time is wanting to swim in an ocean in which waves only rise up and never come crashing down. However, when you recognize that the rising and crashing waves are part of the exact same ocean, you are able to let go and be at peace with the reality of these ups and downs. To get up every morning and take a good look around in a way that takes nothing for granted. Every day is a gift. Never treat life casually. To be spiritual in any way is to be amazed in every way. To paraphrase the poet Iain S. Do not let negativity wear off on you. Do not let the bitterness steal your sweetness. Even though others may disagree with you, take pride in the fact that you still know the world to be a beautiful place. And mindset is especially powerful when it comes to accepting that 3. Fear is only as deep as your mind allows. You are still in control. The key is to acknowledge your fear and directly address it. Fight hard to shine the light of your words upon it. Because you never truly faced the opponent who defeated you. You CAN beat fear if you face it. You are growing through experience. With a positive attitude you will always be pleasantly surprised. When you stop expecting things to be a certain way, you can appreciate them for what they are. You have the power to turn your wounds and worries into wisdom; you just have to do something about them. Realize this and set yourself free. Make no mistake, in the end, the price of happiness IS responsibility. Ultimately, your happiness depends on your self-reliance – your unshakable willingness to take responsibility for your life from this moment forward, regardless of who had a hand in making it the way it is now. The present is all you really have to deal with. Life is not lived in some distant, imagined land of someday where everything is perfect. It is lived here and now, with the reality of the way things are. Yes, by all means you can work toward an idealized tomorrow. Yet to do so, you must successfully deal with the world as it is today. Sometimes we avoid experiencing exactly where we are because we have developed a belief, based on past experiences, that it is not where we should be or want to be. But the truth is, where you are now is exactly where you need to be to get to where you want to go tomorrow. So appreciate where you are. Your friends and family are too beautiful to ignore. Take a moment to remember how fortunate you are to be breathing. Take a look around, with your eyes earnestly open to the possibilities before you. Much of what you fear does not exist. Much of what you love is closer than you realize. You are just one brief thought away from understanding the blessing that is your life. Happiness is a mindset that can only be designed into the present. So many young people seem to think all their happiness awaits them in the years ahead, while so many older people believe their best

moments are behind them. Read *The Power of Now: A Guide to Spiritual Enlightenment*. There is always, always, always something to be thankful for. What if you woke up tomorrow with only the things you were thankful for today? Think of all the beauty that remains around you, see it and smile. Be thankful for all the small things in your life, because when you put them all together you will see just how significant they are. Great things take time. Instant results are rarely the best results. With patience, you can greatly expand your potential. If your desires were always fulfilled immediately, you would have nothing to look forward to. You would miss out on the joys of anticipation and progress. Every stone you move, no matter how small, is progress. You deserve more than mere instant gratification. Value that arrives in an instant is often gone in an instant. Value that takes time and commitment to create often outlives its creator – YOU. Other people cannot validate you. Pave your own unique path. What success means to each of us is totally different. Success is ultimately about spending your life happily in your own way. You are already valuable. You just need to believe in yourself and what you wish to achieve. You can be quietly humble and still be amazingly effective. Quiet success is just as sweet as loud, flamboyant success, and usually far more real. Success is how you define it, not what everyone else says it must be for you. Read *The Gifts of Imperfection*. You are not alone. So many of us are fighting the same exact battle alongside you. We are all in this together. So no matter how embarrassed or pathetic you feel about your own situation, know that there are others out there experiencing the same emotions. I often feel and think and struggle much like you do. I care about many of the things you care about, just in my own way. And although some people do not understand us, we understand each other. YOU are not alone! This strength enables us to successfully fulfill our deepest, most meaningful purposes. It is precisely because life is difficult that we are able to make it great. It is because life is difficult that we are able to rise above the difficulties. We are able to make a difference and we are able to truly matter. So remember this – When times are tough, you must be tougher. Your turn – What have you learned that has helped you get through hard times?

Chapter 5 : 34 Inspirational Quotes On Challenges | AwakenTheGreatnessWithin

Masterful Leadership: Creating a Culture of Greatness In Challenging Times One thing is for sure as we move into CHANGE is inevitable. Whether you are creating it or responding to it - CHANGE will impact you, your team and your career in some way.

Visit our Beautiful Books page and find lovely books for kids, photography lovers and more. Leaders simply fail to grasp what is right there in front of them. Does this describe you as a leader? Revealing how you can maximize your leadership skills, no matter the venue, Ordinary Greatness helps you to optimize organizational results by improving your ability to recognize and create ordinary greatness in those you lead. This practical guide features real-world stories relating to both famous and everyday heroes with tips to identify the blinders that keep you from seeing the greatness within your organization. Starting with a Foreword by renowned leadership thinker Patrick Lencioni, this groundbreaking book includes a personal template for achieving ordinary greatness in your own life and those you lead so you can: Pam and Brian remind us that people are always the engine that drives results. This book is to be absorbed, not merely read. It will challenge you to reconsider your life-and give you practical tools to do so. Everyone can see the top 0. It requires a special way of viewing the world to see the other Pam and Brian have welded research with wisdom and decanted analysis with soul to give you an opportunity to understand greatness in a new light. And best of all-to see the greatest in your own life. Anyone who reads this book and accepts the challenges offered by Pam and Brian will become not only a better leader but a better person. Pam Bilbrey and Brian Jones have written a compact gem that reveals how ordinary greatness can be found, encouraged, nurtured, and celebrated. If we all stepped into our ordinary greatness as Pam and Brian suggest, we would change the world. Chapter 1 What Is Ordinary Greatness? Chapter 2 Ordinary Greatness Observed. Chapter 5 Characteristics of Ordinary Greatness. Chapter 6 Creating the Context for Ordinary Greatness. Chapter 7 Promoting Ordinary Greatness. Chapter 8 Cultivating the Potential for Ordinary Greatness. Chapter 10 Ordinary Greatness in Challenging Times. Appendix B Questions and Answers. Pamela Bilbrey and Brian Jones flip the script on how we should recognize and reward greatness in both our professional and personal lives. They remind us to set aside our beliefs that great people must be well-known celebrities or larger-than-life figures, and consider the people around us who practice greatness every day while no one is looking. Bilbrey Pamela Bilbrey helps organizations maximize their current strengths and bring out their ordinary greatness to achieve extraordinary results. A sought-after consultant, coach, and international speaker, she has authored three books and over fifty articles on employee engagement, leadership and team development, and organizational change. He is the author of several articles on leadership development and employee engagement.

Chapter 6 : Ordinary Greatness | Dan Nielsen

Praise for Ordinary Greatness "Ordinary Greatness captures the essence of the expression, 'what you see often depends on what you are looking for.' This.

About People who overcame difficult odds This is a selection of people who overcame adversity, obstacles and difficult odds to attain a significant achievement. Joan of Arc was a year-old illiterate peasant girl. However, despite the prejudice against both peasants and women, she persuaded the Dauphin of France to lay siege to the town of Orleans. She correctly prophesied the Dauphin would be again crowned King of France. Seven years after her death, the French had defeated the English. Nelson Mandela " worked very hard to train as a lawyer, despite the South African apartheid system making this very difficult for a black man. Against the odds Nelson Mandela was able to practice law, helping many black South Africans to survive in the apartheid system. When Nelson Mandela was sent to jail for his opposition to apartheid in the s, there seemed no end in sight to the all-powerful apartheid system of South Africa. But, against the odds, Mandela played a critical role in bringing about the end of apartheid and the first truly democratic elections. Helen Keller A became deaf-blind before her second birthday. Despite this debilitating disability, she learned to read and write, and became the first deaf-blind person to gain a bachelor degree. Winston Churchill In , Britain stood alone against the all-conquering Nazi war machine. There were several leading British politicians who advocated suing for peace, like Vichy France. Churchill inspired the nation to fight on and achieve total victory " whatever the cost. Five years later, British troops took part in the Allied landings in Normandy and over a year later completed the liberation of Europe. Mahatma Gandhi " For his non-violent protests against the British domination of India, Gandhi was put into jail several times. Rosa Parks " Rosa Parks could have easily been just another statistic in the American system of racial segregation. In the Deep South, black Americans were systematically discriminated against, but on one famous day in , Rosa Parks made a stand and refused to give up her seat to a white passenger. Her brave action sparked a widespread boycott of buses in Montgomery, Alabama. Catherine the Great " German by birth, Catherine the Great married into the Russian Royal family at a time when women played little, if any, role in public life. But, she became one of the most influential monarchs Russia had ever seen. She oversaw an increase in Russian influence and helped to improve the conditions of the serf population. Marie Curie " In an age where few women were able to be educated, Marie Curie became one of the most important scientists of her generation. Her discoveries enabled the development of modern radiation and X-Ray. She was one of the few people to receive a Nobel prize for both medicine and physics. Olaudah Equiano " " Aged 11, he was taken into slavery and transported to America. It was also well received for its literary merit Beethoven For a musician to lose his hearing is the greatest possible misfortune. Abraham Lincoln Born in a one-room log cabin, Lincoln taught himself to read and trained to become a lawyer. Despite numerous setbacks both personal and political, he was elected 16th President of the US from In difficult circumstances Lincoln led the Union forces to victory preserving the United States and against vehement opposition passed a bill to abolish legal slavery. Harriet Tubman " Born into slavery, Tubman managed to escape and begin a new life. She returned on many dangerous missions to Maryland where she helped lead slaves to freedom. She also served as agent and leader during the Civil War. She became a symbol of the abolition movement. Mikhail Gorbachev " " Pursued Glasnost and Perestroika, enabling the gradual end of Communist rule, bringing democracy to Eastern Europe. Stephen Hawking " " despite suffering from motor neurone disease, Hawking has helped popularise scientific concepts and make ground-breaking discoveries. Oprah Winfrey " Winfrey grew up in poverty. She gave birth aged 14, and lost her child. Oprah Winfrey was the first woman to own her own talk show. One of the most influential women in the US. However, despite being almost penniless, Edison rose to be the most prolific inventor of his generation. Jesse Owens " Despite experiencing racial discrimination in his native country, the US. Owens became a global icon at the Berlin Olympics. Initially, her manuscript for Harry Potter was rejected by several publishers. Florence Nightingale " When Florence Nightingale went to the Crimea to serve in hospitals, nurses were given little respect or priority. However, she helped to change

attitudes to the nursing profession and implement new practices which helped to improve mortality survival rates. Elizabeth Fry British Quaker who campaigned for better conditions in prisons, also set up charities for homeless and poor. She was an early female pioneer in influencing public policy. Malala Yousafzai " Pakistani schoolgirl who defied threats of the Taliban to campaign for the right to education. Last updated 1 March Related pages Courageous people " People who have overcome difficult circumstances and difficult odds.

Chapter 7 : Masterful Leadership: Creating a Culture of Greatness In Challenging Times - AMA New Jersey

Chapter 10 Ordinary Greatness in Challenging Times. Closing Comments. Appendix A Assessments. Appendix B Questions and Answers. Notes. For More Information. About the.

Chapter 8 : Greatness Quotes (quotes)

How to leverage ordinary greatness to create a competitive advantage for any organization. Enabling readers to maximize leadership skills, no matter the venue, Ordinary Greatness helps those who are in leadership positions to optimize their organizational results by improving their ability to recognize and create greatness in those who they lead.

Chapter 9 : People who overcame difficult odds | Biography Online

"Greatness of name in the father oft-times overwhelms the son; they stand too near one another. The shadow kills the growth: so much, that we see the grandchild come more and oftener to be heir of the first."