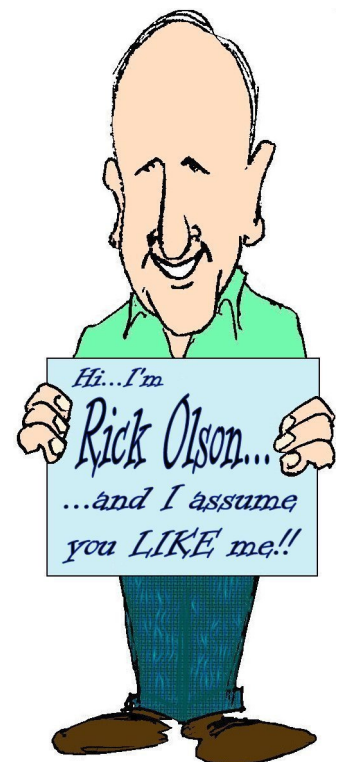


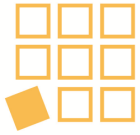
This Looks Like a Job for Superman Fiscal Manager

Every employee is a boss watcher!

A great manager:

- Has a great attitude!
- Is a great listener!
- Recognizes others!
- Is a people builder!





This Looks Like a Job for Superman Fiscal Manager

A. Build a Great Team

1. A team: Maximize strengths & minimize weaknesses.

The most basic question regarding leadership is this: Is anyone following?

2. When the ball is dropped—pick it up!

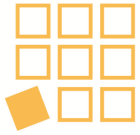
B. Navigate Through Change

1. Embrace and drive change!

Don't waste energy worrying about how people think about you. Assume they like you!

2. You can't do change to people; you can do change with them.

Until you attach a deadline to it, that goal is nothing more than a dream.



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C. Embrace World Class Service

1. Great service always starts internally.

If you want to be more than a spectator, get out of the bleachers.

2. Empowerment is the key to great service.

D. Create a Dynamic Workplace

1. Protect the DNA.

There are many things in life that you have no control over. Attitude is not one of them.

2. Don't forget to have fun.

There is a hero locked up inside of all those around you. You hold the key.