



## KEVIN LANE TURNER & TURNER LEADERSHIP STRATEGIES

*Sustainable change through Training-Over-Time.*



LEADERSHIP DEVELOPMENT | C-SUITE ADVISORY | TEAM PERFORMANCE TRAINING | TURNAROUNDS

### Fall 2017 Newsletter

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##### Client Feedback

*Our firm builds enduring client relationships through the results we produce. Find out "how" from unsolicited feedback we've received.*

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[Click here](#) and help us learn how we can serve you and your organization.

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*"When it comes to complex interpersonal skills, we rarely think to make use of deliberate practice. In the fields of leadership and interpersonal influence, we are rarely taught specific behaviors that we can rehearse while receiving detailed feedback from a trained coach. Instead, we are taught "from the neck up" a set of ideas (through a lecture/seminar format), and that rarely leads to changes in behavior."*  
*Influencer*, by Joseph Grenny and Kerry Patterson

## Congratulations to our Customers!

We congratulate a few of our D/FW customers who have earned recognition for their excellence in their industries.

#### 1. TDIndustries

#44 *Fortune Magazine's* "100 Best Places to Work"

#### 2. HomePro Home Technologies

#4 *CE-Pro Magazine's* "Top 100 Largest Custom Electronics Integration Companies in the USA"

#### 3. CSW Industrials

#12 *Dallas Business Journal's* "N. Texas Fastest Growing Public Companies"

#### 4. Saville Dodgen & Co.

#13 *Dallas Business Journal's* "N. Texas Accounting Firms"

*"It is important to establish a development program so people can grow into the position they aspire to. Focus on promotions from within."* Peggy Cherng, CEO, Panda Restaurant Group

## How Well Do You Know Your Key People?

by Kevin Turner

Social conditioning shapes our personality and subsequent behavior. This fact is never more clearly demonstrated than through an interesting gentleman. Plagued by various illnesses most of his childhood, it was an achievement just to survive into his adult years. The illnesses forced him to grow up in isolation. This set of circumstances produced an introverted scholar who found his mind fascinated by the world around him; because of all that goes along with most introverts (cerebral vs. social, thinker vs. talker, specialist vs. generalist, etc.). Coupled with an extremely strong work ethic, his fascination led to several unique realizations and discoveries about how our world works. However, as great as his discoveries were, because of a concern for how other people might react to his work (characteristic of introverts), he put off publishing any of

## Quote of the Day

*"Listen at all levels. Some of the best ideas come from those on the front lines."*

- Rosalind Brewer,  
President and CEO,  
Sam's Club

his realizations and discoveries.

Well, it's a good thing to have friends. Good friends pull out the best in us and so it was with our story's central character. One of his friends just happened to be a man by the name of Edmond Halley. Now if Edmond sounds unfamiliar to you, you might connect with him once you hear what made Edmond famous: the discovery of a comet that periodically flew so close to the earth that it terrified earth's population into believing the world was ending. That comet, once its properties were understood by Edmond and subsequently explained to the masses, became known as Halley's Comet.

It took a tremendous effort on Halley's part to get his friend, our central character, to publish his work. But he finally did – in 1687 - as he described for the first time in human history how the planets move through space and how things on earth travel through the air; *gravity* governs both. This introvert who refused to broadcast his findings about gravity for decades was none other than Sir Isaac Newton.

Who are the introverts within your team, your organization? What realizations, what discoveries have they made about their role, your business, your product or service, or a customer, that if known to all, might take you, your team, your organization to another level? Determine today to be the Edmond Halley within your team and encourage those introverts to share what they know. It might change your business and your world.

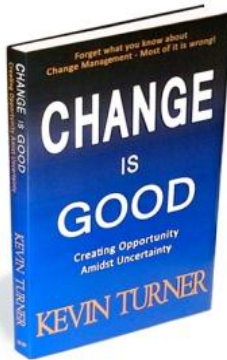
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*"People who fear losing their jobs start lying."*

Bob Lutz, Former Vice-Chairman, General Motors Company

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## Change is Good



*"Practical...easy to understand, not theoretical. [The] stepped approach...[is] a good process to stay focused and avoid distractions (or temptations) that divert one from the task at hand"*

- Mike Kotubey, President of TDIndustries, Inc.

Kevin Lane Turner's book ***Change is Good: Creating Opportunity Amidst Uncertainty.***

Learn about implementing sustainable change.

**Order your copy today.**