



Debra L. Sears

ARE YOU READY TO BUILD YOUR *Dream Team?*

There is much to be said for a successful leader. I feel that there are some characteristics, actions and traits that are essential. Generally speaking, this starts at home when we are children because often the greatest teachers in the world are mothers and fathers. Children learn what they live. I was given the privilege of a very loving home with high expectations. I was rewarded when I exceeded those expectations, but also held accountable when I did not. This created a subliminal sense of responsibility as a member of the family.

Some people are just born to lead. I feel that some are born with an innate ability to make decisions. You can watch toddlers at play and see invariably one that will seem to take charge. But in order to lead, you must be a person that others want to follow. This comes with a trust that others have in your abilities and personal strengths.

If you provide a vision for the future there will become a sense of direction and focus. The persons that you want to be on your team will be inspired - they will want to be a part of the goal. You become a family. It is very important to make others feel appreciated. Praise can come in many forms, but it is a fact that people will perform more for the recognition than the dollars. People need to feel that they are important to the process.



Leadership Starts with You

Communication is the gold standard for results. This can come in so many forms... eye contact, a smile, straight face, tone of voice, personal actions, etc. Stay focused, be firm, but always fair. If you set your standards high and live your values, others will want to be with you. At all times an ethical behavior is a must. If you set consistent expectations, set the examples, and reward your team members for their contributions, progress will be the result. You will be creating an environment for continuous improvement. If you illustrate your goal and establish a plan of action, every person will have a role in the end result.

It is so much fun and so rewarding to provide opportunities for people to grow both personally and professionally. If the project comes with care and compassion there is bound to be a positive end result.

As a business owner for 37 years, I find that being a mentor, a leader, and a producer is so much fun. When I assist a business in making decisions regarding a healthcare plan for their employees, I feel a sense of immense responsibility. There is no way I would



“drop the ball.” I am being entrusted with the future ability for families to attain healthcare in the time of an emergency or serious diagnosis. I am being entrusted with hard earned dollars. They have invited me to be a part of their team.

When I work with families and businesses I am proud to be a part of their team. If they do not have the resources for the team they need to develop, I bring in the members of my team. We establish the goal, create a plan of action and work together to attain an end result that exceeds expectations.

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