



Michigan School Business Officials



January 10, 2025

# *Self-Reflection, Vision & Purpose*

**Ed Stasiak**



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- Principles/Pillars
- Personal Journey
- David Ramsey
- Life Lessons
- Consistency of Purpose
- Goal = Document Beliefs and Share with Others





# *Life Expectancy in the United States since 1900*

1900 – 46

1920 – 53

1940 – 60

1960 – 66

1980 – 70

2000 – 76

2020 – 78

2024 – 79

**At age 16, I had 63 years to go....  
and today, the life expectancy of my wife  
and I is for one of us to live to 90!**



*Life Lessons*

*Life is Short*

*Life is Short **X** Long!*

*Plan for it!*



Are you, and your team,  
making decisions based on a  
**long-term** perspective?





# *Life Lesson Recap*

*Life is ~~Short~~ Long!*

Plan for it!





# FranklinCovey®

THE ULTIMATE COMPETITIVE ADVANTAGE



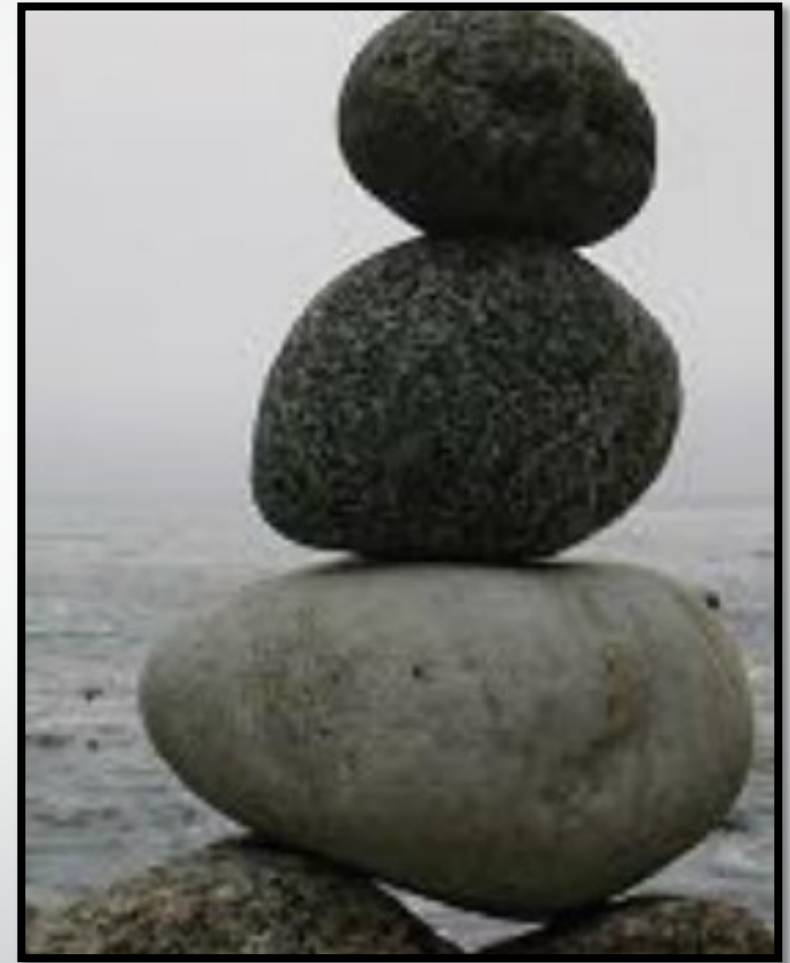






*Life Lessons*

# Know Your Big Rocks





## The 7 Areas of Life



# ***SMART*** Goals

***S***pecific

***M***easurable

***A***ttainable

***R***ealistic

***T***ime-Bound

# **Sand** is Hurting Efficiency & Effectiveness





*You can't work on today if you're still  
cleaning up yesterday!*





= Resources

Succession Planning = \$

Eliminate & Ignore the Extremes

*Often we try to solve a problem that  
doesn't exist.*

Determine the True Opportunity



*Why* don't  
you know  
**your**  
Big Rocks?



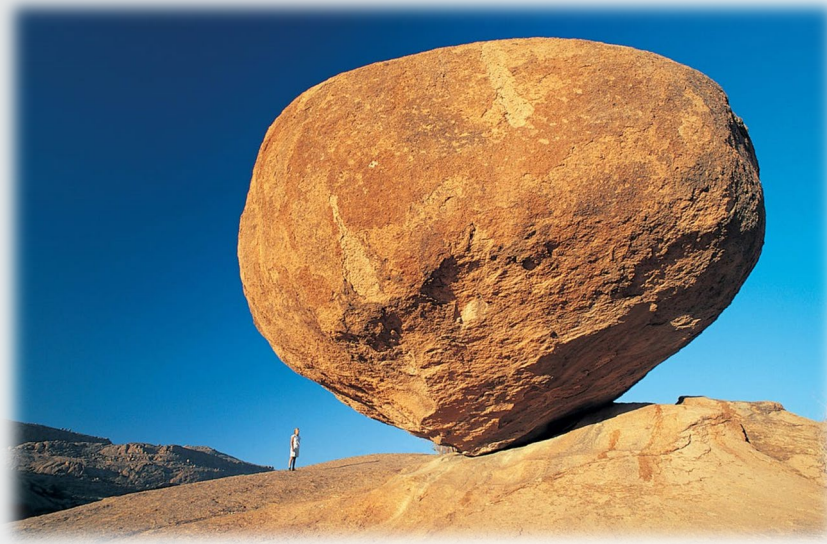
- Fear
- The work/risk of moving forward
- Commitment to the unknown
- Outside of our comfort zone



You don't know, what you don't know.  
But one thing is for certain, *change will happen...*  
but will you be ready?



- Intentional Development
- Strategic Abandonment



Do you know *your* Big Rocks and how you are spending your resources on them?

Are *others* part of your Big Rocks?



*Life Lesson Recap*

# Know Your Big Rocks



People can be divided into thirds:

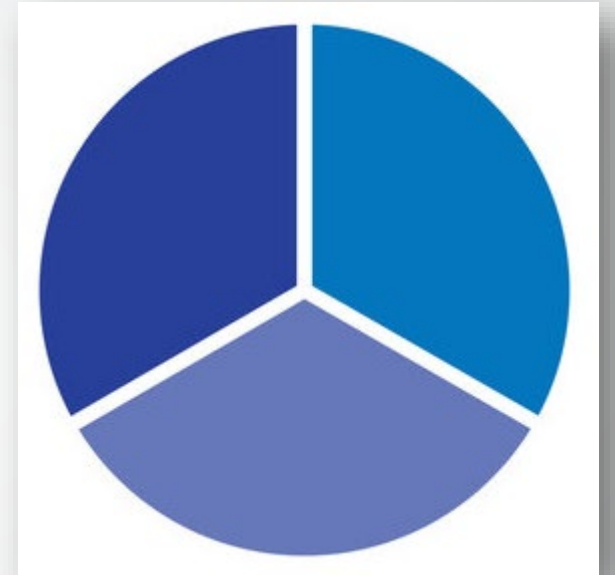
1/3 Suck the Life out of You

1/3 Blow in the Wind

1/3 Are Truly Engaged and are the Top Performers



**GOAL:**

Keep the top 1/3 from coming home with you.



## *Life Lessons*

"Show me your friends,  
and I'll show you your  
future!"



You will  
**never**  
outgrow  
your inner  
**circle.**



# Life Grabbing vs. Life Giving





Do you have an  
**OUTER** circle?

*1 + 1 = 3 Effect*

*Level Up vs Level Down*

*Network*

*Mentors*

*Coaches*

*“If you are not able to change the world, then change someone else’s.”*





## *Life Lesson Recap*

"Show me your friends,  
and I'll show you your  
future!"



## *Life Lessons*

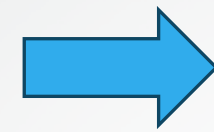
*“You are what your record says you are, and you own your record.”*

Worry about issues you *CAN* control!

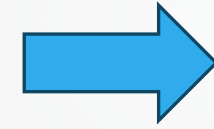


Life always  
throws you  
curve balls!

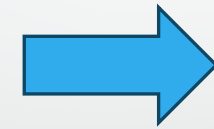




Health



Money



Relationships

# What is *your* record?



*Self-Awareness!*

*Decisions should be data driven,  
not made on emotion!*

## *Life Lesson Recap*

*“You are what your record says you are, and you own your record.”*





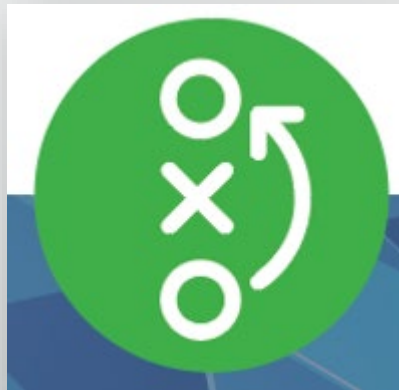
# *Life Lessons*

## Play Offense!

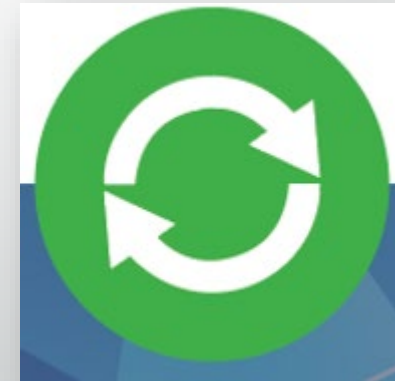


# Two Types of Thought Processes:

Offense Minded  
(not offensive)



Defense Minded





**Offense means attacking the green,  
defense means avoiding the water.**  
*(Playing to win versus playing to lose.)*

# Offense Mind Set:

- \* Typically, **PROACTIVE** not **REACTIVE**
- \* **IMPROVING** processes not solving problems
- \* Trying something **NEW** not maintaining what they have
- \* Dictating the **PACE** of the game, whatever the game might be



*I'd rather be **making** something happen  
than **waiting** for something to happen.*



# Defense Mind Set:

- \* Typically, reactive NOT proactive
- \* Playing it safe
- \* Minimizing Risk
- \* Maintaining what you have
- \* Exhausting rather than ENERGIZING



Defense is what **wins** games....

But without **points** on the board  
you'll never win!



**Personality type does **not** determine if you are Offense Minded.**

Introvert

Extrovert

Type A

Type B

**However, Offense Minded people do have certain traits.**

\*Big Picture Thinkers

\*Forward Thinkers

\*Focused

\*Disciplined

\*Persuasive

\*Flexible

\*Goal-Oriented

\*Intentional

*Sometimes playing offence isn't about  
playing one move ahead....  
it's about planning **multiple moves** ahead.*

## Defense **ONLY** Minded **TEAMS** *Struggle* Because:

- Lack of Growth
- Stressful Environment
- Culture is Poor
- Waiting for others to save them, instead of saving themselves







**As a Leader, what percentage of  
time are you playing  
offense **vs.** defense?**

**60% - 70%**

**30% - 40%**

# *Life Lesson Recap*

## Play Offense!



## Life Lessons

Failure *IS* an option.



Failure =



What if it was **your** money?

There is **only** value in failure if  
you **LEARN** from it...the lesson  
of failure is expensive.



# Failure Recovery



- Ask for **help**
- Afraid to be **vulnerable** in front of others

A loss is *not* a  
failure *until* you  
make it an  
**EXCUSE!**



How do you define *failure* and *success* in your environment?



What are *you* studying? Failure *or* Success?

What kind of *exposure to success* are you providing to yourself and your team?

# Life Lesson Recap

Failure *IS* an option.





*Life Lessons*

# **Lead Your Boss!**





Are you leading both  
*Upward and Downward?*

*Why leave your future in someone  
else's hands?*



Agenda



Expectations

(Surprise)...I don't know everything!

*Life Lesson Recap*

**Lead Your Boss!**



Leadership





# *Life Lessons*

Once you giveth.....  
you can never taketh away.

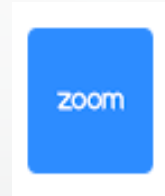
Decision Making!



# New 'norms' are created all the time...

- \* 9/11.....Airport Security

- \* Covid.....Work from Home....*People do not want to go back to work in the office.*



- \* Ecommerce...home shopping convenience

Decision making in good times is **easy**....  
but are you prepared for the **tough times**.  
(Fund Balance)

\* Desk/Office



\* Money



\* Title/Position



\* Builds Entitlement

**ENTITLEMENT**

What are the decisions you are making that  
create new norms and expectations that will  
have a positive and long term impact?





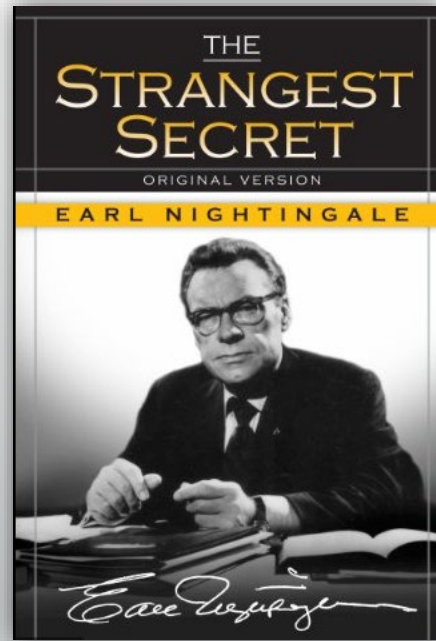
# *Life Lesson Recap*

Once you giveth.....  
you can never taketh away.

Decision Making!

# Life Lessons

A person becomes what they thinketh.



# Think **BIG**, Grow **BIG**



\$3 Million



\$1 Million

\$100 Million



\$50 Million



Mind  
OVER  
Matter

3.1 Miles



26.2 Miles



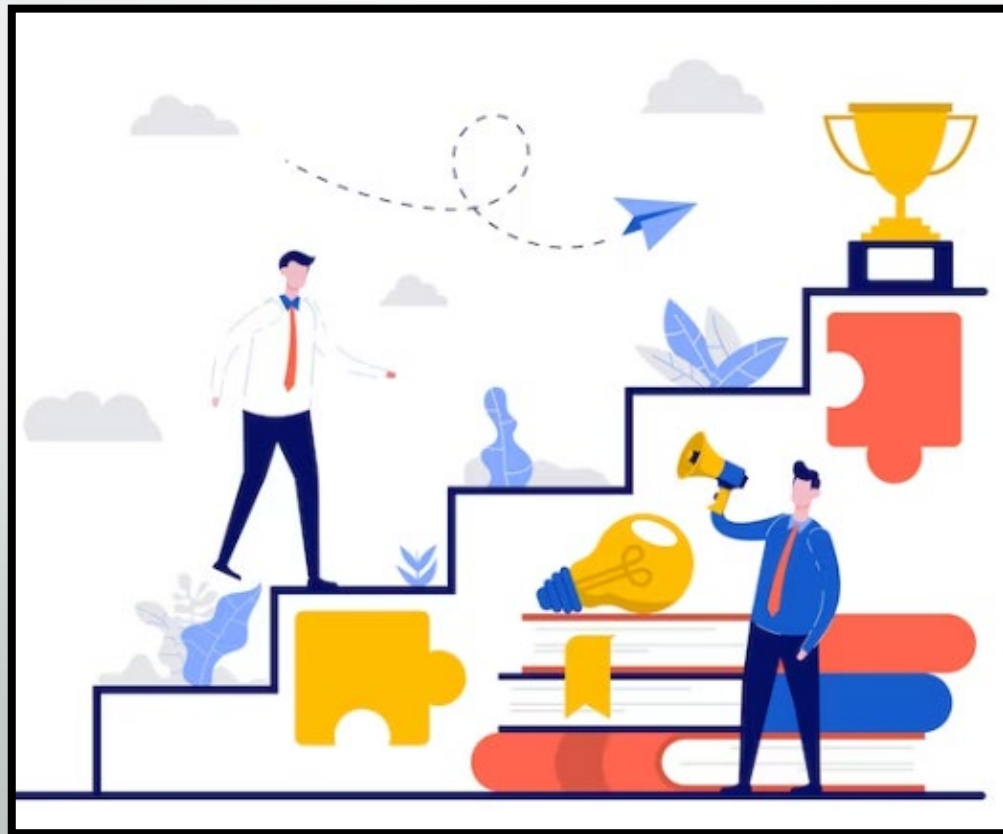
# Self-Limiting Beliefs



# The Law of the Lid



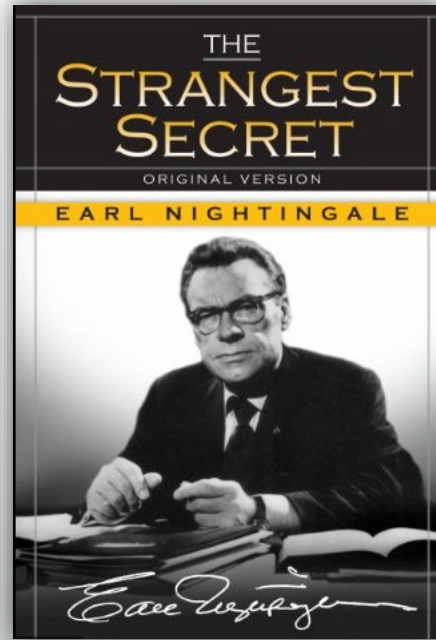
As a Leader, how are *you* thinking and *coaching* your people to think?





# Life Lesson Recap

A person becomes what they thinketh.



# Life Lessons

*“I would rather be hard on you, so life is easy than easy on you, so life is hard.”*



# TRUTH TELLER

*“Your baby is ugly.”*

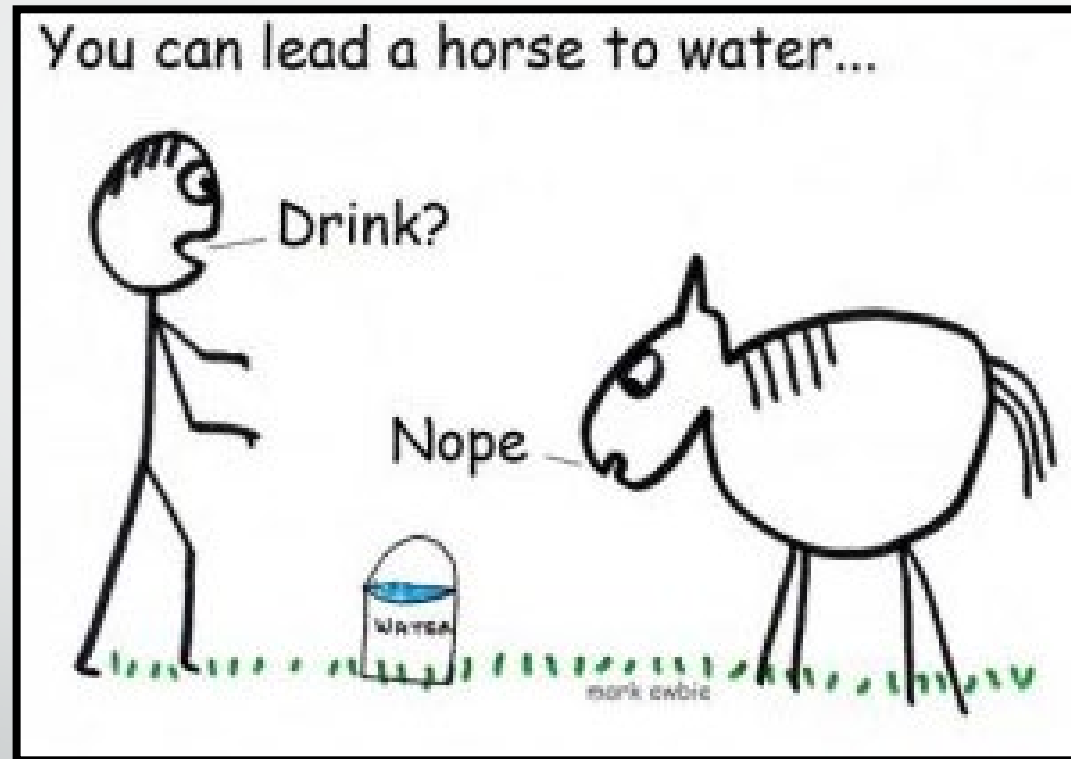


Have you prepared yourself, and your team,  
for crucial conversations?





# Accountability




# Life Lesson Recap

*“I would rather be hard on you, so life is easy than easy on you, so life is hard.”*




# *Yourself to Blame*

By  
Mayme White Miller



If things go bad for you  
And make you a bit ashamed  
Often you will find out that  
You have yourself to blame

Swiftly we ran to mischief  
And then the bad luck came  
Why do we fault others?  
We have ourselves to blame



Whatever happens to us,  
Here is what we say  
“Had it not been for so-and-so  
Things wouldn’t have gone that way”

And if you are short of friends,  
I’ll tell you what to do  
Make an examination,  
You’ll find the faults in you



You are the captain of your ship,  
So agree with the same  
If you travel downward  
You have yourself to blame



# Life Lessons

- \* *Life Is Long*
- \* *Know Your Big Rocks*
- \* *Show Me Your Friends, And I'll Show You Your Future*
- \* *You Are What Your Record Says You Are, And You Own Your Record*
- \* *Play Offense*
- \* *Failure Is An Option*
- \* *Lead Your Boss*
- \* *Once You Giveth, You Can Never Taketh Away*
- \* *A Person Becomes What They Thinketh*
- \* *I Would Rather Be Hard On You, So Life Is Easy Than Easy On You, So Life Is Hard*





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- Develop and document your own beliefs.
- The result will lead to **consistency** and **resilience** (physically and psychologically).
- The most important thing you can do as a leader is to...

take care of yourself!





Michigan School Business Officials



*Thank you!*

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