



WILLIAM  
McKINLEY

ADVENTURE  
PRESIDENT OF  
THE UNITED STATES

LET US EVER REMEMBER THAT OUR  
INTEREST IS IN CONCORD, NOT CON-  
FLICT AND THAT OUR REAL EMIN-  
ENCE RESTS IN THE VICIOUS OF  
PEACE, NOT THOSE OF WAR.

YOUR HONEST TRAVEL & GOOD  
WILL BRACE MEN AND STATES  
FROM WAGES AND FROM ALL  
OUR MEDDLESOME WARS - BE-  
CAUSE TO US TO US IS AN  
POWER OF EARTH

- Intern - Governor George Voinovich
  - Staff Attorney - BWC
- Asst. Deputy Legal Counsel – Voinovich
- Management Analyst - Merger of ODJFS
  - Chief/Deputy Chief Counsel – ODOT
- Chief, Transportation Section – AG’s Office
- Chief Counsel – Attorney General Petro
  - Senior Vice President – Sedgwick
  - Principal Lobbying and Legal Firm
    - Administrator, BWC
    - Director, ODH
  - Chief of Staff, Gov. Mike Dewine

# LEADERSHIP

Make your mark before there's a position available.



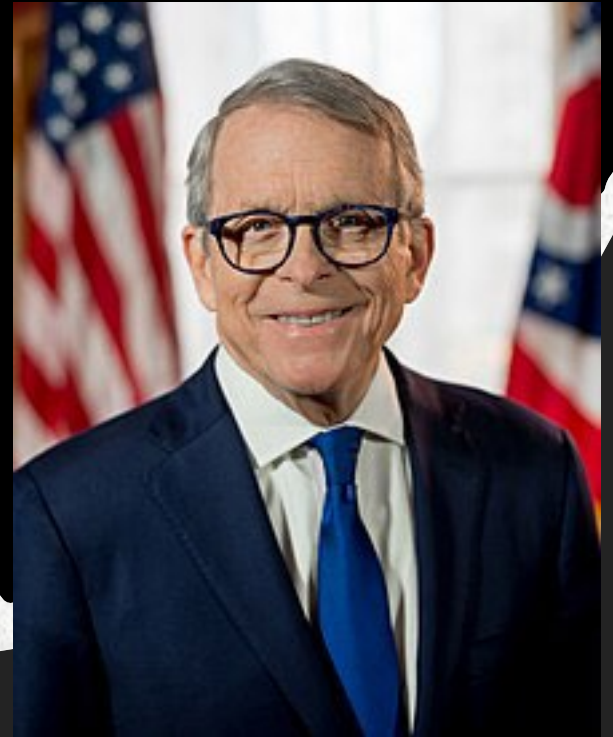
“Take care of this job and the next one will take care of itself.”

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# LEADERSHIP

Leaders are different than managers.  
Leaders do not get parades, manuals,  
or a safety net.

# Leaders v. Managers





"Incentive plan? Your paycheck clears. How's *that* for incentive?"





**'Come after me':  
Ohio's GOP Gov.  
Mike DeWine calls  
out 'obnoxious'  
protesters who  
targeted health  
chief, news media  
-Washington Post**



There isn't always a manual or a safety net.

**Courage doesn't mean you're not scared. It means you go anyway.**

Decision paralysis.

Take calculated risks.

Worst case scenario?

Accept feedback. *Accept* it. It's a gift.

Batting .300

# TEAM LEADERSHIP

“The phone was ringing.”



# Random Musings

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- Opportunities
  - Best you can do
  - Bad days
  - Hire for attitude, train for aptitude
  - Accountability and ownership
  - Job and bed
  - Other Voinovich-isms
    - Wind up! Not down.
    - Work harder and smarter
    - Do more with less.