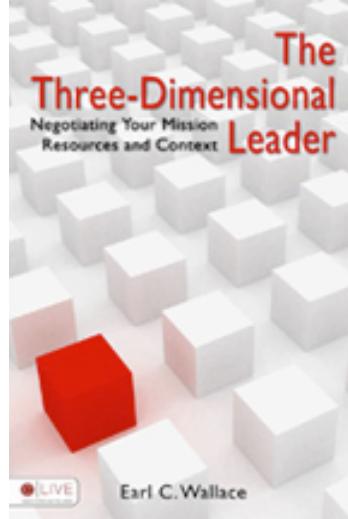
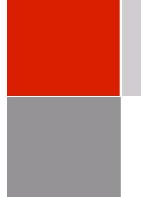


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- As a Statewide Program Administrator, I invigorated 100+ underperforming employees to exceed customer segment productivity goals by 6 - 24%. I designed a private-sector style performance incentive system, and negotiated its implementation with a union, four state agencies and the federal government.
- As an author and MBA, I coach, consult, assist in strategic planning and train people and organizations to better enjoy their work while achieving goals!



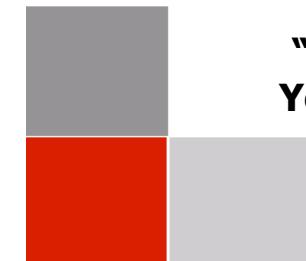
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### Synthesizing Your Mission, Vision and Values into Strategy

#### Mission:

- ❖ Focus on the Main Thing
- ❖ Not My Thing
- ❖ 3-D MRC's

#### Values:

- ❖ Mission Matters Most
- ❖ Rally Resources
- ❖ Convert within the Context



#### Vision:

- ❖ What our organization and world will be like if we greatly are successful at our mission!

Earl Wallace –  
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**The 3-D MRC system uplifts the human spirit and shapes our view of the world. It gives us a template to rate leadership on a simple scale of 1-3, and tools to think like executives to plot strategy, organize the processes that achieve it, and inspire others to implement them with a dynamic team focus!**

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