



Sandra Shelton

PRESENTATION FOCUS: Community Involvement
Productivity In The Workplace
Mentor Initiatives

No speaker engages an audience with more flair, inspiration, and practical solutions than Sandra Shelton!

SAMPLE TITLES & PRESENTATION DESCRIPTIONS

Boomerang Good Business Initiative: Community Mentors

It is always too soon to give up on the leadership connection between youth in the community we serve and the workforce. Community involvement gives company volunteer mentors a learning opportunity as well as a mentoring opportunity – the strength of positive relationship building forms an important connection between education to its extended life in corporate productivity, that is, what we teach, we learn. The business community is in partnership with the education community it serves. Future staffing comes from education's deliverable – graduates. Companies are now spending nearly \$3 billion annually on community volunteer programs and are increasingly linking such efforts to business goals — for example, building employees' interpersonal skills, improving customer loyalty, strengthening company image, and boosting recruitment, hiring, and retention.

For example, Umpqua Bank encourages their employees to reach out to their communities. Their program is an industry leading, employer-paid volunteer program that promotes a strong commitment to youth and education as well as community development. They polled employees to determine the impact of volunteerism. The results showed that the volunteering enhanced employee loyalty, increased morale, encouraged a greater sense of satisfaction with employees'

current work environment and encouraged volunteerism in general...it as part of its benefits package and a lot of the employees agree. Eighty six percent of employees felt a greater sense of satisfaction with their current work environment. After all, whether a work place promotes volunteerism or not, it really comes down to people helping one another.

Mentoring can only do good. It will improve the community by helping kids and giving them the opportunity to be successful. The old R's Readin', 'Ritin', and 'Rithmetic (Math), are in place. Today's **new 4th R**, however, gives them force, that is, "**Relationships**" – the mentor-to-students connection power. An organization becomes what it allows, more than that, encourages and supports its members to achieve individually. Now is the time to engage experienced productive citizens as mentors to extend a hand in "training up" emerging productive citizens. There is a bridge between today and tomorrow, mentors can help navigate the terrain to get over the bridge and beyond to new contributions to society.

Participant Take Aways:

- Why mentoring improves an organization's and an individual's productivity.
- How to go about incorporating a mentoring initiative into the workplace.
- Case studies.
- Why it is important to answer the call "Be A Mentor" in a specific methodology versus "just talking" to kids.
- How the focus on today's youth is a benefits the business organization's future.

- Understand the personal benefits of mentoring inside and outside the workplace environment.

Businesses Can Help Raise High School

Graduation Numbers: Disengagement, Enemy #1

Educators, the business community and general community leaders seldom think of education as a product that needs to be sold. The reality is that selling kids on staying in school is imperative. Would many of us have had an easy time staying in school with the increased pressures of performance testing? In a recent poll asking kids why they are dropping out of high school the number one reason was that they were bored – not that they felt inadequate to complete the work. The solution to rising high school graduation rates is not that high school administration and staff become entertainers. The solution lies in a basic “sales strategy” to involve the buyer in the product, that is, to involve not only the high school but also business and the community who stand to benefit from an educated citizenry. Becoming engaged defeats boredom.

Disengaged Youth Disengage From Education...

No Education = No high life goals = Poor work ethic

High School Advisory Periods: The High School Student Is Still Just A Youth!

Regular, intermittent advisory periods are as needed in today’s high school as coffee breaks in the workplace. Character education used in high school advisory periods is as necessary as training and development sessions in the workplace. Neither environment benefits from non-specific lessons. Education that makes lasting changes for growth is a way of life personally developed from the inside out. For example, if personal character has not been developed before a “lesson” or on example, there is little chance of lasting benefits from the “lesson.” Learning that truly achieves permanent personal growth, has to affect the living and working manner of a human being, otherwise it is mere words and concepts spoken but not attached to a way of performing - a waste of unreturnable time.

Advisory periods populated with volunteer business community mentors may be the only time a teen gets to take a few minutes on a

regular basis for relationship counseling. Think about it! High school violence, aberrant behaviors, disengagement are first relational! No academic discipline or high test score prepares youth for the inevitable struggles of life after high school. Success depends, first, on the ability to get along with others, work interdependently with others, and each one’s understand individual worth. Relationship, Relationship, Relationship!

Typically we teach students readin’, ‘ritin’, and ‘rithmetic then let them learn relationship skills by “osmosis” in the halls, bathrooms, and parking lots. Advisory periods infused with a process-oriented relationship skills curriculum facilitated by volunteer mentors is a vital step in high school reform – personalization. Advisory periods done right require less therapy and more common sense in everyday relationships. We can win the battle for the character of our youth!

It’s Always Too Soon To Give Up On Innovative Leadership From The Business Community To The High School!

There is a constructive side to imperfect behavior! Disagreements are an opportunity for change, good change, even with teenagers. Know-it-alls, martyrs, complainers, manipulators, put-down artists, and procrastinators – the list of annoying, irksome behaviors is limitless! How do you teach anyone anything if the student (adult or teenager) won’t sit down, be quiet and listen? For an high school educator, one cannot conveniently remove herself, himself, or them (after all, detention can hold only so many). For the corporate educator, negative performance reviews do little more than demotivate, promote turnover, and slow productivity. Are there other options for both educators? Answer: Partner! Bring in business community volunteers to the high school who first learn StrengthBank® then teach it!

Neither high school education nor workplace professional development has to become merely “crowd control.” Hope for the continuing teachable moment floats. Personal growth is about learning to engage so that each knows where to grab that Hope life preserver – and on a moment’s notice. An important personal leadership lesson gained from StrengthBank® strategies is to build a repertoire of new responses for heretofore humorless situations thereby winning greater people engagement, the

tool that raises the bar on productivity and personal growth.

ABOUT THE SPEAKER

Sandra Shelton is an engaging international speaker, educator, author, coach, and frequent media guest. For over two decades she has presented over 1800 speeches and seminars nationwide and in 15 foreign countries. Her ingenious, one of a kind, people strategy – StrengthBank® – The Ultimate People Performance Upgrade – has improved working the relationship culture of hundreds of organizations.

Sandra comes from an impressive background in academic education and corporate leadership. In addition, she has authored a books, CDs, DVDs, videos, mentoring curriculums, and corporate training programs.

A broad range of industries in her portfolio include: American Airlines; Astra Merck Group, AT&T; Blue Cross and Blue Shield; Brinker International; Coca-Cola; Deloitte and Touche; Enterprise Rent A Car; GAO; Santa Fe Independent School District, McDonald's, "The Montel Williams Show;" National Business Furniture; National Food Equipment Manufacturer's Association; National Missile Defense; Novell, Inc.; Sara Lee Corporation; Showtime, Inc. United Technical & Electric Controls; US Steel.

StrengthBank Inc., her nonprofit's community involvement initiative gives volunteer mentors from the business community a learning opportunity as well as a mentoring opportunity – the strength of positive relationship building forms an important connection between education to its extended life in corporate productivity, that is, what we teach, we learn. For more information, visit:

www.sandrashelton.com

Current Curriculums:

The StrengthBank® For High Schools – A Relationship Skills Initiative: *Leader's Guide for Business and Community Volunteers To Answer The Call: "Be A Mentor!"*

You + Your Dream + Your Original Equipment = A Lifetime You Can Love (textbook for elective StrengthBank® I)

Face-To-Face Talk: *How to fit in and not lose me!*