

*TAKING CHARGE OF CHANGE  
But The Trouble With Change Is, It's  
Not What It Used To Be!*

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## *HOW YOU COMMUNICATE IN TOUGH TIMES IS JUST AS IMPORTANT AS WHAT YOU COMMUNICATE*

Pressure & fatigue alter your persona, which affects everyone around you

Your leadership style sets the tone for morale, focus & teamwork

Be the example for handling pressure positively

Create a process for updating status and news

Go the “B.A.R.” when you need to

*“The disposition of the leader becomes the disposition of the organization.”*

## *YOUR LIFE COMES TO WORK WITH YOU EACH DAY*

When the pressure is on, keep your balance

Our wellbeing affects our stamina, energy, attitude & ability to focus

Eat smart for alertness & energy, workout for stamina & toughness

Laugh, have fun, recharge daily

*“You can tell a lot about a person by what they take two at a time, pills or stairs!”*

## *CAMMARADERIE, SPIRIT & TEAMWORK*

To every challenge, require a potential alternative

Reward innovation and trouble-shooting

Never allow “G.G.” in your faculty rooms

Hold standup meetings when needed

Run great meetings

*“If you don’t have enthusiastic leadership that is contagious, whatever you do have is also contagious.”*

## *WHAT YOU FOCUS ON... EXPANDS*

Can-do enthusiasm empowers everyone around you

Use the “10/90” Rule to focus on goals rather than obstacles

*“Tenacity is easier when you have no choice.”*

MURRAY'S OTHER FAVORITE QUOTES...

*"You can tell your susceptibility to "psychosclerosis", by the amount of pain you feel when you come in contact with a new idea"*

*"The main thing is to keep the main thing the main thing!"*

*"We graft the best of the new onto the best of the old."*

*"You can tell a lot about a person by what they take two at a time... pills or stairs!"*

*"Have you noticed that when you are tired and stressed, people around you get real stupid!"*

*"It's the little things that make the difference ... smile, eye contact, body language & tone of voice."*

*"Anticipating change is more stressful than the change itself!"*

*Qualities we all admire in wonderful educators: focused, hard working, warm, gracious, passionate, fun loving, charismatic, poised"*

*Lava Lamp teachers are always changing; they are agile, resilient, innovative, imaginative, clever, flexible, adaptable."*

*"People don't resist change, they resist being changed."*

*"A positive attitude may not solve all your problems, but it sure will annoy enough people to make it worth the effort!"*

*"When the going gets tough... the tough team up."*

*"The world is moving so fast that the man who says it can't be done is generally interrupted by someone doing it!"*

*"If we always do what we've always done... we'll always get what we've always got!"*

*"Tenacity is easier when you have no choice."*

*"You know you are under stress when you wake up screaming and realize you haven't fallen asleep yet!"*

*"Good is the enemy of Great."*

Communication is critical in our school districts...

## HURRAY FOR HALLEY'S COMET

A SCHOOL SUPERINTENDENT TOLD HIS ASS'T SUP'T...

"Next Thursday Halley's Comet will appear over this area. This is an event that occurs only once every 75 years. Call the school principals and have them assemble their teachers and classes on their athletic field and explain this phenomenon to them. If it rains, then cancel the observation and have the classes meet in the auditorium to see a film about the comet."

ASS'T SUP'T TO THE SCHOOL PRINCIPALS...

"By order of the sup't of schools, next Thursday Halley's Comet will appear over your athletic field. If it rains, cancel classes and report to the auditorium with your teachers and students where you will be shown films, a phenomenal event which occurs only once every 75 years."

PRINCIPALS TO TEACHERS...

"By order of the phenomenal sup't of schools, next Thursday Halley's Comet will appear in the auditorium. In case of rain over the athletic field, the sup't will give another order, something which occurs every 75 years."

TEACHERS TO STUDENTS...

"Next Thursday, the sup't of schools will appear in our auditorium with Halley's Comet, something which occurs every 75 years. If it rains, the sup't will cancel the comet and order us all out to our phenomenal athletic field."

STUDENTS TO PARENTS...

"When it rains next Thursday over the school athletic field, the phenomenal 75 year old sup't of schools will cancel all classes and appear before the whole school in the auditorium, accompanied by Bill Halley and the Comets."

## WHY PEOPLE ARE RESISTANT TO CHANGE IN TOUGH TIMES...

Ever wonder why people say, “we’ve always done it that way.” Maybe this will help clarify... The US standard railroad gauge (distance between the rails) is 4 feet, 8.5 inches. That is an exceedingly odd number, so why was that gauge used? Because that’s the way they built them in England, and the English expatriates built the US railroads. So, why did the English build them like that? Because the first rail lines were built by the same people who built the pre-rail tramways, and that’s the gauge they used.

Why did ‘they’ use that gauge? Because the people who built the tramways used the same jigs and tools that they used for building wagons, which used that wheel spacing. OK, why did the wagons have that particular odd spacing? Well, if they tried to use any other spacing, the wagon wheels would break on some of the old, long distance roads in England, because that’s the spacing of the wheel ruts.

So, who built the old rutted roads? Imperial Rome built the first long distance roads in Europe (and England) for their legions. The roads have been used ever since. And, the ruts in the roads? Roman war chariots formed the initial ruts, which everyone else had to match for fear of destroying their wagon wheels. Since the chariots were made for Imperial Rome, they were all alike in the matter of wheel spacing. The US standard railroad gauge of 4 feet, 8.5 inches is derived from the original specifications for an imperial Roman war chariot.

So, the next time you are told “we’ve always done it that way” and wonder what horse’s ass came up with that, you may be exactly right... you see, the Imperial Roman war chariots were made just wide enough to accommodate the back ends of two war horses.

Now, the twist to the story...

When you see a Space Shuttle sitting on its launch pad, there are two big booster rockets attached to the sides of the main fuel tank... these are Solid Rocket Boosters or SRB’s. Thiokol makes these at their factory in Utah and the engineers who designed the SRB’s would have preferred to make them a bit fatter. But, the SRB’s have to be shipped by train from the factory to the launch site. The rail line from the factory happens to run through a tunnel in the mountains. For the SRB’s to fit through the tunnel, they had to be slightly wider than the railroad track, and the railroad track as you know is about as wide as two horses’ behinds. So... the major Space Shuttle design feature, of what is arguably the world’s most advanced transportation system, was determined over 2000 years ago by the width of two horses’ behinds.

So now, when someone says “we’ve always done it that way” and you wonder what “horses ass” come up with that idea, you’ll know what you are up against!