

## **“TOP TEN” reasons for hiring David Lanners**

- #10** *His interaction with senior management has included data gathering, consultation and direct support. Strengths and qualities that help him succeed include excellent listening skills, quick thinking, commitment to results and a strong professional presence.*
- #9** *He gives others feedback almost constantly. He tells them (sometimes in public) what he finds helpful or impressive. He also tells them (usually in private) what he think needs more work. He offers suggestions in a timely respectful manner.*
- #8** *Others have described him as being self-disciplined, organized, diplomatic, responsible and bright. He thinks these adjectives are quite accurate because he does his homework, plans well, listens carefully, accepts challenge and has solved very complex problems.*
- #7** *When his point of view differs from another’s point of view, he asks open-ended questions until he finds common ground. He explores options that would satisfy mutual objectives. After an open discussion of the major options available, he focuses on building a shared commitment to support an approach that everyone believes will work.*
- #6** *He can usually persuade others to see things his way and take the action he wants them to take because he is careful about what he asks of them. He tries to anticipate potential concerns and understand objections before he tries to get others to expand their view of a situation or take specific action.*
- #5** *He is a diplomatic team player. He is comfortable leading team activities whenever he is asked. He is effective as a team leader because he is technically competent, creative and a good communicator. He has broad knowledge of all functional elements of a business organization, and he is not easily discouraged.*
- #4** *When confronting conflict, he maintains a very calm confident bearing to reduce tensions and listens carefully for insight into real reasons behind the conflict. He relies heavily on diplomacy and teaching skills to understand and educate those who are resisting change. Sometimes he "creates" conflict by carefully highlighting major negative consequences of not changing a business process. His goal is to help "resistors" see that change may be the least risky or painful option.*
- #3** *When organizing a job or task, he considers time, resources and costs. Time is his most obvious concern because without a sense of urgency, great solutions can quickly become obsolete. Resources such as professional skills or system capacity may constrain viable options. He looks at costs with a keen eye toward maximizing profits.*
- #2** *He is a results-oriented professional. His questions, responses, comments and actions reflect someone who is intensely focused on achieving objectives. He drives himself and his team to goal accomplishment by carefully articulating a mission (clarifying the goal), detailing and affirming the steps needed to succeed, and monitoring activity supporting each critical step in the process.*
- #1** ***He delivers significant benefits to clients and employers in the form of increased sales, more efficient use of assets, and lower costs. Payback to his clients and employers has averaged net sales increases of more than 5 times his compensation, working capital investment reductions of more than 14 times his compensation AND annualized profit improvement of more than 7 times his compensation.***