

**T**he  
Wisdom  
of  
*Teams*

**with Donald Van de Mark**  
**a film by Success Television**

# The Wisdom of *Teams*

---

## Table of Contents

	Page
<b>Welcome to The Wisdom of <i>Teams</i></b>	<b>3</b>
<b>The five key concepts:</b>	
<b>1. Commitment</b>	<b>4</b>
<b>2. Energizing the Team</b>	<b>8</b>
<b>3. Competition</b>	<b>12</b>
<b>4. Consistency &amp; Change</b>	<b>16</b>
<b>5. Joy of Invention</b>	<b>20</b>
<b>About Donald Van de Mark</b>	<b>23</b>
<b>About Success Television</b>	<b>24</b>

# Welcome to

## The Wisdom of *Teams*

with Donald Van de Mark

---

Thank you for your interest in The Wisdom of *Teams*.

In this video, I share insights and lessons on teams that I've learned from interviewing some of the best business leaders of our time. I hope sharing these lessons will help all of us to work better together to make the wise choices and actions to succeed personally and professionally.

The Wisdom of *Teams* enables us to see how our commitment to each other and our organization builds energy and a team spirit. When we broaden our ranks to include different perspectives, we strengthen our team to "take the hill". We widen our options to innovate, solve problems and produce the results that lead to success. All the while, we are not doing this alone but with our team. The burden and the rewards are shared.

Problems will arise, maybe with a product launch, or sales may not come in as expected or personality conflicts arise. These are "the hills" or "battles" many teams face. But, when we connect with our team and join together to find solutions, we experience the joy that only a collection of people, a team, can experience. Now we have the wisdom to figure out what we can all do to overcome these inevitable challenges.

It is my sincere hope that you take on one or more of these team stories and make it your own.

Sincerely,

*Donald*

Donald Van de Mark

# The Wisdom of *Teams*

---

## Key Concept 1: Commitment (Dennis Conner)

**From the video:**

**Donald:** “Conner’s onboard leadership is not about bullying.”

**Conner:** “Because our sport has a lot of mental (thinking) involved. Sometimes people think better when they’re not excited and when they have the right mental level of anxiety. So you can yell and scream at a guy and it might make his performance worst because he’s already trying his best and now you make him nervous.”



**Donald:** “Conner doesn’t want to motivate anyone. He expects each and every member of his crew to be SELF motivated.”

**Conner:** “If they have the attitude in the beginning, you don’t have to put the spurs in them and that’s where staffing comes into play and the commitment to the commitment.”

**Donald:** “Staffing, staffing, staffing”

**Conner:** “No. Attitude, Attitude, Attitude”

**Donald:** “From this story, I learned when a group is functioning well, whether it is a work group, a chorus or orchestra, a religious or a school voluntary group, the group dynamics and sense of connection and acceptance can bring out the very best in us. Conner believes you shouldn’t yell and scream; it will just make the team nervous and anxious. He expects each team member to be self motivated. He says it all begins with a person’s attitude.

He says it’s the commitment to the commitment.”

# The Wisdom of *Teams*

---

## **Program insight:**

Commitment to *anything* -- a team, a goal, a cause, a project or a company comes in large part from self-motivation. Striving for personal goals is a critical thread that binds and commits us. These goals can be external motivators such as money and status. They can also be deep, internal goals such as contributing to the welfare of others. Either way, when we're connected emotionally by our own passion and interests, our commitment is what makes us go that extra mile in effort and excel.

Sometimes our commitment is what's crucial to getting us to not only work harder but in a more creative and more cooperative way – getting us out of our “comfort zone.” We might have to be more communicative or persuasive of other team members in order to reach consensus; we might need to become more organized or more disciplined in our use of time; sometimes it means taking more personal responsibility for our performance, or, we might need to show how much we care about our teammates to achieve the results we want.

For team leaders, creating a great team often comes down to hiring the right people who fit with the mix of the team and believe in the mission. It's like baking a cake. Unless you have the right ingredients, you simply can't bake a delicious cake. As Dennis Conner says, “If they have the attitude in the beginning, you don't have to put the spurs in them and that's where staffing comes into play and the commitment to the commitment.”

## **Questions:**

Given what Conner said about commitment, how have you experienced it with your own team? Some possible answers could be: we chipped in and made a tough deadline, we met our sales quota even during tough economic times or we created an “out of the box” solution by soliciting comments from everyone.

---

---

---

# The Wisdom of *Teams*

---

What motivates you to put in extra effort? (What really satisfies you about your job? Some answers could be: making a difference, seeing the end result of the faces of the people I'm helping, being on a winning team?)

---

---

---

What is your definition of commitment? (Examples: focus, loyalty, etc.)

---

---

What are you willing to commit to your team?

---

---

What does your team need from you?

---

---

What single shared principle would propel the group forward?

---

---

# The Wisdom of *Teams*

---

## **Donald's Take:**

Conner taught me that a great team begins with the attitude of each person you hire.

Let me share a story with you. I worked at a start up internet company years ago. It meant long hours, frustration, and not having the support that you find in a big company. When I hired people who were committed to the mission of our little company, I found that they had the right attitude, the right stuff. They were creative, full of energy and wanted to overcome challenges when they came up. They needed very little managing; just clarity on where we were headed and a reminder of our commitment.

However, the people, who were not as committed, got frustrated quickly. They complained and they were often the under-performers on the team.

What Conner taught me: you can't create commitment for someone. Each of us has to decide that for ourselves. When we're committed to something, we find we have the right attitude and then almost anything is possible.

# The Wisdom of *Teams*

---

## Key Concept 2: Energizing the Team (Jack Welch)

### From the video:

**Donald:** “Jack Welch led GE for nearly 20 years. He is considered to be one of the best businessmen of the 20<sup>th</sup> century. His philosophy: take care of the best performing managers and fire the bottom 10%. That strategy was repeated down the line at GE to include all workers.

Many people thought Welch was too tough. But, he compares running a business to running a baseball team and differentiating between each person’s performance.



**Welch:** “How can you have differentiation between the top 20 and the middle 70 and throw out the bottom 10 and have team work? Teams do that every day! A 20 game winner, a 50 home run hitter, they get more money than the other players on the team and the bottom 10 get traded or thrown out. And, yet, they’re still a team. That’s what business is.

I think business is a lot about spirit. When I think of spirit, I think of energy. I think of excitement. I think of exciting others. I think what’s worst then a manager who sits and manages people? I mean this is all about exciting people. This is all about making it more fun.”

**Donald:** “But the world used to think, and some still do, that formality is what makes big business, it is part of the process. It’s what works.



# The Wisdom of *Teams*

---

**Welch:** “Formality is the killer of business. Informality is what makes a company work. Informality is a key value in a company, when everyone can speak out when everyone has voice, when there isn’t, when the quality of an idea is not measured by the level in the organization box, but only by the quality of the idea. This isn’t just about first name stuff. This is about being able to try things, to wing things.

This is about being able to celebrate. Companies have a tough time celebrating. I mean every little victory, a ratings win at CNBC, get a keg; have a party. Do something!

This is where you spend your life! Have a ball at it! Why would you want to come to a place as a stuffed shirt and hang around a corporation? It’s dumb unless you had a ball at it.”

## **Program insight:**

Team spirit is about the excitement and pride we feel within a group that is accomplishing great things. As Welch points out, it’s about fostering an atmosphere where each member has a voice so that all ideas are heard. And, he says, creating team energy occurs when we celebrate our wins spontaneously -- together.

As a team, you stand for something, whether you like it or not. A team gets labeled for being excellent, committed, responsive, etc. The labels stick based on how your team is showing up to others in the organization. If you’re in production, how are you working with the sales team that just sold a big order – an order that’s come two weeks early?! Will your production team be thought of as “resistant,” “remarkable”, “unresponsive” or “unequaled?”

If you’re in marketing or sales and you work with creative people, are you encouraging ideas and communication? Or, are you known as the “suit,” that only cares about cost control and deadlines at the expense of breakthrough ideas and innovation?

Exciting your team can make the difference between an organization that is fired up and highly competitive and one that is preoccupied with its internal personnel problems. For the very small business, having the wrong person in a job can be so distracting that it may seriously jeopardize that business’s existence.

It takes courage and clarity to set the bar for excellence as Welch described. That means tapping into the passion and commitment of high performers. Retaining good team members and getting rid of the under performers makes it clear what and who is valued. When excellence is acknowledged and rewarded, team members will strive to win. Your team will achieve its goals, and your team members will celebrate and continue the circle of creating energy and more team spirit.

# The Wisdom of *Teams*

---

## Questions:

What gives your team energy?

---

---

What is your team known for?

---

---

What are the characteristics of the team when it is achieving its goals and operating in excellence? (Examples: clarity on what is valued, communication across divisions)

---

---

What are some results the team has experienced from operating in excellence?

---

---

Given a recent project that your team has completed, what are some areas for improving the product and/or the process?

---

---

---

# The Wisdom of *Teams*

---

## **Activity: Stand in a future success**

Speak about a vision or accomplishment in the future, as if it has already happened. Pick a time frame: 6 months, end of year, 2 years from now. What was present in the team? What did it take to get it done? What would be the effect on the team, organization and the company?

---

---

## **Donald's Take:**

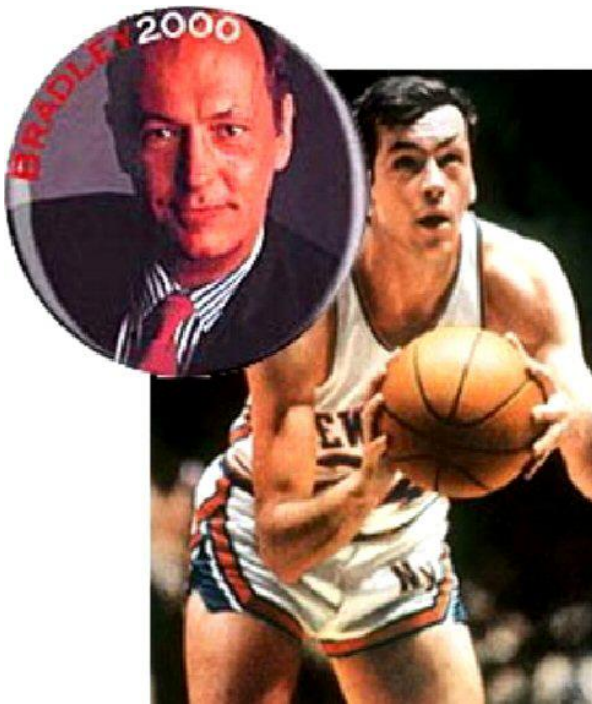
What I learned from Jack Welch is that if you reward your high performers, you set an example for excellence at your whole company. He calls it, "setting the bar" or establishing the rules of the game. Your team sees what and who is valued and rewarded as well as what and who isn't.

Also, welcoming ideas, regardless of where they come from in the organization, is the lifeblood of innovation at a company. If you look back over history or more recently in your own organization, you'll see how many new products and ideas came from unexpected sources. Finally, celebrating our wins is a great way to cement relationships, create energy and have fun.

# The Wisdom of *Teams*

---

## Key Concept 3: Competition: Individual vs. Team (Bill Bradley)



### From the video:

**Donald:** “Performance is not just about you alone. I learned this lesson from Senator Bill Bradley. You may remember Bill Bradley from when he ran for President or, from when he represented New Jersey, as a US Senator. Senator Bradley, however, got this start and notoriety from being a star NBA basketball player. He has a very clear idea of the importance of team.

**Bill Bradley:** “You can say that you can define your success by how many points you score but that’s not how you define success. I don’t think. And, I’ve found that the athletes, the basketball players, who define their success by their individual statistics, ultimately become

dissatisfied. And, the real tragedy is that many of them who define themselves in terms of their individual statistics only realize when it’s too late that the most important thing was for the team to win.

And, for the team to win with you being a contributing member, that’s a competition. It’s a game. There are rules. There’s a time period and, at the end, they determine who’s ahead and who’s behind so you have a very specific area to pour your competitiveness into. And, I think that’s different from simply being nothing but a competitive person.”

# The Wisdom of *Teams*

---

## **Program insight:**

Success is built on teamwork, not individual performance alone. There are virtually no success stories that are achieved alone. Success is achieved by your organization, not just by individuals within it. You can have the greatest salesperson or manager in the world, but if his or her division or company as a whole fails, you've all lost the game.

Understanding and thriving within your company, joining forces with those of like mind and spirit and clearly knowing your costs and deadlines, as well as upholding the highest ethical standards are all needed to win and win consistently. What Bradley is articulating is that you might have one star talent who is really smart and makes the sale. But without other team members to fulfill on the promise to satisfy customers or clients, then all you have is a competitive person in a failing group. In any group endeavor, many hands touch the process that becomes a "success" or a "win," and all are important to that win.

Just as the collective skill set of a team is necessary to win, it can also compensate for individual deficiencies or momentary weaknesses. This makes the team stronger and flexible to withstand transition and change. When authority rests with the team, it can agree upon core values and ground rules. The team can also serve as a safeguard preventing rogue behavior or potential ethics violations.

Some rules of the team can be as simple as setting up the frequency of meetings to more serious issues such as establishing the operating principles of the team to insure respect and integrity:

- Frequency of meetings and setting agendas
- Meeting protocols: meeting on time, how follow up is handled.
- Principles: ID how to handle conflict, respect, confidentiality
- Ethics and integrity ground rules: more than one set of eyes signs off on a project
- Decision making guidelines: majority or consensus
- Communication: how to communicate outside the group

While teams are usually very clear about their goals, they're often not clear about the values of various team members. Therein lies the rub or where conflict can occur. Members can feel disrespected or devalued. Assumptions are too often made on superficial signals, such as skin color, age, whether someone is married or single. Each of us carries a set of ideas on how the world works based on our personal psychological history, DNA, location and culture.

Individuals in a well functioning team will continuously explore and respect each other's values. Knowing and aligning those values around the goals of the team helps the team evolve, adapt to change and win.

# The Wisdom of *Teams*

## Questions:

Teams can have an inner dialogue or “negative self talk” that does not serve them. List some of the negative beliefs of your team:

---

---

Rephrase the negatives in the positive with action items. Example of negative self talk: “We never succeed.” Reposition: “There are times when we haven’t succeeded, but success is around the corner if we stick to our deadlines.”

---

---

## Activity: Understand Cultural Differences and Values

Favorite proverbs such as, “the early bird gets the worm” or, “don’t judge a book by its cover” originate from values or the shared experience of a group or culture. They are an insight into what a group values as a way to succeed. Understanding these values helps us to understand why someone operates differently from us. It allows us an insight into communicating and working with people different from ourselves.

What are some proverbs you value and would these be familiar to every member of your team? Example: “Don’t judge a book by its cover” could mean that anyone’s idea is worth hearing, regardless of their position in the organization. Moral of the proverb: Listen to all ideas.

---

---

Ask a couple members of your team what are some proverbs they value and what they mean in the context of success. This will give you insight into their values and culture and you’ll have fun enjoying the conversation. Don’t judge their proverbs. Just enjoy listening and knowing them.

# The Wisdom of *Teams*

---

What do you enjoy about each member of the team? List their names and what they've done that you are grateful for. Once you make this list, at the appropriate time, you might want to thank each of them. Think how you feel when someone thanks you for a job well done or something you said or did.

---

---

---

## **Donald's Take:**

For me, the lesson here is: if the team wins, I win. If the team wins, you win. That's really what matters.

Now, as a reporter, this lesson shows up often. I can think I've saved the day with an exclusive interview or maybe breaking a story, but I could not do that alone. If the cameraman isn't there, I can't capture the emotion of the story or the pictures. Without a producer or an editor, the story might not come across as clearly or have nearly as great an impact.

Amateur athletes really get this concept. They connect with each other, they have fun and they revel in the team's win. This is very different from what you see in professional sports where the focus is about one very expensive player very often, instead of about the team.

At the end of the day, your win and contribution is possible because of the combined efforts of your team. Their win is your win.

# The Wisdom of *Teams*

---



## **Key Concept 4: Consistency & Change (Steve Case)**

### **From the video:**

**Donald:** “This lesson is about smoothing out the emotional bumps in the journey of your team.”

In the early 1990s, AOL founder Steve Case sat in the driver’s seat as his internet company raced to success. AOL experienced fast growth when people embraced the

Internet as a tool to communicate and to be entertained.

Then, the speed bumps: problems materialized; technological failures; disappointed customers and the Internet stock market crash of 2000 shortly after AOL merged with Time Warner.

When I interviewed Steve Case, he said the important role of a leader is to manage how the team reacts through these cycles; when they’re riding high and when it’s bad.

**Steve Case:** “There are very few examples of things that were just sort of a rocket ship one way up. It’s much more up and down. I think the ability to manage those ups and downs, as a leader of a company, actually be a shock absorber for those ups and downs. When people are down, almost giving up, reminding them why it’s important to stay the course and why this journey is so interesting. And when they’re up, and maybe everything’s going well and they think they’re the smartest people in the world, reminding them that maybe they’re lucky too.”



# The Wisdom of *Teams*

---

## **Program Insight:**

Everything is changing, always. Change and challenges come from every direction: the government, mergers, young people, competition from an upstart, cheaper labor from overseas, shifting consumer tastes or technology, to name just a few! How will your team react? Will they be flexible and forward thinking? Will they rise to the challenge? Will they improvise and innovate? Will they embrace the inevitable? Or, will they resist the twists and turns in any road, and even complain that, “Things have changed!”?

The key is to strengthen ourselves and our teams so that when the tough times come like a recession or a layoff, we can weather them. Being on guard against our own assumptions as well as welcoming diverse ideas will help our team spot opportunities about the changing marketplace. Also, knowing or “growing” our own character and who we want to be in the face of change, can tremendously help our team. For instance, your group could be faced with a greater workload as a result of a layoff or merger. You could complain and waste time and energy or you could choose to work with the team to finish the project.

One way to build team cohesiveness and strength is through connection and passion. When people feel connected and identify with their team and their company’s vision, that passion can be channeled into determination to carry them through the most challenging times.

A key insight from Steve Case about “smoothing the bumps” in the road is a lesson in managing our emotions as individuals and as a team. We can do this by staying focused and clear about the difference between when we’re riding a wave up or down because of the team’s effort, and when our ride is due to forces beyond the team’s control. We can also identify and listen to those on the team who have a better sense of the forces at play in our current situation. And we can all learn to refocus our attention on longer term goals and higher personal and professional standards.

The key is to realize that change is always coming. Once you and your team understand this truth, then you will gain a certain calm in the face of even the toughest challenges. The best leaders know that great victories are often followed by setbacks. Why? Because circumstances change. They also know that defeat can be fleeting. Why? Because everything is changing, always. When your team recognizes this fundamental truth of life and competition, you can develop a realism and resilience that keeps you vigilant in victory and hopeful in defeat.

# The Wisdom of *Teams*

---

## Questions:

What are the key responsibilities of the team? (Examples: providing technical support, tutoring, fund-raising, etc.)

---

---

What is beyond your control as a team? (a recession, a rebound, cheaper products from overseas, government regulations, climate change, etc.)

---

---

Can you think of a time when the team's attitude and persistence was the key to getting through a tough time?

---

---

Undoubtedly your team is or will soon face change. List the gains and losses from the new change?

---

---

What specific action can the team make to manage the change?

---

---

# The Wisdom of *Teams*

---

## **Donald's Take:**

There's something very calming about Case's philosophy. Staying grounded and focused on the goal helps your team stay on mission. It also shields them from needless distractions. Achieving progress each day in what you can control and ignoring what you can't control. That fuels your team's win. And, you know what happens there? One win begets another.

Momentum builds towards more and more wins.

# The Wisdom of *Teams*

---

## Key Concept 5: Joy of Invention (Ben & Jerry)



### From the video:

**Donald:** “Well, this next story sums up a lot of the ingredients that go into making a great team; serious stuff like good product management, clear strategic vision, equitable division of responsibility and, ultimately, listening to the opinion of your colleague. “

**Jerry Greenfield:** “Another busy executive call.” (laughter)

**Donald:** “Jerry Greenfield and Ben Cohen are two mis-guided

hippies. They never wanted, nor expected to be, business leaders. They met in the 7<sup>th</sup> grade and bonded as the slowest kids in gym class. When they grew up, Ben tried pottery but no one would buy his pots. And Jerry tried medicine but he couldn't get into medical school. Since they both loved food and couldn't raise enough money for a bagel shop, they opened an ice cream parlor.

Jerry made the ice cream though Ben would test all the new flavors precisely because Ben has no sense of smell.”

**Ben Cohen:** “I was supposed to be able to tell what flavor it was with my eyes closed and, uh, usually I could never tell and I'd say you've got to add more flavor.”

**Jerry Greenfield:**”It was very challenging. (laughter.) But, I mean it was the secret to the success of the ice cream. I mean I just remember making all these batches of ice-cream and I'd give it to Ben and he'd say, ‘Oh, it's really good, the texture is good, I love it but I can't tell what flavor it is. You've got to put in more.’ And, at the point that Ben could tell what flavor it is, you knew that you had a very well flavored ice cream.”

# The Wisdom of *Teams*

---

**Donald:** “That meant an ice cream with lots of nuts and candies in it. Now, this could have been very frustrating. You can see where the blame could easily have surfaced. What if the customers thought others got a better deal? Well, it was just a risk they had to take.”

**Jerry Greenfield:** “He kept making me put in these bigger and bigger pieces of chunks.”

**Ben Cohen:** “Jerry always wanted to make them smaller so that there would be better chunk distribution in each scoop or in each pint and I insisted that it was critical (laughter) that the chunks be really, really huge and he said, ‘but, Ben, somebody might take a spoonful and they won’t get a chunk at all.’ I said, ‘that’s ok. That’s a sacrifice you have to make that’s worth it for the big chunk they’ll get in the next one.’”

## **Program Insight:**

The story of the team of Ben Cohen & Jerry Greenfield has so many lessons to it. First and foremost, it’s about looking at an obstacle or failure as an opportunity. There were several points in their lives that Ben & Jerry could have thrown in the towel. They wanted other careers. They wanted a bagel store. They hated big business. They even launched an ice cream empire in Vermont -- one of the coldest states in the Union! Ben’s so called “weakness” was that he had virtually no sense of smell. Instead of letting that stop them or, worse, creating conflict between them, they laughed and used his deficiency to make a superior product; ice-cream full of chunks and original, strong flavors.

Another important lesson from Ben & Jerry is the concept of caring for one another, their workers and the community while having fun. That connection and friendship made them better able to listen to each other and tackle obstacles and create opportunities together. They broadened their concept of “friendship” to include their staff and the whole state of Vermont. When they went public, original shareholders had to legally reside in the Green Mountain state. The Ben & Jerry’s brand became known for supporting social causes and the environment. And, in the process they created brand identity, loyalty and a thriving business. In 2000, they sold the company to Unilever for over \$300 million.

# The Wisdom of *Teams*

---

## Questions:

Think of a time when the team faced huge obstacles and was able to overcome them. What behavior was present among the team?

---

---

List the prices we pay for judgments that stop creativity. (Examples: we lose our competitiveness, team members stop speaking up and caring, we lose energy)

---

---

## Activity: Accommodating Different Styles

Tight time schedules and rushing to finish a project can lead to squashing creativity, creative problem solving or missing the best ideas. Creative team members can feel steam-rolled by members bent on meeting a deadline.

Identify your personality and work style preferences and explore areas of potential conflict with others. (1) List your three top preferences for working within a team, (2) how this helps the team and (3) how his might be irritating for you and team if it's overdone:

---

---

---

## Donald's Take:

The lesson I learned from Ben & Jerry is at the end of the day, it's about having fun along the way. Enjoying who you work with and that laughing brings people together to accomplish great things.

# About Donald Van de Mark

---

Donald Van de Mark has interviewed hundreds of leaders in business and politics, including: Jack Welch, Starbucks' Howard Schultz, Intel's Andy Grove, Charles Schwab, Bill Bradley, Body Shop Founder Anita Roddick, best-selling authors such as Stephen Covey, Andrew Weil, Deepak Chopra and many more.



Donald co-founded baby boomer website, MyPrimeTime. While overseeing editorial content, Donald wrote and anchored two television series, "Great Entrepreneurs" and "Great Leaders," both of which appeared on PBS. Prior to MyPrimeTime, he served as the anchor of "Moneyweek" on CNN, "Street Sweep", "Biz Buzz", and "Entrepreneurs Only" on the CNNfn TV network. In addition to anchoring the latter three shows, Van de Mark played a key role in creating them as well as "The Media Show" and "Washington Unwrapped." During his time as a correspondent on "The Moneyline Newshour", Van de Mark broke the 1998 story about the near collapse of the Long Term Capital Management hedge fund.

Before arriving at CNN in August 1995, Van de Mark was director of corporate communications for QVC, serving as deputy to chairman and CEO Barry Diller during the period that QVC attempted takeovers of Paramount Communications and CBS. Prior to his time at QVC, Van de Mark spent nearly 10 years as a business and political news reporter in Washington, D.C., where he was the first National Correspondent at CNBC covering five Group of Seven economic summits and was nominated for a Cable Ace Award for a three-part series on China.

Donald's greatest passion and life purpose is to share his stories and lessons from great leaders. He is currently writing a book based on his twenty years of interviewing and profiling the best and brightest leaders to illustrate traits that define a great person as well as a great leader.

Donald was raised in Toronto and New England and holds a B.A. in political science from Tufts University. He currently lives in Sonoma, California.

# About Success Television

---

Success Television is a media company that provides video and in-person trainings, speakers and tele-seminars on leadership, motivation, team building, effective communication skills and managing change. Our video trainings and speaker profiles are at [www.SuccessTelevision.biz](http://www.SuccessTelevision.biz). Viewers can visit our sister website, [www.SuccessTelevision.com](http://www.SuccessTelevision.com), and ask questions and read articles from experts on Career, Leadership, Wellness, Relationship and Wisdom.

We work with best-selling authors, life experts, speakers and organizations who want to share their knowledge and wisdom. We also work with successful people, including top name CEO's, entrepreneurs and life coaches.

Our mission is to help you succeed. "Success" for you could mean achieving more balance between work and family; energizing your workforce or building a strong team ready to face change. "Success" could also mean developing your own leadership skills to spur innovation, increase emotional intelligence and work life relationships as well as strengthen your ability to serve your community and schools.

- Success Television DVDs and leadership video trainings are available at [www.successtelevision.biz/leskmodvdi.html](http://www.successtelevision.biz/leskmodvdi.html)
- Success Television stories, written by life-improvement experts, and videos can be seen on: [www.SuccessTelevision.com](http://www.SuccessTelevision.com).
- Success Television partner channel on YouTube: [www.YouTube.com/SuccessTelevision](http://www.YouTube.com/SuccessTelevision)
- Success Television on Twitter: [Twitter/SuccessTV](https://twitter.com/SuccessTV), Yahoo, Earthlink, ThomsonReuters, CLO and ASTD.