



HRA-ECI

Human Resource Association of East Central Illinois



March 2017

March Speakers

Senator Righter has served the 55th Senate District since 2003, after having served in the Illinois House of Representatives from 1997 to 2003.

In the Senate, Righter currently serves as Republican Spokesman for the Appropriations I Committee, Executive Appointments Committee, and the Assignments Committee. Additional committee assignments include Human Services, Appropriations II, and Veterans Affairs.



Reginald "Reggie" Phillips was elected to serve as State Representative of the 110th House District in November of 2014. Representative Phillips obtained an Associate's Degree from Lakeland College and a Bachelor of Science degree from Eastern Illinois University. He and his wife Martha have been married 39 years and currently reside in Charleston, Illinois where they own and operate a residential and commercial building business. They have four adult children and 10 grandchildren.

Announcements

- ◇ The April Meeting will be on Friday, April 7th due to Good Friday.
- ◇ If you have any special dietary restrictions please let us know in your RSVP so we can try to accommodate.
- ◇ Please make all checks payable to "HRA-ECI" for membership dues.
- ◇ If you have any topics you would like to learn more about in a meeting please send that with your RSVP for this month.

March Meeting

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Speaker: Dale Righter & Reggie Phillips  
Topic: Legislature Update

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Friday, March, 10th
11:30AM - 1:00PM
Sarah Bush Lincoln Education Center

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Lunch will be provided

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RSVP
By 5 PM
Tuesday
March 7th

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Bring plenty of business cards and please RSVP for any guests you will be bringing!

# The Difference Between Managers & Leaders

## Managers

Tells: This is what I want you to do and here is how I want you to do it.

Plans the Details: I'll send out a memo to everyone and set a time for us to meet.

Minimizes Risk: Time is money the sooner the better.

Instructs Employees: If you're not sure of what your job is, check the flowchart.

Has Objectives: Let's Stick to the Plans set.

Meets Expectations: We met our goals for this quarter.

Eyes the Bottom Line: We got everything done and came in under budget.

Accepts the Status Quo: If it isn't broke don't fix it.

Sees a Problem: Fix it before there is blame.

## Leaders

Sells: I have great idea, and I know it will work if you are on board.

Sets the Direction: Let's get everyone together, I've got some exciting news you'll want to hear.

Takes Risk: This might stretch us, but the payoff will make it worth it.

Encourages People: If you think you've got a better way, my door is always open.

Has Vision: I like your thinking. Let's see how we can make it work.

Charts New Growth: Our goals are just a starting point.

Eyes the Horizon: We got everything done and laid the ground work for next phase.

Challenges Status Quo: Is there a way to do it better?

Sees an Opportunity: Our plan didn't work, let's put our heads together and learn from it.



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