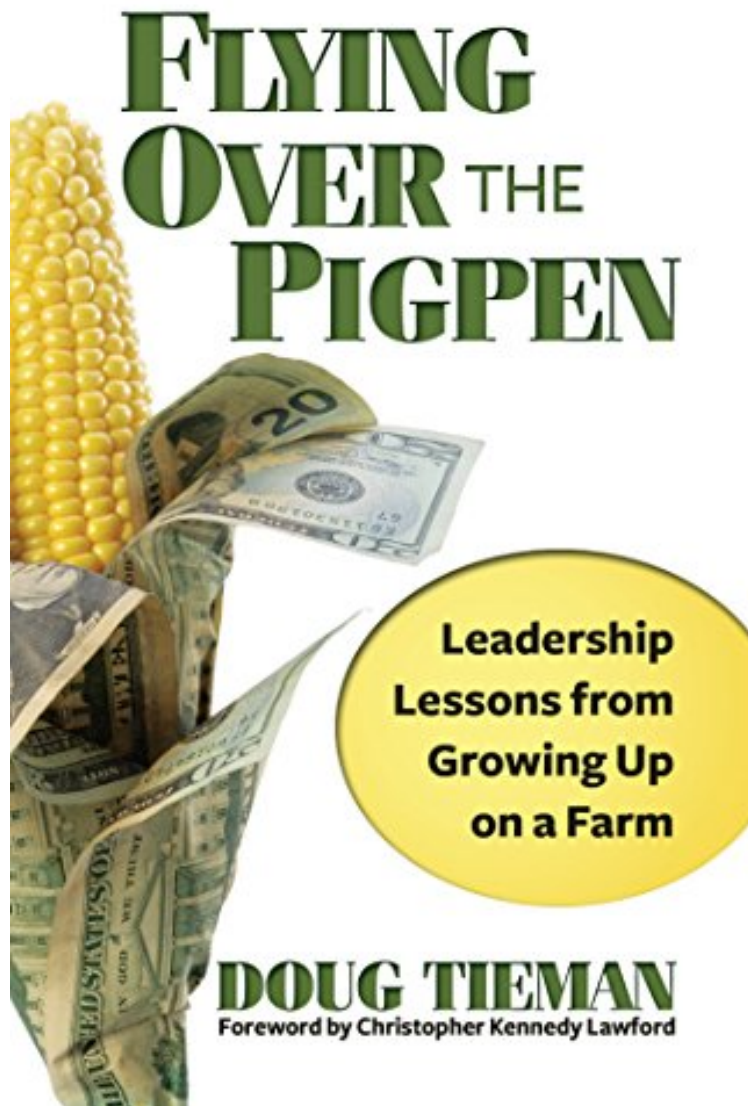


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Flying Over the Pigpen: Leadership Lessons from Growing Up on a Farm

Doug Tieman

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Doug Tieman : Flying Over the Pigpen: Leadership Lessons from Growing Up on a Farm before purchasing it in order to gauge whether or not it would be worth my time, and all praised Flying Over the Pigpen: Leadership Lessons from Growing Up on a Farm:

3 of 3 people found the following review helpful. A BRILLIANT READ By anita devlin After reading this inspirational story last week, I sat down over the weekend and read it again while taking notes. Doug's love for his family and the

way he was raised makes me smile. His sharing of personal stories is a gift. The life forming lessons from his father takes me back to my own childhood and my wonderful memories of growing up. This part of his book makes me feel so warm inside. It makes the other part of the book so relatable and interesting. The story of having faith in yourself to chase your dream of becoming whatever it is you aspire to be. The format ties the warmth, the lessons, the goals and the power together in a tidy package. There are ways to become that CEO and to set goals for yourself that are achievable. He also explains how to remain humble and create a team that works together harmoniously. His guidance is generous and a great example for anyone to follow interested in achieving their life goals while staying true to themselves. This book will help so many on their journey. Bravo!!!!0 of 0 people found the following review helpful. This is an excellent book and pertinent for both management as well as ...By J. BallThis is an excellent book and pertinent for both management as well as general relationship building. Readable, wise, and with extremely useful tools for both evaluating and leading while growing an organization. The information within is invaluable for both CEO's, Directors, and middle management. Highly recommended.

Growing up on a pork farm, it seemed unlikely that Doug Tieman would reach his goal of becoming a CEO by the time he was 40, but he did. By applying the lessons that he shares in this book and by working hard, he succeeded. After 25 years of working in the addictions field, Tieman entered his own personal recovery. That experience gave him an even greater understanding of the stories he had heard from others in recovery who shared what they went through and the efforts they made to pursue a life of abstinence. He also realized that lessons that apply to life, career achievement and recovery aren't all that different from one another. Tieman believes that one of the issues many people face is an inability to conceptualize and take methodical steps towards actualizing career goals. He also believes that if more people in recovery could do that, it would bring them to a new level of success that ultimately might benefit the entire addictions field. And that's exactly what this book succeeds in doing for its readers.

"Too many of today's management books are used to espouse the 'latest and greatest' buzz words of management. The one sentiment that is rarely expressed and perhaps completely forgotten is a simple 'Thank you!' With *Flying Over the Pig Pen*, we are invited along on a very personal journey that reflects the author's great appreciation for all of the people and life lessons that have allowed him to be successful. He skips the buzzwords and speaks directly from his heart. It is wonderfully refreshing!" ndash;Tom MoranChairman and CEO, Mutual of America"From farm boy, to turning around an organization on the brink of financial troubles, to successfully leading a world-class organization, Tieman offers a high level perspective on establishing a meaningful career. His detailed focus on accountability, high standards, positive and decisive leadership and a passionate approach, offers concrete lessons that help focus the mind on how to achieve successful and regularly improving outcomes. This highly readable book brings us deep inside a values-driven thinking process and thoughtful analysis that comfortably enlightens us on how to achieve long-term sustainable success for ourselves and the people in our organizations, while benefiting the greater good." ndash;Ed SatellFounder and CEO, Progressive Business Publications "Great leaders know that they cannot do it alone. A critical component of leadership is not only doing your best, but also bringing out the best in others through open, honest communication and collaboration. "Doug Tieman's inspiring life story and decades of successful service in the non-profit sector provide all of us with valuable lessons and tools to make ourselves, and those around us, the best that we can be. By bringing out the best in their teams, leaders bring out the best in themselves. The exponential impact of this collaboration emboldens leaders to 'promise the moon and deliver!' "Daniel HilfertyPresident and CEO Independence Blue Cross "Doug Tieman's record of leadership at the helm of the Richard Caron Foundation is impressive; how wonderful that he has compiled this amusing and useful 'down home' primer." ndash;D.A. DonahuePartner, financial services firm About the AuthorDoug Tieman is the President and CEO of Caron Treatment Centers, nbsp;a nationally recognized non-profit provider of alcohol and drug addiction treatment. With nearly 60 years in the field, Caron is one of the oldest and largest drug and alcohol addiction treatment centers offering primary, relapse and longer-term treatment for adolescents, young adults, adults and seniors, as well as families affected by the disease of addiction. Under Mr. Tieman's direction, Caron continues to pioneer advancements in addiction treatment, sponsor research, and participate in national conferences on treatment and recovery. He also established treatment facilities in Boca Raton, Florida, and Dallas, Texas, along with regional offices in Atlanta, Boston, New York, Philadelphia and Washington, D.C. Since Mr. Tieman joined Caron in 1995, its revenue has grown more than ten-fold, which affords Caron the ability to offer millions of dollars in treatment scholarships to families. All proceeds from the sale of this book will be donated to Caron's scholarship fund.Excerpt. copy; Reprinted by permission. All rights reserved.Introduction: Get More Than You Bargained For Why should you read this book? Because it's simple, interesting, and informative. Most important, though, you should read it because you'll get far more than you bargained for. I grew up on a farm. My four brothers and I were fourth-generation pork farm kids, and we knew farm life wasn't easy. It was a struggle to keep a farm operating under normal economic conditions but even more difficult during the Great Depression. One way my grandparents managed to hang on to the farm through the Depression was by raising chickens and selling eggs. As students of American history know, this was a cruel time for anyone who had debt. If you couldn't repay your debt, the

bank could foreclose on your property, whether it was a business, farm, or residence. But if you sold eggs every day, you received some cash every day. And some of that cash could be turned over to the local bank, generating goodwill and letting the bank know that you were serious about paying off your debt. Whenever they could get enough money together, my grandparents would buy more hens, enabling them to increase the flock and the number of eggs they could sell. That was important, because it meant they could pay off more of their debt. The Story of My Father and the Chickens

One of my father's most important lessons came from an experience when he was sent off on his bike one summer day to the train station to collect delivery of a crate full of chickens my grandparents had purchased. My dad, who was about twelve at the time, rode the four miles into town, waited for the train, and claimed the Tiemans' chickens, which arrived squawking and flopping about in a wire crate. He strapped the cage to the back of his bicycle and started home. Everything was fine for the first three miles. After that, however, the paved road ended and turned to gravel. If you've ever ridden a bicycle on gravel, you know that it's tricky. It's especially tricky with a big crate of chickens behind you. My dad made it about halfway down that gravel road to the farm when he hit some loose rocks. The bike went over, the cage came unstrapped, and the chickens scattered. If you've never experienced trying to round up a bunch of chickens that have been cooped up for hours on end and now are suddenly unpenning and scared out their minds, you might find it hard to imagine what this was like. Suffice it to say, it was mayhem! My father's initial reaction, of course, was fear and panic, because he was responsible for those chickens that would contribute to his family's livelihood. Once he calmed down a bit, he quickly realized that he needed help to catch the chickens, so he asked some neighbors and their children to assist him. It took some doing, but about an hour later all the chickens had been rounded up, the cage was strapped back on my dad's bike, and he was on his way home. His father, who was a fair but stern man of few words, was waiting for him when he arrived. He simply held out his pocket watch, looked at it, and said, 'There must have been a problem.' 'Dad, I can't tell you a lie. I had an accident and the chickens escaped, but the good news is that all thirteen are safely back in the cage.' My grandfather scratched his head and said, 'Well, that's interesting, since you started out with only ten!' The Lesson of the Story

My father told me this story when I was young and asked me if I understood the lesson it contained. I was never very interested in the lesson, because I was more intrigued about where the three extra chickens had come from. I wondered which of the neighbors who had helped him was three chickens short, and if the extra chickens were returned. If the chickens were returned, were they the right ones? Had any of the chickens been injured in all the commotion and maybe unable to lay eggs? It wasn't until I was in my twenties that I finally understood the lesson of my father's story, which was based on the actions he had taken that day. When his initial panic had passed and my father assessed the situation, he did several things: 1) quickly took responsibility for the problem. Realizing that he would not be able to successfully resolve the situation by himself, he 2) asked others for help. With those who were helping him, he 3) worked hard at addressing his dilemma. Ultimately he 4) got more than he bargained for, ending up with more than what he started with. When I finally had understood the lesson, my father assured me that this simple four-step process was the key to success in all our endeavors. I realized that learning to apply these principles would shape my very simple philosophy, and I would share that philosophy whenever possible. Over the years I've found again and again that this lesson holds true. It doesn't matter if you're educated or uneducated, wealthy or poor, working in the profession you prefer or not. You can't assign blame to something or someone else for whatever problem you're experiencing. It's best to take responsibility for wherever you happen to be and whatever your situation is. My father's message was that it didn't matter that I was raised on a farm or that no one from our family had ever been to college. It didn't matter that we had no cultural or social advantages and had limited financial resources. I was not to use those factors as excuses or blame anyone for my situation. I was simply supposed to take responsibility for my life and figure out how to move it forward. A key part of what you'll learn in this book will be discovering how to ask for help. While that may seem like a simple concept, it's important to consider whom you ask, how you ask, what you ask for, and why you ask. Most people, especially those who have not achieved what they would like to achieve, have either received bad advice from the right people, or good advice from the wrong people. Or they might have been given bad advice from the wrong people. They have not, however, received the right advice from the right people. My father taught me how to get the right advice from the right people, and that has proven to be a hugely valuable skill. I want to teach you that skill, as it will be one of the greatest gifts this book will offer. Good Advice and Hard Work Lead You to Success

Here's something advantageous for you to know. You can get the best advice available, but it won't get you where you want to be if you're not willing to do what needs to be done to be successful. My father asked the neighbors for help but knew that catching the chickens was his job, as well as theirs. He was lucky that his neighbors were willing to work hard to help him catch the chickens, but it was not their job alone. He needed to work hard alongside them to make the exercise a success. You'll learn how to enlist people to help you and to work with them to get a job done and done well. You need to learn how to work with others to corral the chickens in the corner and get them back into the crate. That requires you to cultivate a specific set of behaviors, which you also will read about in this book. Once you learn these lessons?to take responsibility, seek advice, ask for help, and work hard and smart to get a job done?you will find that you have more than you bargained for. Those are the lessons of Flying Over the Pigpen. Now let's get started!

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