

# Leadership Project

Steve Bond

1. With assistance of the Energy Trust of Oregon I proposed to lower the energy footprint of the Village Retirement Center. Through updating inefficient, outdated technology to bring us up to more modern standards.
2. By replacing old outdated technology i.e. lighting, and hvac fixtures I have achieved a small reduction in our utility bills which, over time, should save money.
3. My team consisted of my maintenance crew, Pacific Lighting supply and various other vendors as well as Energy trust.
4. I communicated with my stakeholders through email, phone and face to face.
5. My main challenge was time. With the increase in apartment turnovers we experienced over this last year the staff I had available to do the work was severely restricted. Finances were another, with the empty apartments came reduced revenue, leaving fewer funds available for extra projects.
6. I robbed time from other projects but had to wait for finances to become available.
7. I really didn't encounter any surprises.
8. The leadership behaviors that were crucial to my project were: Challenges people to find new approaches, Makes sure goals and milestones are set and Express confidence in peoples abilities.
9. I have learned to listen to my people; to encourage them to find a solution to the problem themselves. To express confidence in their abilities to find the best way to do the job and to do it with a deadline.
10. I plan to keep my LPI close at hand and gauge myself periodically. I have also started asking my crew how I can best facilitate their success.