

EASTERN NEBRASKA WIRE



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SWE NATIONALS – NOVEMBER 6-8, 2008

Everyone should be aware that the National SWE Conference is coming up. It is being held in Baltimore, Maryland on November 6 to 8, 2008.

It is exciting to know that we will be represented at the conference. To date, we have 3 women from our section attending:

Angel McMullen-Gunn
Gabriela Ostler
Janis Pfingsten

Angel will be attending the event as our Council of Representatives member. The Council of Representatives (COR) is responsible for charting the strategic direction of SWE by developing and adopting the long-range goals for the Society. The council also is responsible for developing statements of external policy on issues or positions that have broad implications for the professional environment and the Society as an organization. To these ends, the council conducts essential dialogue on long-term trends and issues of common interest, and appoints subordinate units to assist in the creation of these strategic directions or policies.

Angel will attend several meetings at conference to make sure our section contributes to SWE's national issues. This year, there are 4 motions and 23 bylaw changes beeing presented to the COR for deliberation. These are summarized on page 5. A survey with additional background information will be distributed to our section's members to ensure our whole section has a chance to comment and provide Angel input on how our section should vote on these matters.

Some of you may remember the Girl Scout event we helped out with last year in York. Angel submitted an award application to Nationals this past summer. From this, Allison Pedersen, SWE Outreach Chair, invited us to have a poster display at the National SWE Outreach Expo at Conference. SWE's Outreach Expo provides a networking opportunity for SWE members to learn about national outreach programs, as well as, to hear about the activities of other SWE sections and regions. What an exciting opportunity to showcase our section. Janis and Gabriela will be helping Angel with this display.

Message from the President



Falling in to Fall

I don't know about everyone else, but this fall has snuck up on me. Thinking back, it could be that I am just too busy to stop and smell the...I guess it wouldn't be roses this time of year, but you get the picture.

One the of the hardest things I am facing as grow personally and professionally is saying "No". It seems like it would be a simple thing to say, but when your boss comes over and asks if you can help out with a project or a good friend needs a favor, it is really hard to use that two letter word. I am sure others are guilty of this as well.

Personally, I know it is my sense of responsibility to others and the community that keeps that yes word coming out of my mouth. I love working in the community and helping others so it is difficult to turn down opportunities to work in those arenas.

You would think it is all about time management, but I would say I am pretty good at setting my schedule. However, when you spread yourself so thin, you don't have any time to enjoy yourself. In my case, this overwhelming schedule leads to loads of stress that if I don't take the time to care for myself, I can get sick. Exhausted and run-down is not how you want to feel after you have completed a project. You want to bask in your accomplishments.

The key to any vice, however, is knowing you have a "problem" and tangibly working to improve on it. Thus, that is what I am focusing my efforts on these days. I am giving myself goals and limits on what I do. This means recognizing the "could do's" from the "should do's" and prioritizing the projects/tasks I want to take on. At the same time, I am building in some me time.

If anyone has any tips on how to say "no", I would love to hear them.

Respectfully,

Amanda Stahlnecker

Eastern-NE SWE Section President

Tip of the Month:

Last minute Lasagna
Makes 4 servings

1 26 oz jar pasta sauce

1 8 oz bag shredded mozzarella

1 10 oz box frozen shopped spinach, thawed and squeezed dry

1 30 oz bag frozen large cheese ravioli, unthawed

½ cup grated parmesan

Board Meetings

Board meetings will be held the first Tuesday of every month at 5:30 at HDR-Westroads. All are welcome to attend. The officers and chairs will provide monthly reports and discuss unfinished and current business of the section. For more information contact the president, Amanda Stahlnecker, at Hpresident@swe-nebraska.org.

Heat oven to 350 degrees. Coat a 13x9 inch baking dish with cooking spray and spoon in a third of the sauce. Arrange 12 ravioli on top and scatter the spinach over them. Top with half of each cheese. Cover with another layer of ravioli and the remaining sauce and cheese. Cover with foil and bake 25 minutes. Uncover and bake 5 to 10 minutes or until bubbly.

CALENDAR OF EVENTS

Next Meeting

OMAHA

NDOR Certification for Erosion Control Inspections

October 21, 2008

12 pm

at

Kirkham Michael

LINCOLN

PE/FE Preparatory Discussion

Led by Pam Dingman

October 28, 2008

6:30 pm

at

Engineering Design Company

For more information about either of these events contact, the president at president@swe-nebraska.org.

Upcoming Meetings

Lincoln Lunch N' Learn:

Energy from Wastes: Agriculture and the Environment for the Future

Tuesday, November 11, 2008, Noon-1pm

UNL East Union, Room TBA, meter parking available north of the East Campus Union

Come hear about agriculture and the environment for the future! That has been Crystal Powers' focus, first as an undergraduate at UNL in Biological Systems Engineering, then at Cornell University as a graduate student, and now back at UNL as an Extension Engineer. Energy from wastes: anaerobic digestion and microbial fuel cells, sustainable eco-agriculture, and what's that smell?! Bring your lunch and hear about the adventure and challenges of discovering your passion and following through with it. All

Engineers welcome (professionals & students alike). RSVP by 11/10/08 to angel.mcmullen@hs.utc.com

Omaha Tour and Social:

A Hill of Beans

14512 W Center Rd

and

Mai Thai

14618 W Center Rd

Tuesday, November 11, 2008, 5:30pm

A former engineer herself, the owner of A Hill of Beans, a small coffee shop, will give us a tour of her business. After the tour, we will get to know each other better at Mai Thai over some food.

Lincoln Meet and Greet:

Thursday, November 20, 2008, 5-6:30pm

Lazlo's Brewery & Grill (Haymarket)

210 N 7th Street, Lincoln

Put your best foot forward. Connect with the right people. Help yourself while you help others get where they want to go. Engage with other engineers to become more competitive in the industry. Teach us about yourself and your business to maximize your relationships. Come establish a web of business contacts through our networking event! Professional and student, members and prospects welcome! RSVP by 11/17/08 to angel.mcmullen@hs.utc.com

Holiday Party with the President

Friday, December 12, 2008, 7pm

More details to come later

If you have any ideas for topics of meetings or other suggestions or know of another organization's meeting that would be of interest to the section, please email SWE_Planning@swe-nebraska.org.

WOW! That's Engineering **A Kaleidoscope of Possibilities**

Sat. October 18, 2008
8:30am-3:00pm

University of Nebraska at Omaha
Milo Bail Student Center
6001 Dodge St
Omaha, NE 68132

An opportunity for middle and high school girls to explore engineering.

The last phases of planning for this year's event are in motion. Anyone interested in volunteering at the event, please contact Amanda at wow_event@swe-nebraska.org. Our final meeting before the event will be October 14, 2008 at 5:30pm to go over final preparation and logistics of the event.

LADY IN THE SPOTLIGHT

WOW! That's Engineering event
Keynote Speaker



Stephanie is a leader in HDR's Strategic Outreach Solutions program intended to help our clients engage and inform the public in the design and decision-making process for public and private projects. As a skilled facilitator and consensus builder, Stephanie has managed stakeholder

groups across the country representing citizens, elected officials, and governmental employees at the local, county, state, and federal level. She has experience in leading local, regional, and statewide economic development coalitions, as well as education and training, marketing and public relations strategy.

As National Director of Talent Management for HDR's Environmental and Resource Management

program, Stephanie is responsible for developing and leading career development programs used to recruit, retain, and grow leaders within the company. Stephanie earned a BA in Sociology and an MBA from the University of Nebraska at Lincoln. Stephanie is a captivating speaker, achieving "Competent Leader" status in Toastmasters, and has served as president for the HDR Toastmasters club. She has been with HDR since 2000.

Stephanie is a consultant with HDR where she specializes in public involvement for engineering projects. In this role she:

- Once stood in front of an angry crowd of 350 people to talk about a new lake designed to catch flood water.
- Flew to Washington, D.C. in July to speak with one of the President's cabinet members about a potential railroad merger in Chicago.
- Rented walkie talkies for a public meeting this past August so she and her staff could manage a crowd of 5,000 people (who were angry about the railroad merger in Chicago)
- Rode a ferry to get to a teeny tiny island off the coast of Rhode Island to help the residents figure out how to generate enough power for the tourists.

Stephanie works with Girls, Inc. a local philanthropic organization committed to developing strong, smart, and bold teenage girls - She speaks to classes on professions in the engineering world. She has two small children at home and likes to train her two standard poodles in her spare time.

ANNOUNCEMENTS

The PE is upon us. Join me in wishing Cybil Boss and all other taking the exam good luck.

Good Luck!!!

SWE MEMBERSHIP RENEWALS AND NEW MEMBERSHIPS

Members, it is time to renew your SWE membership. Registration is quick and easy by paying for your membership online. You can fill out a membership form by going to www.swe.org/renew. You will need to have your membership ID and password available. If you do not remember these numbers, follow the instructions on the page and the information will be sent to you.

We always welcome new members to SWE. To answer more of your questions about us, you can visit www.swe.org and click on membership. There you will find more information and the SWE membership form. You are always welcome to join us at our meetings to learn more about us, and to network with other professional women.

RENEW or JOIN SWE Today!

SWE NATIONALS – NOVEMBER 6-8, 2008 (cont from page 1)

COR Motions

1. **Tiered Dues for International Members** – “The COR authorizes the SWE board of directors to develop tiered-dues for international collegiate and professional members according to the United Nations categorization of countries.” This idea is consistent with the international member reduced dues approach of other major engineering organizations (such as ASME and IEEE). SWE would provide a tiered dues listing for international collegiate and professional members according to the World Bank list of economies (i.e. countries classified as “low income” on the 2008 World Bank list of economies would be Eligible for a 50% Discount, countries classified as “Lower middle income” on the 2008 World Bank list of economies would be Eligible for a 25%)
2. **Reduced Dues Joint Membership Programs** – “The COR authorizes the SWE board of directors to develop reduced-dues joint membership programs with AIChE, ASCE, ASME, SAE, and IEEE for professional and/or collegiate membership...”
3. **Create Collegiate to Career (C2C) membership program** – “The COR authorizes the SWE board of directors to develop a Collegiate to Career (C2C) membership that would offer dues discount for a multi-year membership effective in FY10.” Collegiate members who are willing to pay two years of dues in a single payment will enjoy uninterrupted SWE member services for the duration of their membership as a Collegiate member grade and first year of Professional grade. With this one-time payment to SWE, the Collegiate will never be invoiced again during their undergrad years, graduate years and first year of membership with Professional grade and their membership will remain in good standing. The program cannot be combined with any joint membership or other membership discount.
4. **Council of Representatives Restructure** – “Move that the Council endorses the recommendation of the Governance FIG to create a smaller Council and tasks the Governance FIG to prepare and present bylaws amendments and procedure changes for their consideration at the November 8, 2008 meeting based upon the following:

The COR is renamed to Council of Delegates – thus distinguishing the members of this body from the Section/MAL/Collegiate Reps who compose the Region Councils.

Council is restructured to have about 40 voting members, elected from the Regions and from the Society as a whole. One possible structure follows:

- o Each Region selects 2 Professional Delegates and 1 Collegiate Delegate
- o International members select 2 Professional Delegates
- o 8 additional delegates are globally selected. These delegates can be collegiate or professional and are included to enhance the diversity of the body. By including non-geographically elected delegates, the COD can focus on specific issues related to SWE's strategic direction in making its selections. Their election would be through the regular Nominating Committee and national balloting process.

No change is proposed in the structure of the Region Councils. Each Section/MAL Region/Collegiate Region would continue to elect reps to their Region Councils. These reps would be principally responsible for bringing forward member concerns and communicating SWE initiatives to their constituents.

COR Bylaw Proposals

1. Authorization for Editorial Changes
2. Change Speaker Term of Office to Two Years
3. Remove COR Authority to Establish Subsidiary Corporations
4. Remove COR Required Membership on Finance Committee
5. Remove COR Required Membership on Audit Committee
6. Election of Special Director by Incoming Board
7. Update Requirements for Senior Member Grade
8. Membership Criteria for Fellow
9. Combining Associate and Affiliate member Grades
10. Granting Associate Member Voting Rights
11. Create Educator Membership Grade
12. Change Eligibility for SWE Leadership Positions
13. Add Deputy Director of Regions as Non-Voting Member of COR
14. Remove Region Governors as Non-Voting Members of COR
15. Change Composition of COR
16. No Alternates
17. Quorum
18. Vacancies
19. Removal
20. Amendments to SWE Bylaws
21. Change Name of COR and Representatives
22. Add Region Council to SWE Bylaws
23. Inactive Sections

UNL

**Women Interested in Engineering Day
WIE
September 20th
9:30 am to 2:00 pm**



Over thirty high school students and their parents attended the 11th annual Women Interested in Engineering conference September, 20, 2008, which was designed to encourage young women to pursue engineering careers. The young women received a tour of Engineering Complex to visit their future classrooms and the labs of their future professors. Additionally they learned about the College of Engineering Study Abroad Program and the importance of being exposed to different cultures as an engineer. Finally, professional SWE members led hands-on activities including Engineering Lip Gloss, Egg Drop, and Barbie Bungee to introduce participants to various engineering disciplines.



This year's keynote speaker was Professional SWE Member Pamela Dingman. She holds a Bachelor of Science degree in Civil Engineering from the University of Nebraska-Lincoln, is a Licensed Professional Engineer in the state of Nebraska and is CEO of Engineering Design Associates (EDC). EDC is the only woman-owned civil engineering firm in Nebraska. This year Dingman's firm was named Lincoln's Outstanding Woman-Owned Business. In 2006 she was named one of the Top Ten Business Women in America by the American Business Women's Association. She has been named one of the 40 Under 40 in both Omaha and Lincoln. In 2002 she was named one of the Society of Women Engineers' Distinguished New Engineers. She was the first woman to be named Nebraska Young Engineer of the Year in 2000. Following lunch, the students built edible cars for a tasty competition.

WIIE was co-hosted by the UNL student chapter of the Society of Women Engineers and the College of Engineering.





UNO

Amy Pelkner and Gretchen Gonzalez have played an integral part in the planning for the WOW! That's Engineering event, while they are still in school. Thanks for your dedication to reaching out to the community.



HAPPY HALLOWEEN!!!!

LOCAL JOB POSTINGS

To post local engineering or engineering related jobs please contact our SWE section at newsletter@swe-nebraska.org.

Mechanical Engineer II

BCDM is a reputable architecture, landscape architecture, interior design, construction management, and engineering firm that integrates the built and natural environments to develop innovative and high-quality solutions for our clients. It is the goal of BCDM to provide an array of project opportunities for our employees; we feel that well rounded and successful professionals need the opportunity to have their hands on various types of projects.

BCDM is seeking a positive and creative individual with excellent design, graphic and communications skills to fill a **Mechanical Engineer II** position in our Omaha office.

Essential Job Functions

- Perform building engineering design calculations
- Assists all Team members with drafting and technical tasks
- Aids in the development and documentation of a project
- Assists with Construction Administration, calculations, layout, design, commissioning, and periodic site observations

Qualifications

- Has obtained Bachelor's/Master's degree in Engineering
- Previous work experience is required, experience in an Architectural Engineering environment is preferred
- Has knowledge of design principles and the ability to interpret design concepts and layouts.
- Relies on instructions and pre-established guidelines to perform the functions of the job, while working under immediate supervision.
- Has a desire to cross train in other disciplines
 - In training in the execution of AutoCAD and project production
- Must be willing to work with design teams and individually in a studio-like environment
- Must be a detailed, goal oriented, value driven individual with proven problem solving abilities.

BCDM offers a competitive salary, 100% paid medical and dental benefits, life insurance, generous time-off benefits, 401(k) and a flexible work environment. BCDM is an Equal Opportunity/Affirmative Action employer.

Please email or call Audrey Dye with resumes or questions. adye@bcdm.net 402-384-6406



If you would like to post a job opening or become a sponsor of the Eastern Nebraska Professional Section, contact Amanda Stahlnecker at newsletter@swe-nebraska.org for more information.

SWE Trivia

Question: In what year was the SWE Mission adopted?

Answer: 1986

IN THE POLITICAL ARENA

Presidential Candidate Expresses Views on Science and Engineering

Earlier this year, SWE joined ScienceDebate2008, a 38,000-member coalition of scientists, engineers and concerned citizens—as well as the Scientists and Engineers for America (SEA), which comprises 18 organizations—to urge presidential candidates to answer questions on issues related to science and engineering. Both Senators John McCain (R-AZ) and Barack Obama (D-IL) recently submitted their answers, which discussed a range of issues such as science education, energy, bioterror and genetic privacy.

Some of the questions posed for the candidates include:

- Science and technology have been responsible for half of the growth of the American economy since WWII. But several recent reports question America's continued leadership in these vital areas. What policies will you support to ensure that America remains the world leader in innovation?
- The Earth's climate is changing and there is concern about the potentially adverse effects of these changes on life on the planet. What is your position on the following measures that have been proposed to address global climate change- a cap-and-trade system, a carbon tax, increased fuel-economy standards and research? Are there other policies you would support?
- Many policymakers and scientists say energy security and sustainability are major problems facing the United States this century. What policies would you support to meet demand for energy while ensuring an economically and environmentally sustainable future?
- A comparison of 15-year-olds in 30 wealthy nations found that average science scores among U.S.U.S. students ranked 17th, while average math scores ranked 24th. What role do you think the federal government should play in preparing K-12 students for the science and technology driven 21st Century?

Both coalitions remain optimistic that Sen. John McCain (R-AZ) will also honor its request for additional information on his positions related to science and engineering.

Review and compare the answers submitted by both candidates.

SEA sent a set of similar questions to all Congressional candidates. [See if your candidate responded.](#)

Finally, in late August, SWE and the Association of Women in Science (AWIS) sent a joint letter to both Sen. Obama and Sen. McCain that asked the candidates seven specific questions on their views on issues related to women in science and engineering. Responses to this letter are still pending, and will be posted on the SWE website as they become available.

A copy of this letter, and many other SWE public policy resources, are now posted on [MySWE Communities](#) in the SWE Public Policy Community.

Report Compares Presidential Candidates' Technology and Innovation Policies

Innovation drives long-term national economic growth and has in fact been responsible for a majority of the growth in the U.S. economy since World War II. This places technology and innovation squarely at the center of the issue that voters have identified as the most important in the 2008 Presidential election—the economy.

The Information Technology and Innovation Foundation (ITIF), a non-partisan public policy think tank, recently released a report, [“Comparing the Candidates’ Innovation and Technology Policies.”](#) The report found that both Senators John McCain and Barack Obama have recognized the central role that science, technology, and innovation play in economic growth and have developed specific policy positions on these issues. The report presents a comprehensive review of the two Presidential candidates’ views on issues relating to technology and innovation, including: tax, R&D funding, education, trade, broadband, e-government, energy, and related policies. Learn more about [ITIF](#).

[AWIS-SWE Pen Joint Op-Ed on Title IX](#)

In response to the July 15 New York Times column by John Tierney criticizing Title IX, Betty Shanahan, SWE Executive Director and CEO, and Janet Bandows Koster, AWIS Executive Director, penned a joint op-ed on the importance of Title IX's application to STEM fields.

In the op-ed, Shanahan and Koster write, "To remain competitive in the global economy, our country must educate and retain the brightest minds in science and engineering to provide the needed talent and diversity in our workforce. Providing federal Title IX oversight helps America compete, and ensures that a large segment of our population is not left out of the educational, economic and other opportunities STEM fields present. Forty years of experiences have shown us that when the gates to opportunity are questioned, the entryways become larger, and all of us benefit. This is what Title IX reviews will help achieve. To be competitive in this new global economy, women—and the nation—cannot afford to wait."

The op-ed has since been placed in more than twenty local newspapers across the country. To review this op-ed, please visit the SWE Public Policy Community in [MySWE Communities](#).

President Signs Higher Education Opportunity Act

President Bush has signed H.R. 4137, the Higher Education Opportunity Act, a statute that had not been reauthorized in the past ten years. The 400-plus page bill includes provisions affecting prospective students, student borrowers and science, technology, engineering and mathematics (STEM) students.

Among the provisions seeking to assist current and future STEM students:

- Requires the Department of Education to develop a national database for financial assistance for the study of STEM fields, including information on scholarships, fellowships and private financial assistance programs;
- Graduates who pursue careers in areas of national need such as education and STEM careers can receive up to \$10,000 in loan forgiveness
- Directs the Department of Education to collaborate with a marketing firm to develop a campaign to encourage under-represented minorities to pursue careers in STEM fields.

While there was some support in both the House and Senate, the provision, introduced by Representative Eddie Bernice Johnson (D-TX) and supported by SWE and AAUW, to assess the feasibility and potential design of an inter-institution monitoring organization on gender and racial equity in campus faculty and administration was pulled in the final bill.

To review the full text of H.R. 4137, please visit the Library of Congress website at <http://thomas.loc.gov>, and search by bill number.

Summit Examines Health of America's S&T Enterprise

The National Science and Technology Summit, convened by the White House Office of Science and Technology Policy (OSTP) earlier this month, brought together more than 250 government, business and academic leaders to examine the health and direction of the U.S. science and technology (S&T) enterprise. The Summit focused on identifying the policies needed to strengthen long-term U.S. economic competitiveness through S&T.

The goals of the Summit included the following:

- Examine the health and direction of the U.S. scientific and technological enterprise (both in absolute terms and as compared with those of other nations of interest)
- Review progress made with respect to achieving the consensus goals to increase competitiveness
- Identify key challenges preventing the nation from achieving these goals
- Develop a direction forward to achieve the consensus goals and increase competitiveness

Discussions focused on a variety of topics including: the need for increased funding for basic research in the physical sciences and engineering; the importance of science, technology, engineering and mathematics (STEM)

education; the need to finally fund the American COMPETES Act; and, the restoration of the federation research and development (R&D) tax credit.

For additional information about the Summit, including the program agenda, please visit: <http://www.ornl.gov/sci/natlscitechsummit/>.

FACTS AND FIGURES

Omaha Cares

Published: Aug. 15, 2008 Omaha YPC

Take an active role in your community and get to know your neighbors through the Omaha Cares Initiative, a public awareness campaign to inform Omaha residents about becoming more vigilant neighbors to improve community safety. The initiative is launched by the Neighborhood Center.

About 10,000 tip cards will be distributed to make residents aware of the warning signs that a neighbor may need help. The 2007 death of Janelle Browning and her 21-month-old child sparked the initiative. Browning died in her apartment, but was not discovered until weeks later, leaving her child to fend for himself. He subsequently died of starvation and dehydration.

Get involved today at www.neighborhood-center.org.

Employed Engineers by Gender

Year	Male	Female	% Female
1983	1,480,824	91,176	5.8%
1994	1,711,122	154,878	8.3%
1995	1,771,544	162,456	8.4%
1996	1,793,400	166,600	8.5%
1997	1,840,544	195,456	9.6%
1998	1,824,228	227,772	11.1%
1999	1,860,414	220,586	10.6%

Source: US Census Bureau, Statistical Abstract of the United States, Volumes 1995 through 2000; Table: Employed Civilians, by Occupation, Sex, Race and Hispanic Origin. (Source: US Bureau of Labor Statistics, Employment and Earnings, monthly, January issues.)

PERSONAL & PROFESSIONAL GROWTH

"One today is worth two tomorrows."
~ Ben Franklin

Starting - The First Step Toward Success

By John C. Maxwell

Salespersons are coached in the power of a first impression. Orators devote hours to opening statements. Journalists are admonished never to bury the lead. Sprinters practice racing out of the starting blocks. Interviewees are taught the importance of their initial handshake with a potential employer.

In leadership, as in many other areas of life, the beginning often determines the end. False starts and weak foundations can be ruinous. Here are five insights to help you start successfully.

HOW TO START SUCCESSFULLY

1. Start With Yourself

As Gandhi famously said, "Be the change you want to be in the world." By starting with yourself, you build the self-confidence needed to attract and inspire others. Leading yourself well is a precursor to accomplishment, and accomplishment earns respect. In order to make deposits in the lives of followers, you have to have a beginning balance in your leadership account. Start leading by proving your mettle - to yourself and to prospective followers.

2. Start early

Sadly, many leaders squander their early years and spend the rest of their careers trying to make up for lost time. In leadership, as with finances, decisions made early in life accrue the most interest. When we choose poorly or establish bad habits, we put ourselves in debt. Then, we must not only repay our loans, but the interest on them as well. On the flip side, when we invest our time and talent wisely from a young age, we reap the benefits of compounding interest on our leadership.

Specifically, where should leaders start? What areas should take precedence at the beginning? From my experience there are 10 things you should do as a leader prior to reaching age 40:

1. Know yourself
2. Settle your family life
3. Determine your priorities
4. Develop your philosophy of life
5. Get physically fit
6. Learn your trade
7. Pay the price
8. Develop solid relationships
9. Prepare for the future
10. Find purpose for your life

If you're over 40, it's never too late to make improvements. Unfortunately, an old dog doesn't easily learn new tricks. Undoing years of misplaced priorities and poor self-management will take extra effort.

3. Start Small

Don't expect to understand what it takes to get to the top, just take the next step. Think big, but start small. Doing so encourages you to get started, and keeps you from being frozen by the

magnitude of the vision in front of you. When you accomplish a small step, you gain confidence that you can accomplish the next step.

The success found in starting small comes when you diligently apply the lessons you learn. As my friend, Dick Biggs, has said, "The greatest gap is between knowing and doing." Commit to mastering the details under your control, and follow through when experience has given you instruction.

4. Start with the end in view

"Most people spend more time planning their grocery shopping than designing their future."
~ Tom James, Personal Development Coach

To start with the end in view, you need energy and direction. Let your passion pull you forward, and let your planning give you guidance. In order for passion to be a driving force in your life, you must identify a purpose for you life. To locate your purpose, consider your strengths, interests, and past successes. What roles do you find most enjoyable? What brings you the greatest sense of satisfaction? Examine the areas that make you feel strong and angle your career toward them. Also, find people who have been successful in the area of your interest. Listen to them and watch their lives.

For planning to give you direction, you need to write down goals. Goals lend structure to your purpose, and they keep you leading "within the lines." They focus your action and move you toward your overall vision.

5. Start Now

We exaggerate yesterday, overestimate tomorrow, and underestimate today. Embrace action daily. Don't wait until it's too late before you begin to pursue the visions implanted in your heart. Make each day your masterpiece; you'll be surprised where you end up after stringing together a few months of superb days.

I'll leave you with one final thought:

"How wonderful it is that we need not wait a single minute before starting to improve ourselves and our world."
~ Anne Frank

Review - Five Steps to Starting Successfully

1. Start Early
2. Start with Yourself
3. Start Small
4. Start with the End in View
5. Start Now

About the Author

John C. Maxwell is an internationally recognized leadership expert, speaker, and author who has sold over 16 million books. His organizations have trained more than 2 million leaders worldwide. Dr. Maxwell is the founder of EQUIP and INJOY Stewardship Services. Every year he speaks to Fortune 500 companies, international government leaders, and audiences as diverse as the United States Military Academy at West Point, the National Football League, and ambassadors at the United Nations. A *New York Times*, *Wall Street Journal*, and *Business Week* best-selling author, Maxwell was named the World's Top Leadership Guru by Leadershipgurus.net. He was also one of only 25 authors and artists named to Amazon.com's 10th Anniversary Hall of Fame. Three of his books, *The 21 Irrefutable Laws of Leadership*, *Developing the Leader Within You*, and *The 21 Indispensable Qualities of a Leader* have each sold over a million copies.