

THE FENCE THAT ME AND SHORTY BUILT

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I called myself a cowboy,
I was full of buck and bawl
I didn't think my hands would fit
Post augers and a maul.

They sent me out with Shorty
And the ranch fence building crew.
Well, I was quite insulted
And before the day was through,

I let him know that I'm a cowboy,
This ain't what I do.
I ain't no dadgummed nester,
I hired out to buckaroo.

Boy, I was diggin' post holes
Faster than a Georgia mole.
But if a rock got in my way
I simply moved the hole.

So when the cowboys set the posts,
The line went in and out.
Old Shorty's face got fiery red
And I can hear him shout.

"Nobody but a fool would build
A fence that isn't straight.
I got no use for someone who ain't
Pullin' his own weight."

I thought for sure he'd hit me
Glad he didn't have a gun.
I looked around to find a place
Where I could duck and run.

But Shorty walked up to me
Just as calm as he could be.
Said, "Son, I need to talk to you,
Let's find ourselves a tree."

"Son, I ain't much on schoolin',
Didn't get too far with that.
But there's alot of learnin'
Hidden underneath this hat.

I got it all the hard way,
Every bump and bruise and fall.
Now some of it was easy,
But then most weren't fun a'tall

But one thing that I always got
From every job I've done,
Is do the best I can each day
And try to make it fun.

Now you hired on to cowboy
And you think you've got the stuff.
You told him you're a good hand
And the boss has called your bluff.

So how's that gonna make you look
When he comes ridin' through,
And he asks me who dug the holes
And I say it was you.

Now we could let it go like this
And take the easy route.
But doin' things the easy way
Ain't what it's all about.

The boss expects a job well done,
From every man he's hired.
He'll let you slide by once or twice,
Then one day you'll get fired.

If you're not proud of what you do,
You won't amount to much.
You'll bounce around from job to job
Just slightly out of touch.

Come mornin' let's re-dig those holes
And get that fence in line.
And you and I will save two jobs,
Those bein' yours and mine.

And someday you'll come ridin' through
And look across this land,
And see a fence that's laid out straight
And know you had a hand,

In something that's
withstood the years.
Then proud and free
from guilt,
You'll smile and say,
'Boys that's the
fence
That me and Shorty
built."

*If you always
do what you
have always
done, then you
will always get
what you have
always got.*

Where Lean
Thoughts
can become
Reality

**Excellence Accelerator Ideas
you can use**

THE FENCE THAT ME AND SHORTY BUILT

The idea of culture becomes real when senior management transfers it to the rest of the organization.

The question is – how can we relate the poem with organizational culture?

- The standard you set is the backbone of what you do
- Years later, you have a sense of pride, of a job well completed
- Leadership is about doing things together, mentoring, and not just firing on mistakes
- When you come across rocks, it's easier to go the other route. Avoid that. Every culture has its rocks.
- Values changes behavior.
- Do whatever you are asked to do. No matter what your role is
- Do it right the first time
- Learn from experience – This young cowboy needed to listen to experience and understand that he needs to begin in the bottom and move his way up
- Do the best you can in everything you do
- Don't take yourself too seriously
- Recognize that your attitude affects everyone
- Take pride in what you do
- Go back and correct your mistakes
- Build to last – Build something that is going to withstand the storm

Sometimes we think simple little things are very simplistic. But they do make a difference in an organization.

Leadership Lessons from Shorty

- Set high expectations
- Hold your people accountable
- Mentor; don't just discipline
- Be patient
- Share your own experiences
- Understand that other person's point of view
- Teach
- Be a positive influence
- Explain the principles
- Paint a picture that inspires – Paint a picture that shows how it should be
- Be a part of the solution
- Instill pride

It is important when people take the time to invest in another person.

This story might be fictional, but wisdom is getting an understanding from the simple things and putting them into actions. How do you put into practice the little things that make a difference?

Catch people doing something right! Celebrate with them when they do well and foster their growth and development.

How can you get your people to be engaged? Engagement is being emotionally committed. Don't we want our people to be that way? We need to provide an environment and tone in which people can grow and become engaged.

In order to pass it on, leadership needs to understand and absorb the culture. If leaders don't fully understand it, the culture won't be passed along - even to middle management

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