



# Leadership from the Sidelines

Andy Spencer

# Llano County ESD 5



Many presentations at Safe D...find one thing



# Training

To reach our goal of helping industry to build leak-free systems, we offer training seminars at our facilities to insure proper selection and safe installation of our products.



# Salesperson

*Most have never been around a good salesperson*

- Sales was easy (Doing it my way)
- Sales was hard (Doing it right)
- Sales was easy
  - What everyone is thinking
    - Radio Channel
      - WIIFM
  - Help Me Attain a More Favorable Future.

Famous







## Mascot wins first at SMU

# Baylor Bear never hibernates in fall

By Kaylynn Yeager

Lariat Reporter

By day he is a regular Baylor student, but on Saturday afternoons one Baylor student becomes "the bear."

Andy Spencer, a marketing—entrepreneur major from Corpus Christi, has served as the Baylor mascot for the last three years.

Last summer, Spencer attended a National Cheerleading Association camp at Southern Methodist University. Out of 120 schools represented, Spencer received first place in the mascot category.

"I was really surprised when they announced that I had won," Spencer said. "I didn't even realize we were formally competing."

At camp the mascots spent half the day with the cheerleaders and the other half of the day with just the mascots, Spencer said. Each mascot had to de-

velop a walk and style for his or her costume, he added.

"Time was also spent discussing things that a mascot can do to promote the school besides just going to football games," he said. "At many schools, such as Oklahoma State, the mascot is a big tradition and I would really like to see the Baylor mascot become a tradition."

"I have tried to develop different things for the bear to do so people do not get bored watching the same stuff week after week," Spencer said. "Going to camp was good because it helped me know that I was doing all right as a mascot," he added.

"I have enjoyed being the Baylor mascot because even when I do not feel funny or do not think I can get psyched up, once I put on the costume, I become 'the bear' and everything



**Andy Spencer manages to transform from a Baylor student to a Baylor bear with great ease after three years of mascot experience.**

works out.

"Being the mascot also has given me a chance to interact with children," he said. "Most of the kids want to take me home with them," Spencer said.

The Baylor mascot began as an advertisement for Wendy's Hamburgers and worked mostly at basketball games. Wendy's gave the suit to Baylor for the use of their mascot.



**Baylor University**

[illegible][illegible]

Booker Group Company, Hartford  
1981-1982

**Baylor Bear Costume Mascot Suit**  
Donated by Andrew Spencer  
2010.069.001a-b

Baylor "00" Football Jersey  
Loaned by Cullen Hairston  
H.2010.037.001

Famous













9:01

ESPN HD

ESPNHD  
52

College GameDay  
8:00

11:00

NCAAF GURLEY on reports.



SONY





# Llano County ESD 5



## Commissioners

Karl Wolfe

Jean Glass

Mike vonWupperfeld

Mike Thomas

Andy Spencer

Deputy Chief Dan Gower

VFD President Don Black

District Chief Patrick Cates



# Lessons from ESD

- Use “We” for “I” whenever possible
- Patiently “listen”
  - Without judgement
  - One to One
- There are standards to follow



MUCH OF WHAT I LEARNED ABOUT  
LEADERSHIP I LEARNED AS A TEAM MASCOT

# LEADERSHIP FROM THE SIDELINES

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ANDY SPENCER



# Silence

- Mascot
  - No talking
  - Rely on other forms of communication
- Leadership Lesson
  - Listen, Listen, Listen
  - Do not talk too much (App...)
  - Have a purpose for each conversation



November 23, 1985

# Lesson

*“It is better to be interested,  
than interesting”*

*- Jim Trollinger's Grandmother*



# Believe in Others

- Crowd Surfing







# Believe in Others

- Crowd Surfing
- Leadership Lesson
  - We cannot do it all on our own
  - We must delegate and trust others



# Intentionality

- People expect certain things from a mascot
  - A still mascot is a “stuffed animal”
- Leadership Lesson
  - What do people expect you to be intentional about?
  - Do you speak of your organization in a positive light?

# Always On

- Leadership Lesson
- You represent your department, ESD
- You represent your community
- Headline
- There is not real “privacy”
  - Cameras are everywhere



FS1

DVR

FS2

FS2HD

College Football

2:47



3:00



Midwest League Championship Series

FS2



# Most Asked Mascot Question

- Does it get hot in there?



# Yes...it is hot in there!

- Preparation
  - 20 Degrees hotter on field, 20 degrees hotter in suit
  - Hydrate 3 days in advance
  - Ask experts on hydration
  - Have a handler
- Leadership Lesson
  - It will get hot, people have different opinions
    - Remember “always on”
  - Prepare, Prepare, Prepare

# Anything Can Happen

- You never know what will happen
  - What to do when times are good
  - What to do when times are tough
- Leadership Lesson
  - Speak well of your organization
  - Unless...





# Most Important of Day

- For the person it is most important picture/interaction of the day
- For the mascot, one of many
  - Make every interaction seem special

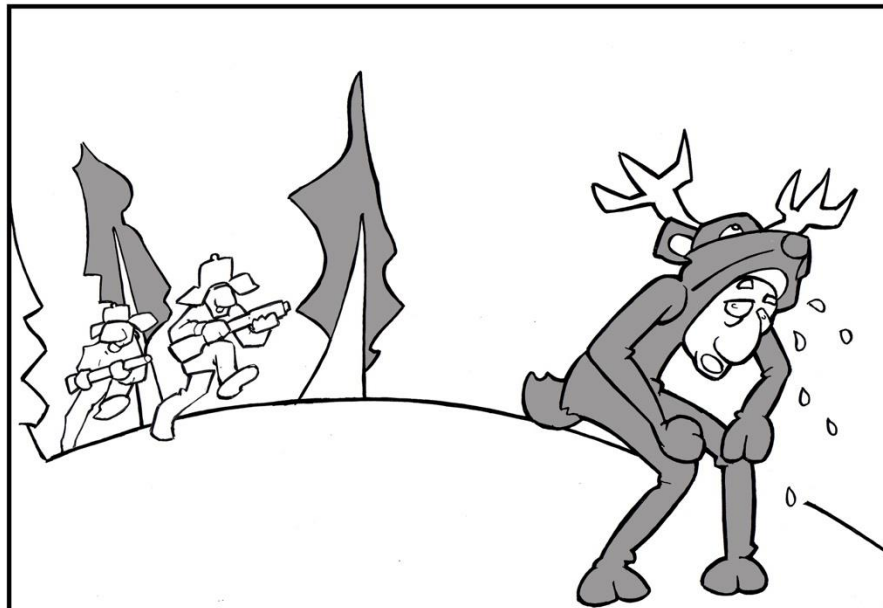
# Read People

- Mascot
  - Some are scared
  - Some are happy
  - Some are enemy
- Leader
  - Most want to be heard
    - Scared, happy, enemy



# Courage

- Sometimes a mascot has to do what the character would do...not the person inside
- Leadership Lesson
  - It takes courage to stand up for what is right



SOME MASCOTS  
PREFER NOT TO WORK  
DURING HUNTING SEASON

# Other Lessons

- Find Good People to Help
- Integrity
  - *“Integrity is doing the right thing, even when no one is watching.”* - **C. S. Lewis**
- Courtesy
  - *“All doors are open to courtesy”* - Thomas Fuller
- Art of Discussion
  - *“Good questions outrank easy answers”* - Paul Samuelson
  - *“Discussion is an exchange of knowledge; an argument an exchange of ignorance.”* - Robert Quinlan

# Be in the Arena



- “It is not the critic who counts: not the man who points out how the strong man stumbles or where the doer of deeds could have done better. The credit belongs to the man who is actually **in the arena**, whose face is marred by dust and sweat and blood, who strives valiantly, who errs and comes up short again and again, because there is no effort without error or shortcoming, but who knows the great enthusiasms, the great devotions, who spends himself in a worthy cause; who, at the best, knows, in the end, the triumph of high achievement, and who, at the worst, if he fails, at least he fails while daring greatly, so that his place shall never be with those cold and timid souls who knew neither victory nor defeat.”
- —Theodore Roosevelt  
Speech at the Sorbonne, Paris, April 23, 1910



# Evel Knievel

“I would always rather be in the arena fighting than be a spectator”  
– Evel Knievel



# Final Thought

Leaders empower others

- Ask yourself this...
- Could I leave and organization would be better than when I started

Thank You