

MY VIEW



Founder Wayne Fortin



How to Lead

Hello TIP Leaders, I recently finished the new book **HOW TO LEAD** by David Rubenstein. Rubenstein interviewed 31 prominent leaders in politics, business, philanthropy and entertainment to try to uncover what makes those who lead exceptionally leaders. Below I summarize the leadership characteristics which Rubenstein found these leaders have in common.

I share these leadership characteristics/practices/attitudes not so much to encourage you to implement them but as an opportunity for you to appreciate your own leadership. My hope is that in reading these leadership characteristics you'll come away saying to yourself *"I do that...I share that leadership attitude...I'm doing leadership right... I have many of the same qualities of these 31 well known leaders."* In short, I hope that this summary of **HOW TO LEAD** will be a validation of your own leadership.

Here are what high profile leaders say about the attitudes and behaviors that make them successful leaders...

1. **HUMILITY:** Successful leaders have an attitude of humility. This attitude springs from a recognition of the role LUCK has played in their accomplishments and in their rise to prominence.

- *"I feel super lucky."* Bill Gates
- *"Nike's success is good luck."* Bill Knight, Founder
- *"Arrogance is not going to enable a leader to fulfill a mission and attract followers."* Condoleezza Rice
- *"Remember that your followers love your gifts, not you."* John Maxwell
- *"I'm successful because I had the good luck of having supportive parents."* Jeff Bezos

2. **PREPARATION and HARD WORK:** Although leaders recognize the role of luck in their careers, they all acknowledge the importance of hard work.

- *"Discipline and hard work will get you very far. As a leader you need to do something incredibly well."* Eric Schmidt, Google CEO
- *"I've worked very hard over the years."* Adam Silver, Commissioner of the NBA
- *"Prior preparation prevents poor performance."* James Baker, former secretary of state
- *"There is no excuse for not being properly prepared."* Jack Nicklaus
- *"Things come to us if we work hard."* Renee Fleming, Singer
- *"Work hard to be twice as good."* Condoleezza Rice

3. **A PURPOSE:** Successful leaders have a sense of mission. They know their WHY. They all strive to make a contribution to society outside of themselves. They are trying to make a mark on the world through a new or better product or service.

- *“Leaders should always keep the end in mind.”* Bill Clinton
- *“Take on every job with... what is my purpose?”* Colin Powell
- *“Fight and fight because you know your why.”* Nancy Pelosi
- *“Your legacy is every life you’ve touched.”* Oprah Winfrey
- *“You better have a good reason for doing what you are doing. I have to prove to society that playing 3 notes on a cello means something.”* Yo-Yo Ma
- *“My contribution to making it a better world is running a good JP Morgan.”* Jamie Diamond, CEO

4. **A LOVE OF THEIR ORGANIZATION:** Successful leaders put their organization first, above themselves and their individual followers. They consider their organization to be very special and exactly where they want to be.

- *“I always do what’s best for the show, not me or individual performers. All that matters to me is whether the show is good or not.”* Lorne Michaels, Saturday Night Live producer
- *“Put customers first.”* Jeff Bezos, Amazon CEO
- *“Nike is my work of art.”* Bill Knight

5. **TAKE CARE OF YOUR TEAM:** Not surprisingly successful leaders say they hire passionate people, share a vision, appreciate them, give them all the credit and get out of the way.

- *“Loving people and seeing the best in them is key to leadership. You can see the best in just about anybody.”* Sir Richard Branson
- *“Hire good people, let them know your vision and get out of the way.”* Anthony Fauci
- *“You are not going to get there alone. Always focus on your players.”* Mike Krzyzewski, Duke basketball coach
- *“The credit belongs to the man who is in the arena, whose face is marred by dust and sweat and blood.”* General David Petraeus
- *“Take care of the horses, the soldiers, the employees and whoever will do the hard work to accomplish the mission.”* General Colin Powell

6. **LISTENING:** We tend to think of being a good listener as something TIP volunteers and counselors need to do. But successful leaders say listening is a key leadership attribute.

- *“Being a good listener is key to leadership.”* Sir Richard Branson
- *“My interviewing career took off when I realized that those I interview just wanted to know... Did you hear me and did what I said mean anything to you? I approach every interview knowing that this person just wants acknowledgement that they are heard.”* Oprah Winfrey
- *“Listen to everybody.”* Indra Nooyi
- *“Listen, because everybody has a story.”* Bill Clinton
- *“Create a culture where everyone feels heard.”* Lorne Michaels

7. **LEARNING AND GROWING:** Successful leaders say that they are continually learning, and that they keep an open mind to change.

- *“At the core of leadership is constantly learning.” Ginnie Rometty, CEO IBM*
- *“Be open to new ideas, to changing one’s mind. Accept ideas wherever they come from.” Lorne Michaels*
- *“Change with the times.” Mike Krzyzewski, Duke*
- *“Be willing to take chances.” Jeff Bezos*
- *“Go to bed smarter each day.” Warren Buffett*

8. **INTEGRITY:** All leaders agree that having integrity is critical to being an effective leader. Condoleezza Rice says it best...

- *“Integrity is at the heart of leadership. Once you lose people’s trust you have nothing.”*

9. **FOCUS:** Successful leaders focus relentlessly on one project or problem. They know how to say NO to distractions, and they usually stay with the same organization for a long period of time, if not their entire careers.

- *“Become an expert at one thing.” Eric Schmidt, Google*
- *“I’ve turned down many other coaching jobs. Duke is where I belong.” Mike Krzyzewski*
- *“Stay focused on the few things that really matter.” Warren Buffett*

If you are a TIP Leader and you’ve read this, hopefully I’ve accomplished my goal...to show you that you share the leadership qualities of successful leaders. TIP leaders are not well known like the leaders in Rubenstein’s **HOW TO LEAD** book nor do we lead very large enterprises. But we bring to our very important organization the same leadership qualities as high-profile leaders... humility, a love for our organization, a desire to make a contribution to our communities through an innovative service, an appreciation for our teams of volunteers, and the ability to change and adapt. Usually when we talk about leadership the focus is on how to become a better leader, but occasionally we need to pause and appreciate the fine leaders we already are. As I read about the qualities of exceptional leaders which I’ve listed above, I found myself frequently thinking of a particular TIP leader and saying *“That’s _____!”*