

#1 RULE LEADERSHIP

Before you are a leader, success is all about growing yourself. When you become a leader, success is all about **GROWING OTHERS**

The people are the most important part of and organization

Work should be <u>fun</u> – it should be about winning the game!

The most important thing you can do as a leader is to focus your energies on helping others grow



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ENERGY AND OPTIMISM

Fight the gravitational pull of negativism by:

Displaying an energizing, can-do attitude about overcoming challenges. But be real.

<u>Fight</u> the negative forces.

Take actions that show you care.



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LIVING THE MISSION



Make the direction <u>vivid</u>, <u>clear</u>, <u>and consistent</u> so everyone can understand it, articulate it, and put it into action.

<u>Talk</u> to everyone about the mission <u>constantly</u>.



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"The mission of the Jack Welch Management Institute is to transform the lives of our students by providing them with the tools to become better leaders, build great teams and help their organizations win."



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SIMPLICITY

FIND A BETTER WAY

EXECUTION

DO IT ONCE,

SPEED

BE QUICK TO ACT AND REACT

TEAM

GET EVERY BRAIN
IN THE GAME







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DEVELOPING AND UPGRADING YOUR TEAM

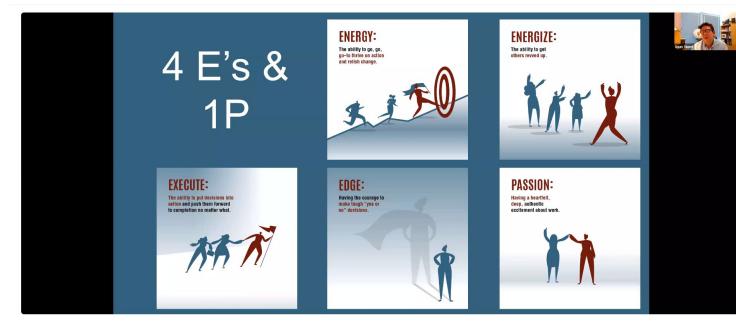
Invest your time in 3 activities:

- Evaluating
- Coaching
- Building Self-Confidence



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TRUST CANDOR TRANSPARENY & CREDIT



Communicate frankly about peoples' and the organization's performance.

Give credit where credit is due.

In bad times, take responsibility—in good times, pass around praise.

Be humble; don't let success go to your head.



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THE CANDOR EFFECT





When you get all brains in the game you get idea rich

Generates speed: surface, debate, improve, decide

Cuts costs: eliminates meaningless meeting, "meetings after the meeting" and BS reports and PowerPoint presentations





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MAKING TOUGH DECISIONS & GUT CALLS

Face decisions head on and let your team know what you stand for.

- 1. Triangulate the information you have
- 2. Get the team aligned
- 3. Trust yourself
- 4. Act



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MANAGING WITH CURIOSITY

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Focus on "finding a better way every day."

Ask questions. Stir up a healthy debate. Make decisions. Take action.

Be ok looking like dumbest person in the room – your job is to have the questions, not the answers.



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INSPIRING RISK-TAKING

Make people heroes for taking a swing. You get the behavior you reward.

Admit your mistakes; talk about what you learned.

Be humorous about your errors.

Embrace the best practices of others—including competitors.







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CELEBRATING SUCCESS



Make people feel like winners and create an atmosphere of recognition and positive energy,

Celebrate small and big successes

No funds? Handwritten notes & public praise go a long way

Have funds? Do something for them, not your idea of fun



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8 ESSENTIAL LEADERSHIP LESSONS

- 1. Bring energy and optimism to the job...every day.
- 2. Not only set the mission, but make it come alive.
- 3. Constantly develop and upgrade their teams.
- 4. Establish trust through transparency, candor and credit.
- 5. Have the edge to make tough decisions.

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- 6. Push and probe and challenge assumptions.
- 7. Inspire risk taking and learning.
- 8. Celebrate and reward success.

