



370 BEST PRACTICES, TIPS, INSIGHTS, and QUOTES from Participants

At registration for the event, we asked each participant this question:

What one LEADERSHIP best practice, tip, insight, wisdom quote has benefited you that you think others might find useful? (*Consider such things as day-to-day practices, values, favorite quotes, best advice, books et al*).

Below are the 370 responses we received from around the world. They represent a collection of peer-to-peer knowledge to share.

NOTE: This collection is in *alphabetical order* by the first character or word without further sorting. It reflects how the person shared their contribution.

1. "A candle loses nothing by lighting another candle." In other words, be willing to help others and share your knowledge and insights with others who may benefit.
2. "A matter of how to be not how to do it." Pursue your passion. "To serve is to live" "Be the leader you want to see."
3. "A vision without a plan is a hallucination." A leader must: see it...believe it...walk it...talk it... teach it!
4. "All men are created equal" Thomas Jefferson We all put our pants on in the morning!
5. "Be kind, for everyone you meet is fighting a hard battle" Plato
6. "Challenges are what make life interesting; overcoming them is what makes life meaningful." Joshua J. Marine
7. "Don't wish it were easier, wish you were better." - Jim Rohn
8. "Doubt is uncomfortable; certainly is ridiculous."—Voltaire
9. "Every organization has a bottom line, every function has a customer" Michael Thomsett,

Numberwise

10. "Everyone thinks of changing the world but no one thinks of changing himself."—Lev Tolstoy
11. "Everything will be okay. If it's not okay, it's not the end." Kristine Tulling
12. "Focus on your existing strategic position, and try to improve it incrementally. Practices such as restructuring, quality programs, empowering employees, and the like all aim to achieve this." - Constantinos Markides
13. "I am an optimist. It does not seem to much use being anything else." Winston Churchill
14. "I am convinced that life is 10% what happens to me and 90% how I react to it...We are in charge of our attitudes."-Charles Swindoll
15. "Intellect is a gift, but kindness is a choice" by Carolyn Leighton, founder of WITI International
16. "It is insanity to keep doing things the same way and expect things to improve."
17. "It is not what you gather that matters, but rather what you sow" Helen Walton What I contribute as a leader is not just what I can do each day, it is more about how I help others engage in their purpose which furthers the global good.
18. "It's not what you gather in life, but what you scatter, that tells the kind of person you are and the kind of life you have lived." Helen Robson Walton
19. "I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel." Maya Angelou
20. "Knowledge is Power" by Sir Francis Bacon
21. "Leading from the front", "Leading by example", "Do unto others, as you would have them do unto you"
22. "Light the fire" in emerging leaders.
23. "Make the strengths of people productive and their weaknesses irrelevant" Peter Drucker
24. "Management is doing things right; leadership is doing the right things." Peter Drucker
25. "Never doubt that a small group of committed people can change the World Indeed, it is the only thing that can." Margaret Mead
26. "Never let your head hang down. Never give up and sit and grieve. Find another way. And don't pray when it rains if you don't pray when the sun shines." Leroy "Satchel" Paige
27. "Nothing is impossible if it can be done" - Sir Nicholas Winton ("Britain's Schindler")
28. "Only connect", E M Forster, Passage to India.
29. "Put your own oxygen mask on first, then help those around you!"
30. "Putting Our Differences to Work" by Debbe Kennedy
31. "The best way to predict your future is to create it." -Peter Drucker
32. "The longest journey starts with a single step."
33. "The reasonable man adapts himself to the world; the unreasonable one persists in trying to adapt the world to himself. Therefore all progress depends on the unreasonable man." - George Bernard Shaw
34. "To lead people, walk beside them. As for the best leaders, the people do not notice their existence... When the best leader's work is done the people say, 'We did it ourselves!'" –Lao Tzu
35. "We are not human beings on a spiritual path, but spiritual beings on a human path." - Dr. Lauren Artress
36. "We cannot control the winds, but we can adjust the sails."
37. "We make a living by what we get, but we make a life by what we give." - Winston Churchill
38. "What we allow, we teach."
39. "Whenever you reach an insoluble problem, try shifting your consciousness from the natural to the reflective attitude, and suddenly you will receive innovative and higher-level solutions." - Peter Koestenbaum

40. "You CAN have it all - you just can't have it all at once!"
41. "Your actions speak so loud that I can't hear a word that you say ." It's important to lead by example."
42. "Your best assets wear shoes"
43. ..."and the day came when to remain tight in the bud was more painful than the risk it took to blossom"—Anais Nin Deep breathing every morning to my core being and aligning myself with God's positive energy and plan for me. Alerts me to negative energy.
44. ...there is no limit to what a man can do or where he can go if he doesn't mind who gets the credit. Ronald Reagan
45. => If you think of everything that can go wrong, you will soon talk yourself into doing nothing => I am as important to me as you are to yourself, hence we are equal! => Support your team to overcome their lows
46. A journey of a thousand miles begins with a single step (Lao Tzu, Chinese philosopher)
47. A leader is a dealer in hope. Napoleon Bonaparte
48. A leader is best when neither seen nor heard, worst when worshipped or glorified. Of a good leader, when the work is done, the people will say - we did this ourselves. We do not need great leaders - we need leaders that bring out the greatness in us all
49. A new book I just read—Fully Present: The Science, Art, and Practice of Mindfulness, by Susan L. Smalley and Diana Winston
50. A professional today is not determined by the business he is in but rather by the way he is in business - Jim Cathcart
51. A quote from my US change management tutor: Never work harder than your sponsor - your out of scope.
52. A smile paired with a compliment/kind word can disarm some of the meanest people.
53. A tam member a day - For lunch
54. "A great leader's courage to fulfill his vision comes from passion, not position." -- John Maxwell
55. "Don't ask what the World needs. Ask what makes you come Alive, and go Do it. Because what the World Needs is People who have come Alive." – Howard Thurman
56. "The ultimate measure of a man is not where he stands in moments of comfort, but where he stands at times of challenge and controversy." – Dr. Martin Luther King, Jr.
57. "You get the best efforts from others not by lighting a fire beneath them, but by building a fire within." from Change is Good | You Go First: 21 Ways to Inspire Change , Mac Anderson and Tom Feltenstein
- 58.
59. Act what I preach
60. All lead and all follow. It isn't a matter of do you lead. It's only a matter of how well and how much.
61. Along life's path I have observed other's leadership style and now try to model some of my behavior on what I observed as positive leadership roles.
62. Always be prepared to listen
63. Always be willing to go that extra mile to get the job done. strive for excellence always
64. Always continue to grow and learn the art of leadership
65. Always keep an open mind when dealing with 'people' issues. Look for the root issue that may be hidden behind the surface issues that are presented.
66. Always listen to the other person and what they have to say. You can be a leader, but at the same time, work as a team.
67. Always make a negative, a positive ... even when the event is negative, approach it in positive, proactive manner. Less focusing negative elements.
68. Always. Do the right thing. In the right way. Always.
69. Am I investing in myself?

70. An open door not only accelerates problem solving, but builds trust and integrity within a team.
71. Appreciative Inquiry, when mastered, has been the most powerful change in my communication skill.
72. As a day-to-day practice, I usually think taking into consideration the greatest amount of variables as possible, like news, facts, data and other's opinions. But when I decide, I do it according to my own values and my own heart and conscience.
73. Ask the question and be open to hearing the real answer.
74. Ask... is it honorable? and will it get me where I want to go ? about each decision.
75. Asking questions instead of saying statements.
76. Assume honorable intent in everything, in everybody
77. Assuming the best; helping each other; giving appreciation, working as a team
78. Attention to SMALL DETAILS makes PERFECT a large work.—Rumi
79. Be a good listener
80. Be able to do well, teach well, and energize tasks that you ask your staff to do.
81. Be able to lead yourself first
82. Be an authentic and passionate leader, believe in yourself. "One needs to be slow to form convictions, but once formed they must be defended against the heaviest odds." Mahatma Gandhi
83. Be energetic
84. Be gently consistent
85. Be humble, you don't have all the answers
86. Be Real
87. Be sure goals and expectations are known.
88. Be the change you want to see
89. Be the Change you want to see in the world - Gandhi
90. Be the change you wish to see. - Gandhi
91. Be the example you wish others to strive for
92. Be willing to listen to others
93. Before allowing ourselves to leading others... we should earn the right to advance first by leading ourselves the way we wish or think to lead others.
94. Behavior is consistent with my message
95. Being genuinely interested in those around me; listening to their needs; being transparent; being humble; LEAD BY EXAMPLE; 'what you see is what you get'; being compassionate.
96. Being open to learn from others that know how to do their job best creates a bond, particularly when I ask "what can I do to make your job easier?" They open up, whether it's a minor change in a process step, or a major revision to a task/responsibility.
97. Being visible
98. Believe in yourself. Share your discovers.
99. best practice: align the talk and walk of leadership
100. Bob Buford's missives
101. Book: "Brag! The Art of Tooting Your Own Horn Without Blowing It" by Peggy Klaus, and Keith Ferrazzi's presentations and blogs
102. Book: By, Peter Drucker. The Effective Executive and Quote 1: By—Ralph Waldo Emerson. "What lies behind us and what lies before us are tiny matters compared to what lies within us."
103. Books: Great Boss by Jeffrey Fox Crucial Conversations
104. Books: Total Leadership by Stephen Friedman What The Dog Saw by Malcolm

Gladwell Silence is golden.....

105. Carefully listen; wisely reflect, and respond with clarity, conviction, and humanity.
106. Change happens by listening and then starting a dialogue with the people who are doing something you don't believe is right. Jane Goodall
107. Choosing grace to move through challenges. A yogic quote grounds me: The obstacle in the path is the path.
108. Coach through the art of asking, shapes up the thinking of young leaders.
109. Coaching myself and others - book 'Quiet Leadership', David Rock
110. Collaborative teamwork
111. Commitment to being a "lifetime learner". Any day in which I learn something new is a good day. Any day in which I learn something that is directly applicable to my life and circumstance is an excellent day.
112. Communicate, communicate, communicate.
113. Compassion
114. Concept of Servant Leadership to serve first and continue to grow your people.
115. Consistency and integrity are essential
116. Constantly evaluate what you are doing.
117. Courage is going from failure to failure without losing enthusiasm. ~ Winston Churchill
118. Create a work environment that fosters kindness, clarity and collaboration.
119. Create success experiences for others
120. Creativity in problem solving.
121. Creativity is allowing yourself to make mistakes; strategic leadership is knowing how to turn mistakes into creativity. - Dr. Wayne A Oppel
122. Culture Tip: "IMPROVE/APPROVE". To help everyone learn to lead from the front, when an issue arises, appoint appropriate individuals to think it through and come to a meeting with a proposed solution. Then ask the group to Improve or Approve it.
123. Daniel Pink's book: "A Whole New World" is a huge influence as he points out that creative thinking will be valued in future years across disciplines. The ability of any organization to remain positive and forward thinking is key to its success.
124. Delegate and then get out of the way, but do hold others accountable.
125. Derek Sivers - on Ted How to start a movement
http://www.ted.com/talks/lang/eng/derek_sivers_how_to_start_a_movement.html
126. Design a thorough and inclusive process, with the appropriate participants, and trust that magic will result from dialogues among a group!
127. Develop yourself as a whole person.
128. Developing a strong subjectivity via intuition, instincts, imagination and discriminative intelligence.
129. Differentiate between technical and adaptive challenges and utilize appropriate strategies.
130. Discipline
131. Distill the language! (per Frances!)
132. Do not lie, ever.
133. Do not put for tomorrow what should be done today
134. Do not take work so seriously. Work "less hard" and work "smarter". I have worked "less hard" each year and have obtained "better and better" results by working smarter. My health and overall stress level has improved by not being a perfectionist.
135. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Philippians 2:3-4

136. Doing the hard work itself is never 'beneath' the leader to do.
137. Don't determine your attitude by the weather
138. Don't go where the path may lead you, go where there is no path and leave a trail.
139. Don't hesitate to hire someone who is better than you.
140. Don't sweat the small stuff and it is all small stuff.
141. Don't try to predict the future, create it.
142. Dress for the position you WANT to have!
143. Embrace change rather than fight it. Keep a fresh approach and try new ways of doing programs, events, meetings to keep it interesting for members.
144. Empathic reflection
145. Enlist others
146. Establish a vision; coach and mentor; establish accountability
147. Every day, I go for a run/walk during which I pray. It's during this alone time that I get my 'head on straight' and imbue myself with the right self-talk which protects me from negativity.
148. Every interaction is an opportunity to develop meaningful connections & relationships instead of broken ties. Be intentional in what you co-create.
149. Everyday, each team member knows I'll ask, "what's the good news today?" The question leads them to think daily about their goals and objectives. The responses give them an opportunity to talk about their accomplishments and sometimes, their challenges.
150. Everyone can add value to the organization; fit the right person in the right job to exploit the individual's strengths and minimize risks from their weaknesses.
151. Everything is connected so to begin to address any societal dilemma, you can truly start anywhere there is passion.
152. Failing is fine once in a while - in fact innovation can come from failing. The idea is to learn from failure, be humbled by it and then move upwards and onwards.
153. Favorite quote: Faith is taking the first step even when you don't see the whole staircase (Martin Luther King Jr.)
154. Flexibility is the key to leadership It is not about me, it is about the business It is not mine to own
155. Focus on doing one thing well (again, one of Peter Drucker's ideas)
156. Focus on people's strengths and do everything you can to help people use their strengths each and everyday.
157. Follow your passion, not your pension.
158. For a number of years I attended the Peter Drucker Social Sector Leadership Conference. I believe his principals on the Social Sector, helped me to develop a position of strength regarding the role of the sector as the third leg of the stool.
159. For me personally, really stepping out of my comfort zone and trusting myself has made me grow and learn a *ton* about myself -the biggest lesson being; no matter what happens I will always be ok and it's amazing the people that come into your life to help
160. From The Fifth Discipline Field book, "The most important measure of how good a game I'd played was how much better I'd made my teammates play." Bill Russell on team learning concept. Leaders must model and create this type of environment.
161. Generosity is the Virtue that produces Peace.
162. Get Out of Your Own Way by Dr. Robert Cooper
163. Getting Things Done by David Allen
164. Gandhi: "Be the change you want to see in the world" Anne Frank "How wonderful it is that nobody need wait a single moment before starting to make a difference in the world." It's important to listen, Learn & lead from your heart and a clear mind.
165. Give more in use value than what you collect in \$\$\$ value

166. Go out of your way, at least once a day, to make someone's day.
167. Good Listener
168. Gratitude
169. Great book and quick easy "*brows able*" read: "The Success Principles" by Jack Canfield
170. Have faith in the process; let go and learn.
171. Help the board buy in to future direction read Gladstone 's...Tipping Point
172. Honest and forthright dealings with others.
173. Honesty and openness
174. Honor different work styles
175. I can learn something from everyone.
176. I can think of a person, more than a quote or one specific thing, my current manager. Full of best practices.
177. I care about the heart of the leader.
178. I have always liked George Washington Carver's quote: "How far you go in life depends on your being tender with the young, compassionate with the aged, sympathetic with the striving and tolerant of the weak and strong."
179. I make a distinction between a leader vs. someone who leads. A leader has a position of power. Someone who leads, inspires us. We follow them not because we have to, but because we want to. Be someone who leads.
180. I reflect upon Covey's Seven Habits of Mind: Begin with the end in mind and First Things First are two of the seven that I reflect upon and actually utilize most often.
181. I strongly believe that how you do anything is how you do everything. A leader cannot take the lazy approach and expect to succeed. This applies to tasks both big and small - from how you manage a project to how you answer the phone.
182. I work a lot with Boards. Frances' quote re: "I believe good board orientation and continuing leadership development opportunities for board members responsible for governance help avoid most troublesome situations and behaviors."
183. I would rather have 3 minutes of wonderful than a lifetime of nothing special
184. If you are convinced that you are right and have failed, continue forging ahead by seeking advice from authorities that you trust. History records that PERSISTENCE PAYS OFF!!
185. If you fail to plan, you plan to fail.
186. If you want to build a ship, don't drum up the people to gather wood, divide the work, and give orders. Instead, teach them to yearn for the vast and endless sea. - Antoine De Saint-Exupery
187. If you want to go fast, go alone; if you want to go far, go together
188. In every contact pull the best quality out of that person by totally present and unconditional acceptance.
189. Inclusive communication and decision making Ownership by staff
190. Incorporating the hands-on people into the problem solving processes and allowing trial and error.
191. Insanity is continuing to do the same thing and expect different results
192. Inspire trust
193. Integrity
194. Isaiah 41:10 I can do all things in him who strengthens me.
195. IT is important to notice when your "freaky button" is pushed and to be able to quickly re-center.
196. It sounds corny, but listening to people, hearing their suggestions and solutions, synthesizing their ideas, that is the most powerful skill I have as a leader. It comes from a place of deep respect for the power of community to effect change.

197. It's easier to tell people what they want to hear than to speak your truth. Have the courage to speak your truth
198. It's amazing what can be accomplished when you don't care who gets the credit. Attitude not aptitude determines altitude. Take criticism seriously not personally.
199. It's not over when you loose, It's over when you quit.
200. I've always believed in the innate goodness of people; while always striving for excellence. A common quote I've used is, "Perfection is our goal, excellence will be accepted."
201. Jim Collins, GOOD TO GREAT, and the accompanying monograph GOOD TO GREAT and the SOCIAL SECTORS, are two of my favorite leadership books.
202. Keep a to-do-list, Use the to-do-list, Cross off items from the to-do-list, DAILY. Stay true to your value system.
203. Keep being open to new ideas and do not think you always have the answer.
204. Keeping values foremost in process. I use many of Frances Hesselbein's quotes as reminders to myself of what is important in life, leadership and community service.
205. Knowing the details are key to successful projects
206. Lead by example
207. Lead by example.
208. Lead by your heart
209. Lead from the front.
210. Lead not as the king but as the king maker. If you work to enable everyone around you to be successful you will be.
211. Leaders are learners.
212. Leaders must walk their talk. You cannot lead by talking right and walking left.
213. Leadership and learning are indispensable to each other. ~John F. Kennedy
214. Leadership as a science may be taught, but not as an art (this has to be developed by self) - in fact it is both Leaders are not only born, but can also be made...
215. Leadership has two legs—compassion and awareness
216. Leadership is about building relationships.
217. Leadership is about helping the organization to implement the needed changes
218. Leadership is behavioral in nature and, thus, subject to others' perception.
219. Leadership is serving others and inspiring them to be the best that they can be.
220. LEADERSHIP IS THE CAUSE AND ALL OTHER THINGS ARE THE EFFECT
221. Leadership is the greatest renewable resource of any organization or country.
222. Leadership=Service,, from you to your people.
223. Leading by example...
224. Less is more ...the power of focus
225. Life is lived in stages - be aware and go with the flow by adapting to change
226. Light and air—secrecy is destructive
227. Listen
228. Listen and observe Praise and reward Encourage change Be Patient Mentor Learn Share a vision Empower Show Courage Stand up to racism and injustice Do something that means something Say thank you to those who encourage you. Thank you Frances!
229. Listen and then act; listen again then re-shape and always acknowledge support.
230. Listen to others with true interest. We can all learn something from each other.
231. Listen to people.
232. Listen to your peers and subordinates

233. Listen to your staff, they will tell you if everything is alright in the organization.
234. Listen, Learn, Corroborate, Do and Modify as we Continue to Learn.
235. Listening
236. Listening for inner wisdom/guidance
237. Listening intently to what is being said by your associates.
238. Listening/Communication
239. Maintaining values... never lowering standards when others do around you.
240. Make goals for the year, week and day.
241. Make things happen
242. Making mistakes make you better
243. Manage expectations
244. Management is doing things right; leadership is doing the right things
245. Marshall Goldsmith's concept of "Feedforward" that explains to others what you would like to see them do in the future.
246. Max DuPree "Leadership is an Art"
247. Message from the Hopi elders....
248. Mistakes are part of the learning process, as long as you aren't making them more than once.
249. Mistakes happen...the difference between a good leader and a great leader is how they handle the situation and turn the mistakes into a win/learning.
250. My father inspired me with the following 2.... Always remember the definition of poise—the art of raising the eyebrow rather than the roof & God gave you 2 ears and one mouth, listen twice as much as you speak! They have served me quite well!
251. My father often said, "Half the truth is twice a lie." He lived that way, and I try to do the same.
252. My full commitment, in theory and practice, to the worth and dignity of all persons.
253. My golden rule: I treat people like people - not machines or numbers - and that leads me to set high and attainable expectations for each individual I manage. Everyone loves to hit a home run!
254. My motto is one that Frances taught me in one of her books: "When I work with people, I focus on each person. I look for strengths - what they do uncommonly well."
255. Napoleon - all my generals are good, I want generals who are lucky.
256. Negotiate to a win-win situation.
257. New perspectives create greater change than bull dosing the current landscape.
258. No learning, no change...
259. No one really wants to do a bad job, so you just need to find out what is causing them to fail.
260. One does not plan and try to make circumstances fit those plans. One tries to make plans fit the circumstances - George S Patton Jr.
261. One step at a time.
262. Patience is a virtue.
263. Paying the price in order to grow
264. Personally interact with those I am doing my best to lead and influence. Speak/dialog with them, in person, not via the phone or email. Find out what is near and dear to their heart before simply advocating my position. Determine how to meet their needs.
265. Peter Drucker - "if you can measure it, you can manage it."
266. Peter Drucker has a great quote that I keep in mind. "Management is doing things right; leadership is doing the right things." Regardless of policy, I make sure that I operate openly and

with integrity with an eye on where the company wants to go.

267. Peter F. Drucker "...Leadership is lifting a person's vision to higher sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations."
268. Phish
269. Practice affirmation.
270. Prioritize taking time every week - at least several hours - to think and plan and write.
271. Propose solutions and accept others opinion
272. Recognition that you lead more by what you do than by what you say - not just body language but what you value and what you are passionate about is revealed in what you do.
273. Relationship Building by harvesting wins and focusing on positives
274. Relationships should be at or near the top of your priority list. No one has done anything in this world alone.
275. Remember to assume good intent and see things from the other person's perspective. This leads to a much higher percentage of successful interactions.
276. Respect for each individual and the strengths they bring
277. Right now I'm very focused on leadership as modeled by A. Lincoln, and the lessons he could impart to our current leaders.
278. Risk more than others think is safe. Care more than others think is wise. Dream more than others think is practical. Expect more than others this is possible. -cadet maxim
279. Run Into The Roar!
280. Russell Ackoff argued that "Experience is not the best teacher; it is not even a good teacher. It is too slow, too imprecise, and too ambiguous." He argued that organizations will have to learn and adapt through experimentation.
281. Say a friendly hello to those in the workplace. Just might change someone's outlook or disposition.
282. Say what you want, it's your micro-behaviors in the moment that show people who you are and either build or destroy trust
283. Schedule time every couple of months to take time away from the daily flow to think about the larger issues, and longer term planning.
284. See it Say it. If negative say it in private.
285. Seek always to think about how you can leverage abilities and talents of others rather than doing it yourself.
286. Seek first to understand and then to be understood.—Stephen Covey
287. Seek first to understand then to be understood - Covey
288. Seek first to understand, then be understood. Stephen Covey
289. Seek first to understand...
290. Seek information
291. Seek opportunities to connect with your team and better understand their motivators; Invest in the development of others and empower them to achieve beyond their current goals; Make the time to mentor others; Recognize, Reward and Challenge others
292. Selflessly helping others to achieve their goals is the fastest way to bring success into your own life.
293. Servant Leadership. Serving has never failed me.
294. Setting aside time each week to think about the big picture and encouraging my team to do the same.
295. Ships in the harbor are safe, but that is not what ships are made to do.
296. Show your appreciation often and with sincerity. Employees (people) need to know that they're appreciated. Show them what value they bring to the organization and how their contribution counts!

297. Showing people you care about what is going on.
298. Simplify your message and communicate it
299. Some people see things as they are and ask why?...I dream things that never were and ask why not?" George Bernard Shaw (made popular by Robert Kennedy.)
300. Something my mother told me when I was young, I still hold it near to me at all times, "If you don't have anything nice to say, don't say anything at all."
301. Stay true to oneself
302. Staying the course even though there may be a myriad distractions in the way of your vision.
303. Still the question recurs "can we do better?" The dogmas of the quiet past are inadequate to the stormy present. The occasion is piled high with difficulty, and we must rise with the occasion. As our case is new, so we must think anew, and act anew. Abe L
304. Stop, listen, be present in every moment - no matter how hard it is.
305. Take initiative to make things better
306. Take the time to really listen about the concerns of others; to find ways to connect that have meaning to them.
307. Taking a breath, paying attention to my PIIE* when making decisions, problem-solving, strategizing. * PIIE: personal insight, intuition, experience
308. Tell people what they are good in and strengthen their recognition of what they can do best rather than criticizing them where they have failed. Leveraging people right is part of being a leader and therefore not the fault of others.
309. Tell the truth all the time, every time, but don't be mean about it
310. The book: True North by Bill George
311. The goal of a leader is to 'only do that which only you can do'. (from Andy Stanley)
312. The Golden Rule!
313. The greatest among you is the minister.
314. The one philosophy that I have also stood by is: when making business decisions or spending company dollars - treat your job like it is your own business. Ask yourself what you would do if it was your very own company.
315. The one thing that is constant is "change".
316. The Peter Drucker on Ethics - "There isn't Company or People ethic, there is only ethics, and you need to use it in all the thing that you do"
317. The power of listening.
318. The search for truth and beauty lies in the tension between opposites—so effective leaders balance humility and confidence (Paul Nitze from Heraclitus).
319. The Speed of Trust
320. The Supervising for Success model from CWLA has been very beneficial.
321. The task ahead of you is never as great as the power behind you. "...if you have faith as small as a mustard seed.... Nothing will be impossible for you." Mathew 17:20
322. The time to relax is when you don't have time for it. -Sydney J. Harris or Experience is the most brutal of teachers, but you learn; by God do you learn! -CS Lewis
323. The wise man is he who knows how little he knows—Socrates
324. The writings of Robert Greenleaf and others on servant leadership.
325. Theory U by Otto Scharmer (book)
326. There are 1440 minutes in a day and 10080 minutes in a week. Those are each opportunities to make myself better as a person, father, teacher, employee, etc. Since we are the sum of those prior moments how will I choose to use this moment to become better?
327. There are many right ways to do something. Sometimes a second best idea with buy in can be better than the best idea without it.
328. There is never a thing as too much feedback, as long as it is balanced.

329. Think in the other person first to know him.
330. Three Leadership tools: Great head, great heart and helping hands. - John Maxwell.
331. To make a difference in the world, you must first dare to be different. When the truth needs to be said, when work needs to be done, when the help needs to be given... you can make a difference
332. To thine own self be true.
333. Tomorrow is always a new day!
334. Treat others as you would want to be treated.
335. Treat others how you would want to be treated.
336. Treat your staff as you would like to be treated
337. True Honesty - telling people things openly and honestly even if people don't want to hear it. Leaders need to walk the talk with their actions, owning up to their behaviors, and take responsibility for their decisions.
338. True leadership only exists if people follow when they have the freedom not to. Jim Collins GOOD TO GREAT AND THE SOCIAL SECTORS
339. Trust in the capacity of others and in their abilities to develop into effective Leaders!
340. Try to be the kid of leader others will WANT to follow
341. Try to do ONE thing every day to be a better leader
342. Twenty years from now you will be more disappointed by the things that you didn't do than the ones you did do. So... throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.
343. Value people and integrity
344. Value people.
345. Vision with action can change the world.
346. Walk the talk
347. Walk the walk, if you expect others to work with integrity then you must be an example for them to follow.
348. Want success...Victory. See quote: What is our aim? I answer in one word: Victory - victory at all costs, victory in spite of all terror, victory, however long and hard the road may be; for without victory there is no survival. -Winston Churchill
349. Warren Bennis stated once that the relationship between a mentor and one who is being mentored should be seamless, you learn from each other. I would like to create a sense of community around this premise.
350. We are here for a purpose
351. We need to slow down in order to power up
352. We really work for the world/mankind/G-d. Our organization is just the vehicle that enables.
353. What Frances herself taught me by both what she writes and says but more importantly what she practices is that "leadership is a matter of how to be, not how to do it."
354. What if you have failed in the past? So, at one time did every man we recognize as a towering success. They called it "temporary defeat."- Napoleon Hill
355. Whatever you focus on grows bigger
356. When all else is stripped away, we find that each of us is a human being with similar needs and desires. We can each of us begin from the position of trust and build upon this foundation for the betterment of our fellow citizens anywhere.
357. When nothing is sure, everything is possible. ~Margaret Drabble
358. When things are going good, work harder!
359. When your words satisfy your Soul they will always be delivered with a generous smile.
360. Where your talents and the needs of the world cross, therein lies your calling—Aristotle

361. Who shall ascend into the hill of the LORD? or who shall stand in his holy place? He that hath clean hands, and a pure heart; who hath not lifted up his soul unto vanity, nor sworn deceitfully. Psalms 24:3-4
362. Who would remain a drop if s/he could have the unbound status of an ocean?
363. Winston Churchill - If you are going through hell, keep going. A lot of people stop and never get out, keep moving forward - tomorrow holds a brighter future.
364. Work on a trustworthy relationship first, before working very hard on the matter at stake (lesson from a multicultural IBM team in the IBM Corporate Services Corps program)
365. You can't do "it" alone...
366. You can't lead if nobody will follow.
367. You must be the change you wish to see in the world. Mahatma Gandhi.
368. You must lead by example, and you must manage by walking around. Excellence isn't a miracle, and it's never achieved by a manager who sits around in his or her office.
369. Your job is to make your boss look good ... take care of the details, so she/he doesn't have to worry about them and never let him/her be blind-sided or caught off guard.
370. Your life is your laboratory. The world is your workshop.

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