



REAL Leadership: What's love got to do with it?

Constancy of Purpose

- Beyond Short-term Results

“The new breed of CEO has to create sustainable value. Pursuit of short-term performance is not enough. That performance needs to be allied to a purpose; otherwise, the performance disappears too.”
Bill George, former CEO Medtronic

“Organizations managed by people whose main goal is to preserve their own power or prestige will inevitably founder.” Warren Bennis

Connecting People

- Cooperation – not Competition

“On the face of it, shareholder value is the dumbest idea in the world. Shareholder value is a result, not a strategy . . . Your main constituencies are your employees, your customers, and your products.”
Jack Welch, former CEO GE

“People are born with a need for relationships with other people, and need for love and esteem by others.” W. Edwards Deming

Creating Flow

- Compassion over Fear

“The hard-edged leader, delivering return on capital at no matter what emotional or social cost, is yesterday's leader.” Indra Nooyi, CEO PepsiCo

“The prevailing style of management must undergo transformation. Everyone must understand the damage and loss to the whole organization from a team that seeks to become a selfish, independent, profit centre. The first step is transformation of the individual.” W. Edwards Deming