A Leadership Primer

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About Colin Powell

Colin Luther Powell is a United States statesman and a retired four-star general in the US Army. In 1989, President George H.W. Bush appointed him as Chairman of the Joint Chief of Staffs—the highest military position in the Department of Defense.

He also served as Secretary of State under George W. Bush from 2001 until 2005. Now retired, Colin Powell still remains vocal on political topics and inspires people with his leadership skills and life experiences.
• In each of the following lessons, you’ll see a quotation from Colin Powell along with some of his leadership viewpoints.
• Enjoy his insightful and down-to-earth reflections on leadership!
Lesson One

“Being responsible sometimes means pissing people off.”

• Good leadership involves responsibility to the welfare of the group, which means that some people will get angry at your actions and decisions. It’s inevitable, if you’re honorable.

• Trying to get everyone to like you is a sign of mediocrity:
  • You’ll avoid the tough decisions.
  • You’ll avoid offering differential rewards based on differential performance because some people might get upset.
“Being responsible sometimes means pissing people off.”

Ironically, by procrastinating on the difficult choices, by trying not to get everyone mad, and by treating everyone equally “nicely” regardless of their contributions, you’ll simply ensure that the only people you’ll wind up angering are the most creative and productive people in the organization.
“The day soldiers stop bringing you their problems is the day you have stopped leading them. They have either lost confidence that you can help them or concluded that you do not care. Either is a failure of leadership.”

• If this were a litmus test, the majority of CEOs would fail.
  • One, they build so many barriers to upward communication that the very idea of someone lower in the hierarchy looking up to the leader for help is ludicrous.
  • Two, the corporate culture they foster often defines asking for help as weakness or failure, so people cover up their gaps, and the organization suffers accordingly.
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They show concern for the efforts and challenges faced by underlings, even as they demand high standards. Accordingly, they are more likely to create an environment where problem analysis replaces blame.
“Don’t be buffaloed by experts and elites. Experts often possess more data than judgment. Elites can become so inbred that they produce hemophiliacs who bleed to death as soon as they are nicked by the real world.”

• Small companies and start-ups don’t have the time for analytically detached experts. They don’t have the money to subsidize lofty elites, either.

• The president answers the phone and drives the truck when necessary; everyone on the payroll visibly produces and contributes to bottom-line results or they’re history.
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But as companies get bigger, they often forget who “brought them to the dance”: things like all-hands involvement, egalitarianism, informality, market intimacy, daring, risk, speed, agility.

Policies that emanate from ivory towers often have an adverse impact on the people out in the field who are fighting the wars or bringing in the revenues.

Real leaders are vigilant, and combative, in the face of these trends.
“Don’t be afraid to challenge the pros, even in their own backyard.”

- Learn from the pros, observe them, seek them out as mentors and partners. But remember that even the pros may have leveled out in terms of their learning and skills.
- Sometimes even the pros can become complacent and lazy. Leadership does not emerge from blind obedience to anyone.
“Don’t be afraid to challenge the pros, even in their own backyard.”

Xerox’s Barry Rand was right on target when he warned his people that if you have a yes-man working for you, one of you is redundant.

Good leadership encourages everyone’s evolution.
“Never neglect details. When everyone’s mind is dulled or distracted the leader must be doubly vigilant.”

• Strategy equals execution. All the great ideas and visions in the world are worthless if they can't be implemented rapidly and efficiently.

• Good leaders delegate and empower others liberally, but they pay attention to details, every day.

• Think about supreme athletic coaches like Jimmy Johnson, Pat Riley and Tony La Russa.
“Never neglect details. When everyone’s mind is dulled or distracted the leader must be doubly vigilant.”

Bad ones, even those who fancy themselves as progressive “visionaries,” think they’re somehow “above” operational details.

Paradoxically, good leaders understand something else: an obsessive routine in carrying out the details begets conformity and complacency, which in turn dulls everyone’s mind.
“Never neglect details. When everyone’s mind is dulled or distracted the leader must be doubly vigilant.”

That is why even as they pay attention to details, they continually encourage people to challenge the process. They implicitly understand the sentiment of CEO leaders like Quad Graphic’s Harry Quadracchi, Oticon’s Lars Kolind and the late Bill McGowan of MCI, who all independently asserted that the job of a leader is not to be the chief organizer, but the chief dis-organizer.
Lesson Six

“You don’t know what you can get away with until you try.”

• You know the expression, "it's easier to get forgiveness than permission." Well, it's true.

• Good leaders don't wait for official blessing to try things out. They're prudent, not reckless. But they also realize a fact of life in most organizations:
  • If you ask enough people for permission, you'll inevitably come up against someone who believes his job is to say "no." So the moral is, don't ask.
“You don’t know what you can get away with until you try.”

Less effective middle managers endorsed the sentiment, "If I haven't explicitly been told 'yes,' I can't do it," whereas the good ones believed, "If I haven't explicitly been told 'no,' I can."

There's a world of difference between these two points of view.
“Keep looking below surface appearances. Don’t shrink from doing so (just) because you might not like what you find.”

• "If it ain't broke, don't fix it" is the slogan of the complacent, the arrogant or the scared.
  • It's an excuse for inaction, a call to non-arms.
  • It's a mind-set that assumes (or hopes) that today's realities will continue tomorrow in a tidy, linear and predictable fashion. Pure fantasy.
“Keep looking below surface appearances. Don’t shrink from doing so (just) because you might not like what you find.”

In this sort of culture, you won't find people who proactively take steps to solve problems as they emerge. Here's a little tip: don't invest in these companies.
“Organization doesn’t really accomplish anything. Plans don’t accomplish anything, either. Theories of management don’t much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds.”

• In a brain-based economy, your best assets are people.

• We've heard this expression so often that it's become trite. But how many leaders really "walk the talk" with this stuff?
“Organization doesn’t really accomplish anything. Plans don’t accomplish anything, either. Theories of management don’t much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds.”

Too often, people are assumed to be empty chess pieces to be moved around by grand viziers, which may explain why so many top managers immerse their calendar time in deal making, restructuring and the latest management fad.
“Organization doesn’t really accomplish anything. Plans don’t accomplish anything, either. Theories of management don’t much matter. Endeavors succeed or fail because of the people involved. Only by attracting the best people will you accomplish great deeds.”

How many immerse themselves in the goal of creating an environment where the best, the brightest, the most creative are attracted, retained and, most importantly, unleashed?
Lesson Nine

“Organization charts and fancy titles count for next to nothing.”

• Organization charts are frozen, anachronistic photos in a work place that ought to be as dynamic as the external environment around you.

• If people really followed organization charts, companies would collapse.
“Organization charts and fancy titles count for next to nothing.”

In well-run organizations, titles are also pretty meaningless. At best, they advertise some authority, an official status conferring the ability to give orders and induce obedience.

But titles mean little in terms of real power, which is the capacity to influence and inspire.
“Organization charts and fancy titles count for next to nothing.”

Have you ever noticed that people will personally commit to certain individuals who on paper (or on the organization chart) possess little authority, but instead possess pizzazz, drive, expertise, and genuine caring for teammates and products?

On the flip side, non-leaders in management may be formally anointed with all the perks and frills associated with high positions, but they have little influence on others, apart from their ability to extract minimal compliance to minimal standards.
Lesson Ten

“Never let your ego get so close to your position that when your position goes, your ego goes with it.”

• Too often, change is stifled by people who cling to familiar turfs and job descriptions. One reason that even large organizations wither is that managers won't challenge old, comfortable ways of doing things.

• But real leaders understand that, nowadays, every one of our jobs is becoming obsolete.

• The proper response is to obsolete our activities before someone else does.
“Never let your ego get so close to your position that when your position goes, your ego goes with it.”

Effective leaders create a climate where people’s worth is determined by their willingness to learn new skills and grab new responsibilities, thus perpetually reinventing their jobs.

The most important question in performance evaluation becomes not, "How well did you perform your job since the last time we met?" but, "How much did you change it?"
“Fit no stereotypes. Don’t chase the latest management fads. The situation dictates which approach best accomplishes the team’s mission.”

- Flitting from fad to fad creates team confusion, reduces the leader's credibility, and drains organizational coffers.
- Blindly following a particular fad generates rigidity in thought and action.
  - Sometimes speed to market is more important than total quality.
  - Sometimes an unapologetic directive is more appropriate than participatory discussion.
“Fit no stereotypes. Don’t chase the latest management fads. The situation dictates which approach best accomplishes the team’s mission.”

Some situations require the leader to hover closely; others require long, loose leashes.

Leaders honor their core values, but they are flexible in how they execute them.

They understand that management techniques are not magic mantras but simply tools to be reached for at the right times.
“Perpetual optimism is a force multiplier.”

• The ripple effect of a leader's enthusiasm and optimism is awesome. So is the impact of cynicism and pessimism.

• Leaders who whine and blame engender those same behaviors among their colleagues.
  • I am not talking about stoically accepting organizational stupidity and performance incompetence with a "what, me worry?" smile.
  • I am talking about a gung-ho attitude that says "we can change things here, we can achieve awesome goals, we can be the best."
“Perpetual optimism is a force multiplier.”

Spare me the grim litany of the "realist," give me the unrealistic aspirations of the optimist any day.
“Powell’s Rules for Picking People:
Look for intelligence and judgment, and most critically, a capacity to anticipate, to see around corners. Also look for loyalty, integrity, a high energy drive, a balanced ego, and the drive to get things done.”

• How often do our recruitment and hiring processes tap into these attributes? More often than not, we ignore them in favor of length of resume, degrees and prior titles.

• A string of job descriptions a recruit held yesterday seem to be more important than who one is today, what they can contribute tomorrow, or how well their values mesh with those of the organization.
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You can train a bright, willing novice in the
fundamentals of your business fairly readily, but it's a
lot harder to train someone to have integrity,
judgment, energy, balance, and the drive to get things
done.

Good leaders stack the deck in their favor right in the
recruitment phase.
“Great leaders are almost always great simplifiers, who can cut through argument, debate and doubt, to offer a solution everybody can understand.”

• Effective leaders understand the KISS principle, Keep It Simple, Stupid.
• They articulate vivid, over-arching goals and values, which they use to drive daily behaviors and choices among competing alternatives.
• Their visions and priorities are lean and compelling, not cluttered and buzzword-laden.
“Great leaders are almost always great simplifiers, who can cut through argument, debate and doubt, to offer a solution everybody can understand.”

Their decisions are crisp and clear, not tentative and ambiguous.

They convey an unwavering firmness and consistency in their actions, aligned with the picture of the future they paint.

The result: clarity of purpose, credibility of leadership, and integrity in organization.
Part I: “Use the formula $P = 40$ to $70$, in which $P$ stands for the probability of success and the numbers indicate the percentage of information acquired.”

Part II: “Once the information is in the 40 to 70 range, go with your gut.”

- Don't take action if you have only enough information to give you less than a 40 percent chance of being right. . .

- . . .but don't wait until you have enough facts to be 100 percent sure, because by then it is almost always too late.
Part I: “Use the formula $P=40$ to $70$, in which $P$ stands for the probability of success and the numbers indicate the percentage of information acquired.”

Part II: “Once the information is in the 40 to 70 range, go with your gut.”

Today, excessive delays in the name of information-gathering breeds "analysis paralysis."

Procrastination in the name of reducing risk actually increases risk.
“The commander in the field is always right and the rear echelon is wrong, unless proved otherwise.”

- Too often, the reverse defines corporate culture.
- This is one of the main reasons why leaders like Ken Iverson of Nucor Steel, Percy Barnevik of Asea Brown Boveri, and Richard Branson of Virgin have kept their corporate staffs to a bare-bones minimum -- how about fewer than 100 central corporate staffers for global $30 billion-plus ABB?
- Or around 25 and 3 for multi-billion Nucor and Virgin, respectively?
“The commander in the field is always right and the rear echelon is wrong, unless proved otherwise.”

Shift the power and the financial accountability to the folks who are bringing in the beans, not the ones who are counting or analyzing them.
“Have fun in your command. Don’t always run at a breakneck pace. Take leave when you’ve earned it: Spend time with your families.

Corollary: surround yourself with people who take their work seriously, but not themselves, those work hard and play hard.”

• Herb Kelleher of Southwest Air and Anita Roddick of The Body Shop would agree:
  • Seek people who have some balance in their lives
  • Who are fun to hang out with
  • Who like to laugh (at themselves, too)
  • Who have some non-job priorities which they approach with the same passion that they do their work
“Have fun in your command. Don’t always run at a breakneck pace. Take leave when you’ve earned it: Spend time with your families. Corollary: surround yourself with people who take their work seriously, but not themselves, those work hard and play hard.”

Spare me the grim workaholic or the pompous pretentious "professional;” I'll help them find jobs with my competitor.
“Command is lonely.”

• Harry Truman was right. Whether you're a CEO or the temporary head of a project team, the buck stops here.

• You can encourage participative management and bottom-up employee involvement, but ultimately the essence of leadership is the willingness to make the tough, unambiguous choices that will have an impact on the fate of the organization.
“Command is lonely.”

I've seen too many non-leaders flinch from this responsibility.

Even as you create an informal, open, collaborative corporate culture, prepare to be lonely.
What is Leadership?

“Leadership is the art of accomplishing more than the science of management says is possible.”