

# Leading in the Fast Lane & Driving a Positive Culture

**November 6, 2019**

# LEAD in the Fast Lane?

## Leaders Establish Culture

# The Experts Say

**“A Positive Culture Drives Positive Results”**

# This is Why “They” Say That

## Harvard University Study

- ▶ More than 200 organizations - 11–year study
- ▶ Strong cultures increased net income by **756%**

# Management & Leadership

**Management** = ensuring that systems and processes are in place

- ▶ People take action because they are instructed or required to take action

**Leadership** = influencing and inspiring

- ▶ People take action because they want to take action

# Neville Chamberlain

## Prime Minister of the UK until 1940



# Neville Chamberlain – “Inaction”

“Did not prepare his country for war!”

## Guilty Men

Frank Owen

## The Gathering Storm

Houghton Mifflin Harcourt

# Neville Chamberlain - Results

## Ignored Reality – Evil at Work (Hitler)

- ▶ Endured criticism
- ▶ Treaty of Versailles
- ▶ Hitler & Nazi Germany gained power
- ▶ Death and destruction around the world
- ▶ Lost his job
- ▶ His legacy not very positive



# Neville Chamberlain

some bad leadership traits

- ▶ Did not lead
- ▶ Ignored reality
- ▶ Failed to ask himself (or his team) the leadership questions:

If not us who?

If not now when?

# Winston Churchill Replaces Neville Chamberlain



# Leading in the Fast Lane

- ▶ Churchill Becomes Prime Minister in May 1940
- ▶ July 1940 began German bombardment
  - ▶ Ships in the Channel
  - ▶ Coastal towns
  - ▶ Military defense assets
- ▶ August 1940
  - ▶ Airfields and radar bases
- ▶ September 1940 “Battle of Britain”
  - ▶ 40 thousand civilians murdered





# Churchill Advances Technology

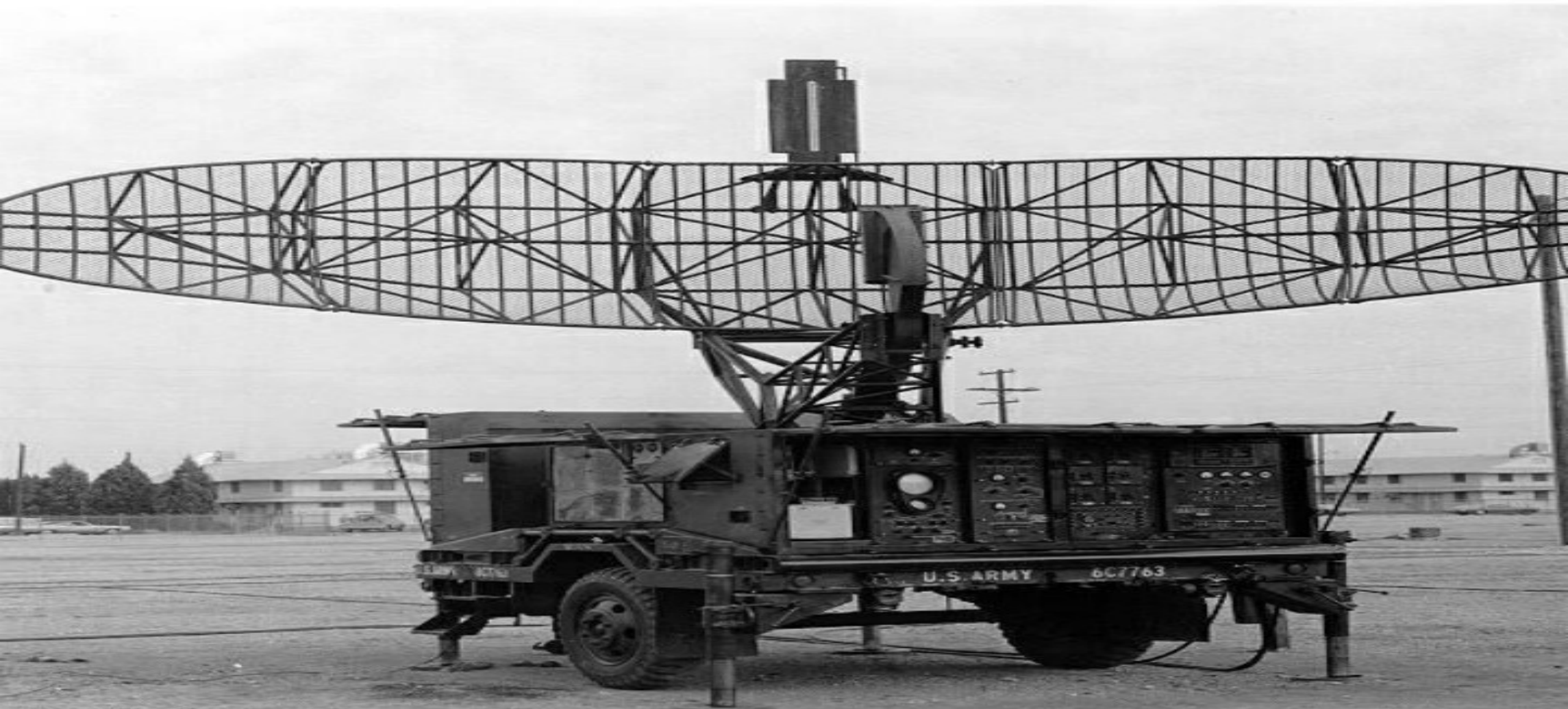
## Spitfire



# Advances Technology Hurricane



# Advances Technology Early Radar Systems





# Leading in the Fast Lane

## ENIGMA – Bletchley Park



# Leading in the Fast Lane Churchill Took Action!

- ▶ Communicated frequently, honestly, personally – exuded determination
- ▶ Advanced Technology
  - ▶ Radar, Spitfire, Hurricane
- ▶ Intell – broke the ENIGMA code
- ▶ Never gave up
- ▶ Formed Alliances – U.S. one example

# Result = Mission Accomplished

- ▶ British citizens never gave up!
- ▶ Won the war – with assistance of allies!

# Hitler – Bad Man Bad Leader

- ▶ Arrogance – underestimated the Brits
- ▶ Ignored his smart team – micro managed
- ▶ Loss of focus – shifted resources to the Easter Front – Russia
  - ▶ U.K. vulnerable
- ▶ Ultimately lost the war – GOOD!

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# How do we create and maintain a positive culture?

## The Experts Say:

- ▶ **Build Safety**, encourage the team to;
  - ▶ speak up without fear – say what is on their mind
  
- ▶ **Share Vulnerability**
  - ▶ if you don't know get help – don't have to be smartest in the room

# The Experts Say:

## ▶ Establish Purpose

- ▶ all understand desired results and chosen path to achieve

## ▶ Hire good apples, remove bad apples quickly

- ▶ “Good apple” = committed, coachable, aware

- ▶ Hire for a **CULTURE** fit!



# Culture Matters

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# Korean Air Flight 801



# United Flight 232



# Compare

## ▶ **Flight 801 Culture**

- ▶ “I’m the smartest in the room, don’t think, just do”
- ▶ Out of 254 passengers 228 died

## ▶ **Flight 232 Culture**

- ▶ “I don’t have all of the answers, I’ll accept/seek assistance”
- ▶ Out of 285 passengers 185 survived (dire circumstances)

## *Your Takeaways*

**LEADERS ESTABLISH CULTURE**

**A POSITIVE CULTURE DRIVES POSITIVE RESULTS**

**TAKE ACTION !!!!**

**If not you, who?**

**If not now, when?**



**Talent is God-given. Be humble.  
Fame is man-given. Be grateful.  
Conceit is self-given. Be careful.**

— John Wooden

I was raised to treat  
the janitor with the same  
respect as the CEO.



*Power of Positivity*  
Every day is a Day to Make Some One





**Thank you for the opportunity to be with you  
today!**

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