"If you want to hire great people and have them stay working for you, you have to let them make a lot of decisions and you have to be run by ideas, not hierarchy. The best ideas have to win, otherwise, good people don't stay."

Steve Jobs

"It does not make sense to hire smart people and then tell them what to do. We hire smart people to tell us what to do."

Steve Jobs

Published on March 22, 2018

"The greatest contribution of a leader is to make other leaders. Simon Sinek"

Nobody can be a leader if they do not trust their employees.

No trust, no leadership - as simple as that.

I hired a young woman once. She was very bright and energetic, but she had no prior experience, just a university degree. Nobody else wanted to hire her. I even had to convince her to take an offer higher than what she requested - if I short-changed her, she would be too easy to hire away in a few months.

I decided to give her a chance.

She now heads up the whole product management function at a major online publisher.

I have a simple formula of 5 Ts for her success:

Trust + Talent + Training + Tenacity + Thoughtfulness = Triumph
She had Talent, Tenacity, Thoughtfulness.

All I had to do was to do my part: Trust her and Train her.

"When we tell people what to do, we get workers. If we trust people do their jobs, we get leaders." Simon Sinek

Leaders do not lead by authority.

They lead by trust, training and empowerment of others.

Do you agree?

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Mark Kadela
Design, Engineering, Innovation

Yes, I agree. Horizontal thinkers create, vertical thinkers execute. Of course, we all have both orientations, just at different levels and run into trouble when the first type manages and the second type leads.

Like Reply

Michael Gonzales

To bad more company's don't implement this as a practice.

Like Reply

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