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"If you want 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

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47,557



943



9,381

"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.

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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 ?

Popular short articles:

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[Loyal employees are worth much more than their weight in gold \(203,000 Likes\)](#)

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[Better to have a good boss in a bad company, rather than a bad boss in a good company ! \(143,000 Likes\) New](#)

[Never Punish Loyal Employees For Being Honest. \(99,000 Likes\)](#)

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[How to give BEST PEOPLE what they want. \(70,000 Likes\)](#)



"I would not HIRE a young WOMAN" said someone. (65,000 Likes, 9M views)

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Life is too short ! Work for someone who appreciates your loyalty and hard work !
(65,000 Likes)

"I was raised to treat the janitor with the same respect as the CEO." (63,000 Likes)

How NOT to INTERVIEW. 11 Mistakes. (63,000 Likes, 8M views)

I made an offer to someone, and then I got a call from the previous manager. OMG
(62,000 Likes, 8M views)

Stop asking these questions on Interviews. (58,000 Likes, 7M views)

Think twice before losing your best employee. (56,000 Likes)

Good managers are magnets of talent. Bad managers are repellents of it. (55,000 Likes)

Loyal Employees are often treated worse. (52,000 Likes)

Loyal employees are precious gems, not stepping stones ! (50,000 Likes)



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Mark Kadela
Design, Engineering, Innovation

... 31m

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

... 39m

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

Like Reply

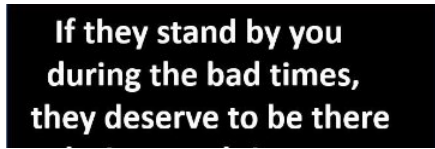
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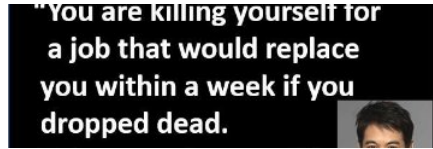
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"The only people I owe my loyalty are those who never made me question theirs."

Oleg Vishnepolsky on LinkedIn



Loyal employees work very hard, but they do not skip a gym, a doctor appointment, or child's football game.

Oleg Vishnepolsky on LinkedIn



How you treat your loyal employees determines your future.

Oleg Vishnepolsky on LinkedIn

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