



STEP UP to Leadership

Quotes To Energize And Support
Your Leadership Journey

A handwritten signature in black ink, appearing to read "JRC Hill". The signature is fluid and cursive, with a long horizontal stroke extending to the right.



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“ There is no strategy without execution, and there is no execution without leadership.

“ The journey of a thousand miles begins with but a single step.”

~ Confucius

INTRODUCTION

This short ebooklet is designed to inspire and support you on your leadership journey. Leadership is hard and the road never ends.

But the journey is worth the effort; for your own personal development, your organization, colleagues, community, friends, family and the planet.

**The world needs more leaders.
It is time to
STEP UP AND STEP IN.**

LEADERSHIP





“ Leaders have small TVs and big libraries, most people have small libraries and big TVs

“ Leadership is knowing what to do when you don't know what to do.

~ *Michaela Merrill*

“ Strong minds talk about ideas, average minds talk about events, weak minds talk about people.

~ *Socrates*

“ You're only rich if you enrich the lives of others.

“ Being positive in a negative situation is not naive, it's leadership.

“ Optimism is a force multiplier.
~ *Colin Powell*

“ Small-minded people complain.
Leaders create.

“ What we do with our time left
matters more
than what we have done!

“ Leading change means
changing how you lead.

“ The missing leadership
ingredient in most executives
is courage.

“ Nobody cares how much you know,
until they know how much you care.

~ *Thomas D Willhite*

“ A leader must be a realist
as well as an idealist.

~ *Martin Luther King*

“ Good leadership
is starting the right project.
Better leadership
is stopping the wrong project.

“ True leaders
don't just see the future,
they create it.

“ Spreadsheets are a lazy way
to run a business.

“ Leadership is totally time
consuming – that's the point.

“ HR tech and AI will not fix poor leadership.

~ *Kieran Gilmurray*

“ Leadership is not winning or losing. It's never giving up on the mission or your people.

“ Leaders may not always see clearly, but they always look further.

“ A good photograph is knowing where to stand.

~ *Ansel Adams*

“ Good leadership is knowing when to stand.

~ *John R Childress*

LEARNING



“ Shouldn't we call it Human Potential instead of Human Resources?

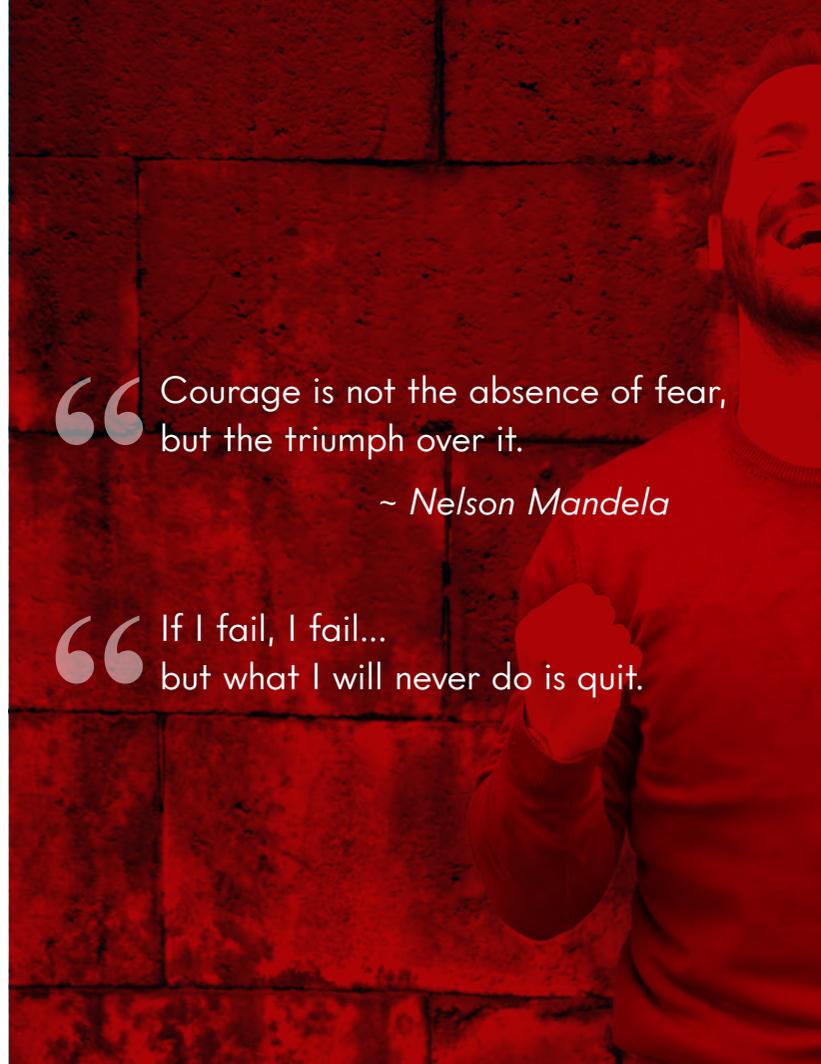
“ Mistakes are learning opportunities. Learn from others; you don't have time to make them all yourself.

“ Confusion means you are about to learn something.

“ Courage is not the absence of fear, but the triumph over it.

~ Nelson Mandela

“ If I fail, I fail... but what I will never do is quit.





“ Don't confuse doubting yourself with accepting failure.

“ Self-doubt is a natural part of the learning process.

“ To be really good at something, you must first be willing to be crap at it.

“ If you are not having fun, you are not learning. There is great pleasure in finding things out.

~ Richard Feynman

“ Honest feedback is a gift, not a knife wound.

“ Education's purpose is to replace an empty mind with an open one.

~ *Malcom Forbes*

“ Wisdom is not a product of schooling but of the lifelong attempt to acquire it.

~ *Albert Einstein*

“ Consuming information is not the same as acquiring knowledge.

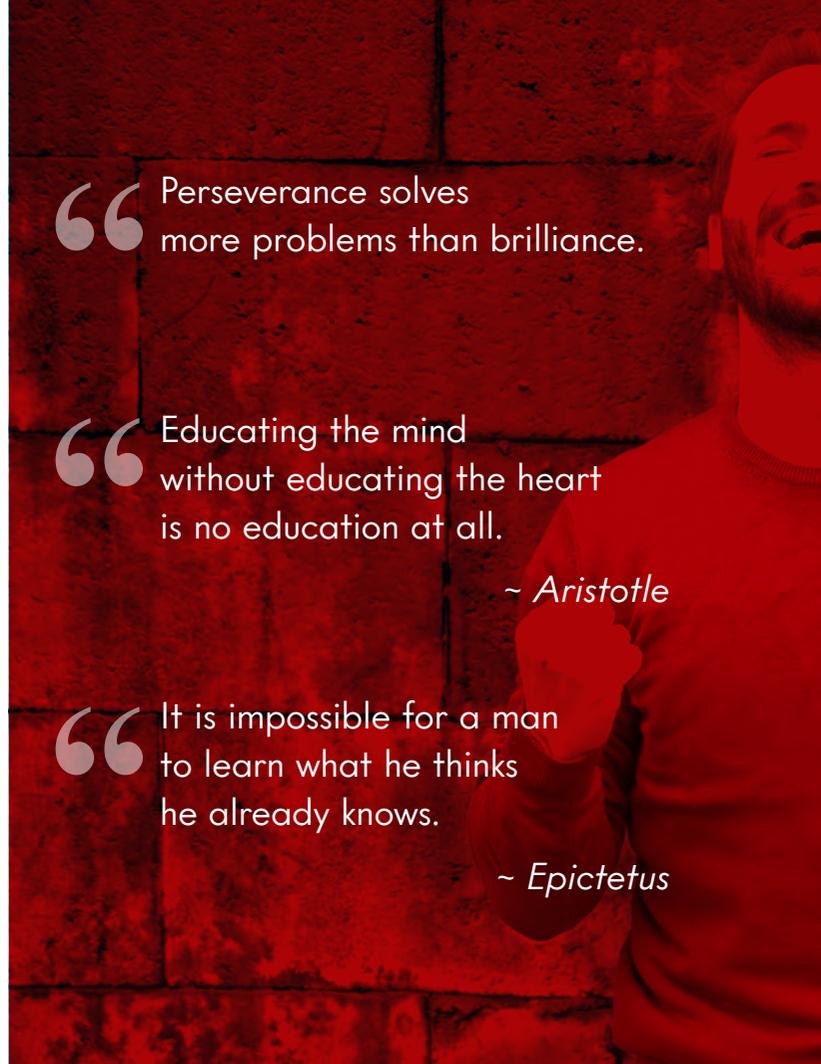
“ Perseverance solves more problems than brilliance.

“ Educating the mind without educating the heart is no education at all.

~ *Aristotle*

“ It is impossible for a man to learn what he thinks he already knows.

~ *Epictetus*



A close-up photograph of several hands stacked together in a circle, symbolizing teamwork and corporate culture. The hands are of various skin tones and are wearing different colored knitted sleeves (brown, red, orange, green, blue, yellow). Some hands have rings. The background is blurred, focusing attention on the hands.

CORPORATE

CULTURE

“ A bad system will defeat a good employee every time.

~ *W. Edwards Deming*

“ A toxic culture is not a people problem, it's a system problem.

“ Running an organization without an understanding of culture is like driving a speeding car using only the rearview mirror.

“ Risk comes from not knowing what you are doing.

~ *Warren Buffet*

“ Risk also comes from not knowing what your culture is doing.

~ *John R Childress*





““ A bankruptcy judge can fix your balance sheet, but they can't fix your culture.

““ Competitors can copy your products and strategy, but they can't copy your culture.

““ If you don't understand your culture, you don't understand your business.

““ Culture is useless unless it enables strategy, delights customers and develops employees.

““ People aren't the greatest cyber risk, your culture is.

~ *Christiane Wuillamie OBE*

“ Enron had great talent,
yet still went bankrupt.
A toxic culture defeats great
talent every time.

“ Sure sign of a toxic
corporate culture:
"My department met its goals.
Why is our share price down?"

“ Is your corporate culture
just a collection of perks?

“ Vision & values are not your culture.
Culture is what brings
vision & values to life.

“ Cyber security isn't just a function.
It's a mindset and a culture.



“ Making cyber recovery plans without first understanding culture is like bringing a knife to a gunfight.

“ Leaders get the culture they deserve.

~ Seth Godin

“ You get the culture you ignore.

“ The foundation for sustainable culture change is deep dissatisfaction among employees, not profit hungry leaders.



ORGANISATIONS



“ A desk is a dangerous place from which to view the world.

~ *John LeCarre*

“ Build a team so strong you don't know who the boss is.

“ All success is successful adaptation.
All failure is a failure to adapt.

~ *Dr Max McKeown*

“ Nature is every corporation's biggest shareholder.

“ First we shape our institutions; thereafter they shape us.

~ *Winston Churchill*

“ Hire people for character,
then craft the job
around their capabilities.

“ If you promote innovation,
you may fail.
If you don't promote innovation,
you will definitely fail.

“ The real problem of humanity is
we have Paleolithic emotions,
medieval institutions,
and godlike technology.

~ E O Wilson



“ The more technology we have,
the more important people
become.

“ While an organization cannot
make employees happy,
it can make them miserable.



“ Trust in organizations is horizontal.
Our management systems are
vertical. Problem!

~ *Leandro Hererro*

“ Your business can only be as
healthy as your employees
and the community you serve.

“ Too much focus on vision leaves
little time for execution.

“ What's the one most important
element in effective cyber security?
Your employees!

“ Companies rise and fall
based on the quality of their
leadership, strategy and culture.

“ Policies are many,
principles are few.
Policies will change,
principles never do.

~ *John C Maxwell*

“ We have too much intelligent
technology,
and not enough intelligent
technology management.

“ Technology changes quickly.
The people using it don't.



“ If you don't like a particular change,
there's always another one
right around the corner.

“ Accountability is voluntary,
not compliance.

LIFE



“ The more you read, the brighter
you become.
The more TV you watch,
the duller you become.

“ Excuses sound best
to the person making them up.

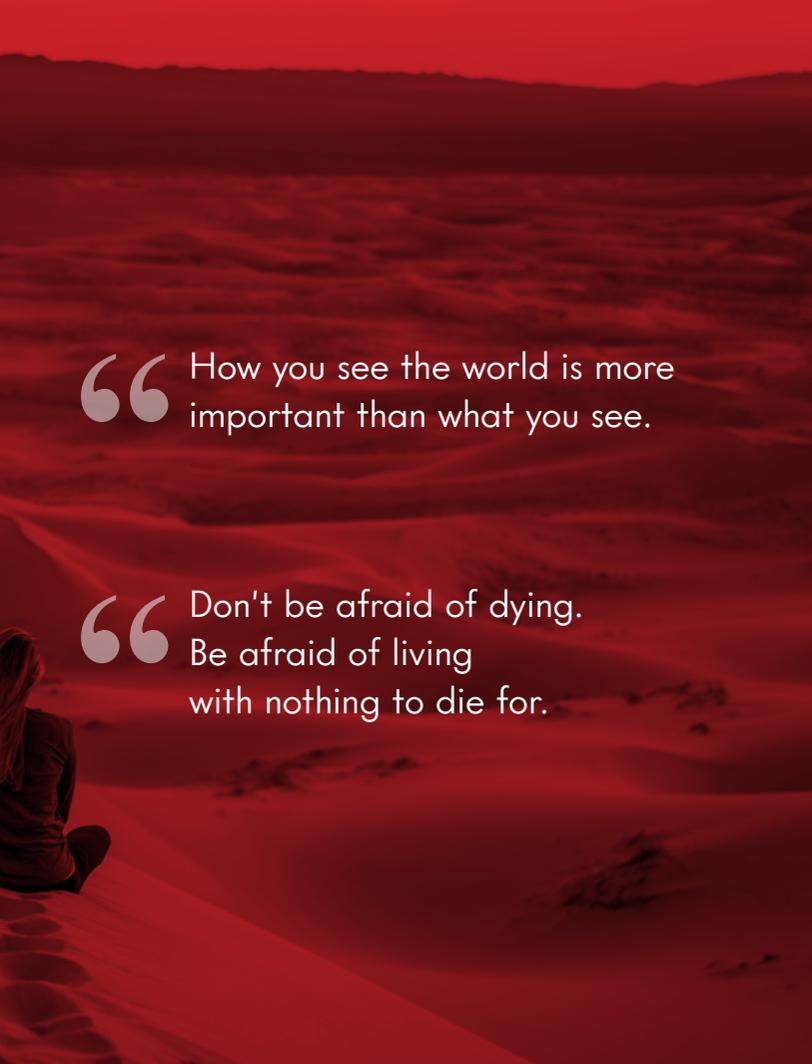
“ Compete with yourself
and root for everybody else.
~ *Candice Millard*

“ True nobility lies in being superior
to your former self.

~ *Ernest Hemingway*

“ Hate corrodes the container it
is carried in.

~ *Al Simpson*



“ How you see the world is more important than what you see.

“ Don't be afraid of dying.
Be afraid of living
with nothing to die for.

“ Responsibility is your choice,
but accountability
is your character.

“ Your Purpose?
Be better today
than you were yesterday.

“ Less salary with good sleep
is better than a huge salary
with bad sleep.

“ Wrong is wrong,
even if everyone is doing it.
Right is right,
even if no one is doing it.

~ *Dalai Lama*

“ Everything you've ever wanted is
on the other side of fear.

~ *George Adair*

“ The hurrier I go,
the behinder I get!

~ *my Mother*

“ Failure is physical.
Quitting is mental.

“ Thoughts are things.
Think negative thoughts
and you create a world of negativity.

“ How to get things done?
Ask for forgiveness,
not permission.

About John R Childress

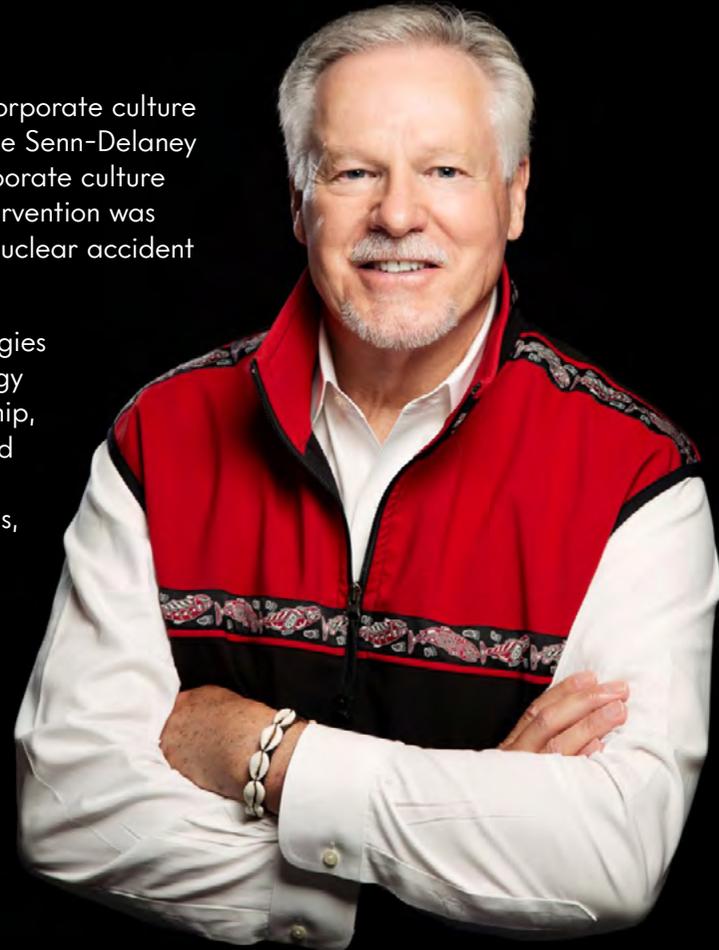
John R Childress is a practitioner and thought leader in corporate culture and leadership team alignment. In 1978 he co-founded the Senn-Delaney Group, the first consulting firm focusing on reshaping corporate culture to improve business performance. His first large scale intervention was building a safety culture following the Three Mile Island Nuclear accident in 1979.

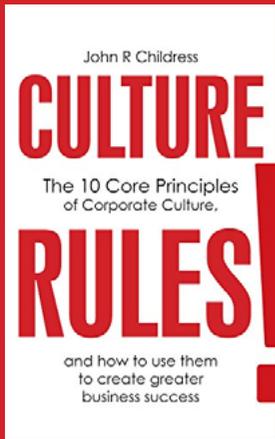
He has developed IP and experiential learning methodologies for culture change, leadership team alignment and strategy execution. John has written five business books on leadership, corporate culture and strategy execution and has designed and facilitated hundreds of culture change and business turnarounds for such global companies as Ford, British Gas, CNH Industrial, New York Life Insurance Co., McDonalds Corp., Frito-Lay, British Telecom, Textron, and numerous others.

John is an excellent keynote speaker, executive coach and workshop facilitator.

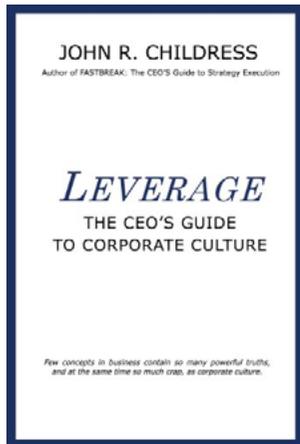
You can learn more at www.johnrchildress.com.
You can contact John directly at

john@johnrchildress.com

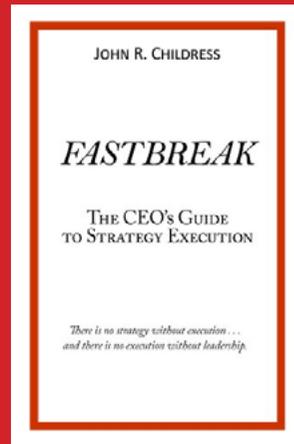




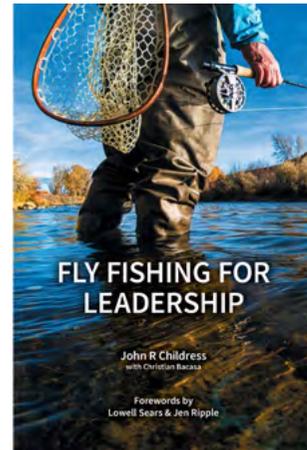
CULTURE RULES!
The 10 Core Principles
of Corporate Culture
and how to use them
to create greater
business success



Leverage:
The CEO's Guide
to Corporate
Culture



Fastbreak:
The CEO's Guide
to Strategy
Execution



**Fly Fishing
for Leadership**

