

# WHAT YOU REALLY NEED TO LEAD

## The Power of Thinking and Acting Like an Owner

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**MAIN IDEA**

Are great leaders born or made? Or in other words, can you really learn to lead?

Contrary to conventional wisdom, leadership qualities are not something you either innately have as part of your DNA or you don't. Leadership is always more about what you do and less about who you are.

The simple fact is leadership is more a journey rather than a destination – it's about what you do along the way. The key to acting like a leader is to have an "ownership mindset" which has three main elements:



Great organizations have always been built around a nucleus of people who have a leadership mindset and this will continue to be the case in the future. Leadership is not a role reserved for those who are situated in positions of power or who were born with the "right stuff". Instead leadership can be assumed by anyone who is willing to think like an owner, act decisively and consistently do things which add value.

*"You can be a leader. Leadership doesn't require a written invitation. It isn't something that only 'important people' can do. Leadership is something you need to work at versus a state of being or a destination. The world needs your leadership."*

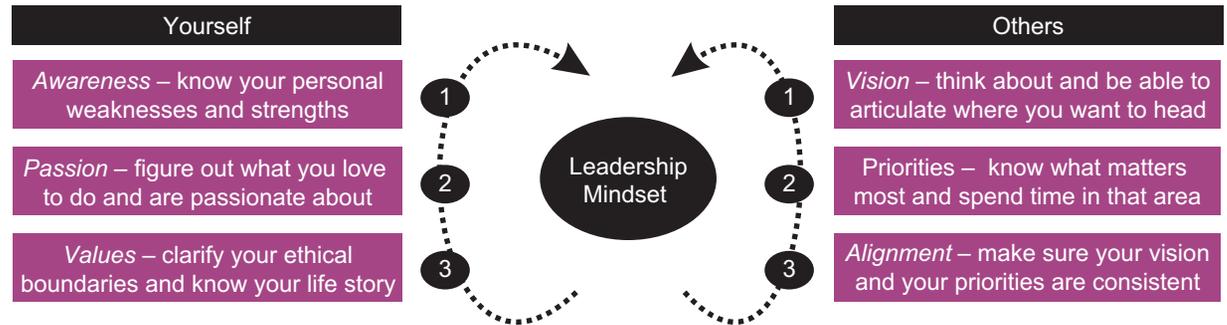
– Robert S. Kaplan

**1. The Leadership Mindset . . . . . Pages 2 - 3**

Leadership starts with developing an ownership mindset. To act as a leader, you have to consistently make the kind of decisions you would make if you owned the enterprise and then take ownership of the consequences of your actions. That's what owners do.

**2. A Training Regime for Building Leadership . . . . . Pages 4 - 6**

The best way to learn to become a better leader is to help empower others to act in the same way. To build your own capacity to lead there are some things to work on yourself and some things you have to work on with other people:



**3. Why You Can't Do This Alone . . . . . Page 7**

An essential part of being a leader is learning how to build strong relationships and harness the power of a group. To be a great leader, you will need the help of others – their advice and feedback as much as their participation in the projects you run. To become a better leader, don't isolate yourself. Learn how to harness the power of your people.

**4. Developing Leadership as a Lifelong Journey . . . . . Page 8**

Leadership is not a destination – it's really about the actions you take. The key to being a great leader is the ownership mindset. You have to commit to making ongoing lifelong improvements, to accept your life is your own and that you can and should actively take responsibility.

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