

# LEADERSHIP, BEST QUOTES ON

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

—Dolly Parton

Leaders are visionaries with a poorly developed sense of fear and no concept of the odds against them.

—Robert Jarvik

If you want to build a ship, don't drum up people to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.

—Antoine de  
Saint-Exupery

It is frequently a misfortune to have very brilliant men in charge of affairs; they expect too much of ordinary men.

--Thucydides

You can only govern men by serving them. The rule is without exception.

--Victor Cousin

Leadership means vision, cheerleading, enthusiasm, love, trust, verve, passion, obsession, consistency, the use of symbols, paying attention as illustrated by the content of one's calendar, out-and-out drama (and the management thereof), creating heroes at all levels, coaching, effectively wandering around, and numerous other things. Leadership must be present at all levels of the organization.

--Tom Peters

People think of leaders as men devoted to service, and by service they mean that these men serve their followers....The real leader serves truth, not people.

--J. B. Yeats

The first method for estimating the intelligence of a ruler is to look at the men he has around him.

--Niccolò Machiavelli

Leadership is *action*, not position.

--Donald H. McGannon

What you cannot enforce,  
Do not command.

--Sophocles

Nothing motivates a man more than to see his boss putting in an honest day's work.

--Mark Twain

Real leaders are ordinary people with extraordinary determination.

--John C. Maxwell

You take people as far as they will go, not as far as you would like them to go.

--Jeannette Rankin

No person can be a great leader unless he takes genuine joy in the successes of those under him.

--W. A. Nance

Judge a leader by the followers.

--Unknown

Ninety percent of leadership is the ability to communicate something people want.

—Dianne Feinstein

Example is not the main thing in influencing others. It is the only thing.

--Albert Schweitzer

One of the best ways to influence people is to make them feel important. Most people enjoy those rare moments when others make them feel important. It is one of the deepest human desires.

—Roy T. Bennett

The man who is worthy of being 'a leader of men' will never complain about the stupidity of his helpers, the ingratitude of mankind nor the inappreciation of the public. These are all a part of the great game of life. To meet them and overcome them and not to go down before them in disgust, discouragement or defeat—that is the final proof of power.

--Wm. J. H. Boetcker

In handling men, there are three feelings that a man must not possess—fear, dislike and contempt. If he is afraid of men he cannot handle them. Neither can he influence them in his favor if he dislikes or scorns them. He must neither cringe nor sneer. He must have both self-respect and respect for others.

--Herbert N. Casson

Integrity is honesty carried through the fibres of the being and the whole mind, into thought as well as action so that the person is complete in honesty. That kind of integrity I put above all else as an essential of leadership.

--Pearl S. Buck

If there is a spark of genius in the leadership function at all it must be in the transcending ability, a kind of magic, to assemble—out of all the variety of images, signals, forecasts and alternatives—a clearly articulated vision of the future that is at once single, easily understood, clearly desirable, and energizing.

—Warren Bennis and  
Burt Nanus

A good leader leads the people from above them. A great leader leads the people from within them.

—M. D. Arnold

If I had to name a single, all-purpose instrument of leadership, it would be communication.

--John Gardner

Leadership, like swimming, cannot be learned by reading about it.

--Henry Mintzberg

All of the great leaders have had one characteristic in common: it was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.

--J. K. Galbraith

Executives are given subordinates...they have to earn followers.

--John W. Gardner

Not the cry, but the flight of the wild duck, leads the flock to fly and follow.

--Chinese Proverb

I have an absolute rule. I refuse to make a decision that somebody else can make. The first rule of leadership is to save yourself for the big decision. Don't allow your mind to become cluttered with trivia.

--Richard Nixon

A person who walks in another's tracks leaves no footprints.

--Proverb

Leadership: The art of getting someone else to do something you want done because he wants to do it.

--Dwight D. Eisenhower

It is extremely difficult to lead farther than you have gone yourself.

--Gene Mauch

I would rather try to persuade a man to go along, because once I have persuaded him he will stick. If I scare him, he will stay just as long as he is scared, and then he is gone.

--Dwight D. Eisenhower

In this world no one rules by love; if you are but amiable, you are no hero; to be powerful, you must be strong, and to have dominion you must have a genius for organizing.

--John Henry Cardinal  
Newman

The first duty of a leader is to make himself be loved without courting love. To be loved without 'playing up' to anyone—even to himself.

--Andre Malraux

The most important quality in a leader is that of being acknowledged as such. All leaders whose fitness is questioned are clearly lacking in force.

--Andre Maurois

I don't like a kind man in power....Nothing is so dangerous for the underdog as a good-natured man at the top.

--Charles Peguy

Leadership should be born out of the understanding of the needs of those who would be affected by it.

--Marian Anderson

No amount of study or learning will make a man a leader unless he has the natural qualities of one.

--Sir Archibald Wavell

It's great to be great, but it's greater to be human.

--Will Rogers

The communication of objectives in precise terms is an essential of competent leadership and is indispensable in any enterprise requiring group participation.

--Laurence J. Peter

Now that I'm almost up the ladder  
I should, no doubt, be feeling gladder.  
It is quite fine, the view and such,  
If just it didn't shake so much.

--Richard Armour

The genius of a good leader is to leave behind him a situation which common sense, without the grace of genius, can deal with successfully.

--Walter Lippmann

Leaders are the custodians of a nation's ideals, of the beliefs it cherishes, of its permanent hopes, of the faith which makes a nation out of an aggregation of individuals.

--Walter Lippmann

You can follow the crowd,  
But there's not much cheer  
In always looking  
At someone's rear!

--Jack Tinker

A man who wants to lead the orchestra must turn his back on the crowd.

--James Crook

A leader is best when people barely know that he exists; not so good when people acclaim him; worst when they despise him. But of a good leader, who talks little, when his work is done and his aim fulfilled, they will all say, 'We did this ourselves.'

--Lao-tzu

Good leadership makes for mental health, and its absence makes for mental ill-health. And synonymous with 'mental health' and 'mental ill-health' are the terms 'efficiency' and 'inefficiency.'

--William Menninger

One of the basic qualities which a leader in a democratic setting must acquire is the habit of renouncing power or authority over others. The democratic leader is a person who knows how to discover the will of the group, and who knows the secret of releasing the energies of the group. He is a catalytic agent who influences group action but never dominates.

--E. C. Lindeman

He led his regiment from behind—  
He found it less exciting.  
But when away his regiment ran,  
His place was at the fore.

--W. S. Gilbert

If you would be a leader of men, you must lead your own generation, not the next.

--Woodrow Wilson

Not to decide is to decide.

--Harvey Cox

I must follow the people. Am I not their leader?

--Benjamin Disraeli

Reason and judgment are the qualities of a leader.

--Tacitus

Loyalty is the one thing a leader cannot do without.

--A. P. Gouthey

The measure of man is what he does with power.

--Pittacus

The reputation of power *is* power.

--Thomas Hobbes

Those in power want only to perpetuate it.

--William O. Douglas

Power breeds isolation. Isolation leads to the capricious use of power. In turn, the capricious use of power breaks down the normal channels of communication between the leader and the people whom he leads. This ultimately means the deterioration of power and with it the capacity to sustain unity in our society. This is the problem we face today.

--George Reedy

Power is what men seek, and any group that gets it will abuse it. It is the same old story.

--Lincoln Steffens

Power intoxicates men. When a man is intoxicated by alcohol, he can recover, but when intoxicated by power, he seldom recovers.

--James F. Byrnes

No extraordinary power should be lodged in any one individual.

--Thomas Paine

Power does not corrupt. Fear corrupts, perhaps the fear of a loss of power.

--John Steinbeck

As for the men in power, they are so anxious to establish the myth of infallibility that they do their utmost to ignore truth.

--Boris Pasternak

The only prize much cared for by the powerful is power. The prize of the general is not a bigger tent, but command.

--Oliver Wendell  
Holmes, Jr.

When you come into the presence of a leader of men, you know that you have come into the presence of fire—that it is best not uncautiously to touch that man—that there is something that makes it dangerous to cross him.

--Woodrow Wilson

Achilles absent, was Achilles still.

--Homer

To lead the people, walk behind them.

--Lao-tzu

A leader may symbolize and express what is best in his people, like Pericles, or what is worst, like Hitler, but he cannot successfully express what is only in his heart and not in theirs.

--Charles Yost

A frightened captain makes a frightened crew.

--Lister Sinclair

Those who try to lead the people can only do so by following the mob.

--Oscar Wilde

The leader is a stimulus, but he is also a response.

--Edward C. Lindeman

Different situations call for different leaders. When we say that someone is a leader, we don't mean that he is a leader in every group he belongs to.

--Kenneth A. Wells

To command is to serve, nothing more and nothing less.

--Andre Malraux

The study of followership is an important avenue to understanding leadership. If a person will analyze his experiences and attitudes as a follower, he will obtain a new concept of leadership.

--Emory S. Bogardus

The art of leadership, in operations large or small, is the art of dealing with humanity, of working diligently on behalf of men, of being sympathetic with them, but equally, of insisting that they make a square facing toward their own problems.

--S. L. A. Marshall

There is no worse mistake in public leadership than to hold out false hopes soon to be swept away.

--Sir Winston Churchill

If, in order to succeed in an enterprise, I were obliged to choose between fifty deer commanded by a lion, and fifty lions commanded by a deer, I should consider myself more certain of success with the first group than with the second.

--Saint Vincent de Paul

In the simplest terms, a leader is one who knows where he wants to go, and gets up, and goes.

--John Erskine

The competent leader of men cares little for the interior niceties of other people's characters: he cares much—everything for the external uses to which they may be put.

--Woodrow Wilson

If you do not believe in yourself, do not blame others for lacking faith in you.

--Brendan Francis

A great man who succeeded in being what little men desired him to be, would have only one drawback—that of being like them.

--Ernest Hello

People on the whole are very simple-minded, in whatever country one finds them. They are so simple as to take literally, more often than not, the things their leaders tell them.

--Pearl S. Buck

He who has never learned to obey cannot be a good commander.

--Aristotle

The man who commands efficiently must have obeyed others in the past, and the man who obeys dutifully is worthy of being some day a commander.

--Cicero

For the most part our leaders are merely following out in front; they do but marshal us the way that we are going.

--Bergen Evans

The weaknesses of the many make the leader possible.

--Elbert Hubbard

The real leader has no need to lead—he is content to point the way.

--Henry Miller

The inevitable end of multiple chiefs is that they fade and disappear for lack of unity.

--Napoleon I

Any one can hold the helm when the sea is calm.

--Publilius Syrus

The leader must know, must know that he knows, and must be able to make it abundantly clear to those about him that he knows.

--Clarence B. Randall

Great and good are seldom the same man.

--Thomas Fuller

Every master has but one disciple, and that one becomes unfaithful to him, for he too is destined for mastership.

--Nietzsche

Find out where the people want to go, then hustle yourself around in front of them.

--James Kilpatrick

He who rules must humor fully as much as he commands.

--George Eliot

If you can't stand the heat, get out of the kitchen.

--Harry S. Truman

Reason and calm judgment, the qualities specially belonging to a leader.

--Tacitus

A cold and selfish man, living only for himself, can plentifully indulge his own desires; but he who would be a good leader must be prepared to deny himself much.

--J. W. von Goethe

He who has always been a subordinate will make a bad leader.

--Pierre Corneille

In times of crisis, nearly everything may depend on the regard and confidence placed in some man who possesses the experience and qualities of a leader.

--Plutarch

It is not good to have several rulers.

--Homer

Better a safe commander than a bold one.

--Suetonius

Being a director means you must submit to direction.

--Raymond Queneau

Education can't make us all leaders—but it can teach us which leader to follow.

--Bel Kaufman

A truly great leader is one who never allows his followers to discover that he is as ignorant as they are.

--Unknown

The business of a leader is to turn weakness into strength, obstacles into stepping stones, and disaster into triumph.

--McKenzie

People are the portals through which men pass into positions of power and leadership.

--Paul Parker

They who are in highest places, and have the most power, have the least liberty, because they are most observed.

--John Tillotson

The final test of a leader is that he leaves behind him in other men the conviction and the will to carry on....The genius of a good leader is to leave behind him a situation which common sense, without the grace of genius, can deal with successfully.

--Walter Lippmann

The subject's love is the king's best guard.

--Thomas Fuller

He who would rule must hear and be deaf, see and be blind.

--German Proverb

To be great is to be misunderstood.

--Ralph Waldo Emerson

An institution is the lengthened shadow of one man.

--Ralph Waldo Emerson

To be a leader of men one must turn one's back on men.

--Havelock Ellis

Be nice to people on your way up because you'll meet 'em on your way down.

--Wilson Mizner

Time is neutral and does not change things. With courage and initiative, leaders change things.

--Jesse Jackson

There are two levers for moving men—interest and fear.

--Napoleon Bonaparte

A true leader always keeps an element of surprise up his sleeve, which others cannot grasp but which keeps his public excited and breathless.

--Charles de Gaulle

If I advance, follow me! If I retreat, kill me! If I die, avenge me!

--La Rochejaquelin

A leader is a dealer in hope.

--Napoleon Bonaparte

A chief is a man who assumes responsibility. He says, 'I was beaten'; he does not say 'My men were beaten.'

--Antoine de  
Saint-Exupéry

To do great things is difficult, but to command great things is more difficult.

--Friedrich Nietzsche

I suppose leadership at one time meant muscles; but today it means getting along with people.

--Mohandas K. Gandhi

Do not follow where the path may lead. Go instead where there is no path and leave a trail.

--Muriel Strode

The very concept of leadership implies the proposition that individuals can make a difference. This proposition has never been universally accepted.

--Arthur M. Schlesinger

Managers do things right. Leaders do right things.

--Warren Bennis and  
Burt Nanus

The first step a leader must take if he hopes to influence others is to clarify his own goals.

--James Burns

If there is a spark of genius in the leadership function at all, it must be in this transcending ability, a kind of magic, to assemble—out of all the variety of images, signals, forecasts and alternatives—a clearly articulated vision of the future that is at once single, easily understood, clearly desirable and energizing.

--Warren Bennis and  
Burt Nanus

The fellow who never makes a mistake takes his orders from one who does.

--Herbert V. Prochnow

You will never be a leader unless you first learn to follow and be led.

--Tiorio

In order to be a leader a man must have followers. And to have followers, a man must have their confidence. Hence the supreme quality for a leader is unquestionably integrity. Without it, no real success is possible, no matter whether it is on a section gang, on a football field, in an army, or in an office. If a man's associates find him guilty of phoniness, if they find he lacks forthright integrity, he will fail. His teachings and actions must square with each other. The first great need, therefore, is integrity and high purpose.

--Dwight D. Eisenhower

Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy.

--H. Norman  
Schwarzkopf

You do not lead by hitting people over the head—that's assault, not leadership.

--Dwight D. Eisenhower

The leader must know, must know that he knows, and must be able to make it abundantly clear to those around him that he knows.

--Clarence B. Randall

The quality of leadership needs, above all, spirit, intelligence, and sympathy. Spirit is needed to fire men to self-sacrificing achievements; intelligence, because men will only respect and follow a leader whom they feel knows his profession thoroughly; sympathy, to understand the mentality of each individual in order to draw out the best that is in him. Given these qualities, men will conquer fear to follow a leader.

--Sir Basil Liddell Hart

Leadership must be based on goodwill. Goodwill does not mean posturing and, least of all, pandering to the mob. It means obvious and wholehearted commitment to helping followers. We are tired of leaders we fear, tired of leaders we love, and most tired of leaders who let us take liberties with them. What we need for leaders are men of the heart who are so helpful that they, in effect, do away with the need of their jobs. But leaders like that are never out of a job, never out of followers. Strange as it sounds, great leaders gain authority by giving it away.

--Admiral James B.  
Stockdale

There are three types of leaders: Those who make things happen; those who watch things happen; and those who wonder what happened!

--Old American Military  
Saying

When you join your organization, you will find there a willing body of men who ask from you nothing more than the qualities that will command their respect, their loyalty, and their obedience. They are perfectly ready and eager to follow you so long as you can convince them that you have those qualities. When the time comes that they are satisfied you do not possess them, you might as well kiss yourself goodbye. Your usefulness to that organization is at an end.

--Major C. A. Bach

An army of deer led by a lion is more to be feared than an army of lions led by a deer.

--Phillip II of Macedon

Enthusiasm is that kindling spark which marks the difference between the leaders in every activity and the laggards who put in just enough to get by.

--Johann Friedrich  
Schiller

If you lead through fear you will have little to respect; but if you lead through respect you will have little to fear.

--Unknown

The term 'fear-based manager' doesn't only refer to the fact that these lousy managers threaten their employees and keep them on edge in order to keep them compliant and docile. The term 'fear-based manager' refers to the manager's own fears, as well.

The reason so many managers treat their employees as badly as they do and keep them in line with unnecessary rules, policies and punishments is that the managers themselves are in a state of fear. They don't know who they are behind the business card.

Their professional identity is their only source of personal power, and they more than anyone else in their sphere know how fragile that power is.

They don't feel whole and healthy. They don't have the self-esteem to build anyone else up and make the people who work for them feel strong and capable.

—Liz Ryan

The history of the world is full of men who rose to leadership, by sheer force of self-confidence, bravery and tenacity.

--Mahatma Gandhi

Leaders are visionaries with a poorly developed sense of fear and no concept of the odds against them. They make the impossible happen.

—Dr. Robert Jarvik

What luck for rulers that men do not think.

--Adolf Hitler

There is no necessary connection between the desire to lead and the ability to lead....Leadership is more likely to be assumed by the aggressive than by the able, and those who scramble to the top are more often motivated by their own inner torments.

--Bergen Evans

A leader is a person you will follow to a place you wouldn't go by yourself.

--Joel Arthur Barker

Make up your mind to act decidedly and take the consequences. No good is ever done in this world by hesitation.

--Thomas Henry Huxley

There is nothing so unequal as the equal treatment of unequals. Individualize your leadership.

--Thomas Jefferson

In any group of people, a small fraction will be leaders, a larger fraction will be followers and a substantial proportion just won't want to get involved.

—Unknown

A good leader inspires people to have confidence in the leader; a great leader inspires people to have confidence in themselves.

-- Eleanor Roosevelt

Leadership appears to be the art of getting others to want to do something you are convinced should be done.

--Vance Packard

Conductors of great symphony orchestras do not play every musical instrument; yet through leadership the ultimate production is an expressive and unified combination of tones.

--Thomas D. Bailey

Leadership involves remembering past mistakes, an analysis of today's achievements, and a well-grounded imagination in visualizing the problems of the future.

--Ben Franklin

You cannot be a leader, and ask other people to follow you, unless you know how to follow, too.

--Sam Rayburn

The nation will find it very hard to look up to the leaders who are keeping their ears to the ground.

--Winston Churchill

Leadership is an opportunity to serve. It is not a trumpet call to self-importance.

--J. Donald Walters

It doesn't take a hero to order men into battle. It takes a hero to be one of those men who go into battle.

--Gen. Norman  
Schwarzkopf

Managers are people who do things right, and leaders are people who do the right thing.

--Warren G. Bennis and  
Burt Nanus

Lead, follow, or get out of the way.

--Ted Turner

Sometimes even the best manager is like the little boy with the big dog waiting to see where the dog wants to go so he can take him there.

--Lee Iacocca

You have achieved excellence as a leader when people will follow you anywhere, if only out of curiosity.

--Colin Powell

Be a leader! Remember—the lead sled dog is the only one with a decent view.

--Unknown

The crowd will follow a leader who marches twenty paces ahead of them, but if he is a thousand paces ahead of them, they will neither see nor follow him.

--Georg Brandes

The hardest thing to cope with is not selfishness or vanity or deceitfulness, but sheer stupidity.

--Eric Hoffer

It's not companies that fail; it's their leaders who fail.

--Warren Bennis

If you are a leader, see that the plans you make are carried out.

--Sacred Wisdom of  
Ancient Egypt

He leads best who leads least.

--Proverb

People who want to lead should acquire more knowledge than those they lead.

--Alton Maddox

Managers do things right. Leaders do the right thing.

--Warren Bennis

People try so hard to believe in leaders now, pitifully hard. But we no sooner get a popular reformer or politician or soldier or writer or philosopher—a Roosevelt, a Tolstoy, a Wood, a Shaw, a Nietzsche, than the cross-currents of criticism wash him away. My word, no man can stand prominence these days. It's the surest path to obscurity. People get sick of hearing the same name over and over.

--F. Scott Fitzgerald

Leadership has a harder job to do than just choose sides. It must bring sides together.

--Jesse Jackson

The only real training for leadership is leadership.

--Sir Antony Jay

The task of the leader is to get his people from where they are to where they have not been.

--Henry Kissinger

Leadership is the other side of the coin of loneliness, and he who is a leader must always act alone. And acting alone, accept everything alone.

--Ferdinand E. Marcos

Leadership and management are in many respects the application of common sense, though this needs to be combined with humility and a willingness to recognize your own fallibility and that of others. Good leaders acknowledge their mistakes.

--Sir Colin Marshall

The tail trails the head. If the head moves fast, the tail will keep up the same pace. If the head is sluggish, the tail will droop.

--Konosuke Matsushita

No one is great enough or wise enough to surrender our destiny to. The only way in which anyone can lead us is to restore to us the belief in our own thinking.

--Henry Miller

The leader must have infectious optimism, and the determination to persevere in the face of difficulties; he must also radiate confidence, even when he himself is not too certain of the outcome. The final test of a leader is the feeling you have when you leave his presence after a conference. Have you got a feeling of uplift and confidence?

--Field Marshall  
Montgomery

There is a necessary loneliness to leadership.

--Gerry Robinson

People ask the difference between a leader and a boss...the leader works in the open, and the boss is covert. The leader leads, the boss drives.

--Theodore Roosevelt

Consensus is the negation of leadership.

--Margaret Thatcher

Leadership is the ability to get men to do what they don't like to do and like it.

--Harry S. Truman

The beliefs that mold great organizations frequently grow out of the character, the experience and the convictions of a single person.

--Thomas Watson, Jr.

Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.

--Harry S. Truman

The best leaders are those most interested in surrounding themselves with assistants and associates smarter than they are—being frank in admitting this—and willing to pay for such talents.

--Amos Parrish

Leaders...they grasp nettles.

--David Ogilvy

A mean streak is a very important quality of leadership.

--Charles E. Goodell

Our chief want in life is somebody who will make us do what we can.

--Ralph Waldo Emerson

The extent to which you are able to transform your 'self-concern' into 'other-concern' will determine your effectiveness in getting others to follow along.

--Unknown

Learning to lead is, on one level, learning to manage change....A leader imposes (in the most positive sense of the word) his philosophy on the organization, creating or re-creating its culture. The organization then acts on that philosophy, carries out the mission, and the culture takes on a life of its own, becomes more cause than effect. But unless the leader continues to evolve, to adapt and adjust to external changes, the organization will sooner or later fall.

--Warren Bennis

If you're too sweet and nice, they just leave tire marks on your back.

--Gert Boyle

Ride the horse in the direction that it's going.

--Werner Erhard

Learning is the essential fuel for the leader, the source of high-octane energy that keeps up the momentum by continually sparking new understanding, new ideas and new challenges. It is absolutely indispensable under today's conditions of rapid change and complexity. Very simply, those who do not learn do not survive as leaders.

--Bennis and Nanus

Leadership....is being visible when things are going awry and invisible when they are working well.

--Peters and Waterman

The manager accepts the status quo; the leader challenges it.

—Warren G. Bennis

Outstanding leaders go out of the way to boost the self-esteem of their personnel. If people believe in themselves, it's amazing what they can accomplish.

--Sam Walton

Trends, like horses, are easier to ride in the direction they are going.

—John Naisbitt

Those on top of the mountain didn't fall there.

--Vince Lombardi

Leadership is the quality that transforms good intentions into positive action; it turns a group of individuals into a team.

--T. Boone Pickens

The very essence of leadership is you have to have a vision. It's got to be a vision you articulate clearly and forcefully on every occasion. You can't blow an uncertain trumpet.

--Father Theodore  
Hesburgh

If people are coming to work excited....If they're making mistakes freely and fearlessly....If they're having fun....If they're concentrating on doing things, rather than preparing reports and going to meetings—then somewhere you have a leader.

--Robert Townsend

A leader is one who knows the way, goes the way, and shows the way.

--John C. Maxwell

Management is efficiency in climbing the ladder of success. Leadership determines whether the ladder is leaning against the right wall.

--Stephen Covey

A boss creates fear, a leader confidence. A boss fixes blame, a leader corrects mistakes. A boss knows all, a leader asks questions. A boss makes work drudgery, a leader makes it interesting. A boss is interested in himself or herself, a leader is interested in the group.

--Russell H. Ewing

The signs of outstanding leadership are found among the followers.

--Max DePree

I start with the premise that the function of leadership is to produce more leaders, not more followers.

--Ralph Nader

The best leader is the one who has sense enough to pick good people to do what he/she wants done, and self-restraint enough to keep from meddling with them while they do it.

--Theodore Roosevelt

The boss drives his people; the leader coaches his.  
The boss uses authority; the leader wins goodwill.  
The boss keeps them guessing; the leader arouses their enthusiasm.  
The boss talks about 'I,' the leader makes it 'we.'  
The boss makes work drudgery; the leader makes work a game.  
The boss says 'Go'; the leader says 'Let's go.'

--Ted Pollock

Without heroes, we are all plain people and don't know how far we can go.

--Bernard Malamud

It is better to have a lion at the head of an army of sheep, than a sheep at the head of an army of lions.

--Daniel Defoe

If you think you are leading and turn around to see no one following, then you are just taking a walk.

--Benjamin Hooks

A leader is someone who helps improve the lives of other people or improves the system they live under.

--Sam Ervin

Leadership is tied to conviction. Leaders have a vision of a better future; they feel strongly about the need to go there.

--Delorese Ambrose

Only one man in 1,000 is a leader of men. The other 999 follow women.

--Groucho Marx

The true leader makes his followers twice the men they were before.

--Stephen Neill

Leadership is, among other things, the ability to inflict pain and get away with it—short-term pain for long-term gain.

--George Will

To affect leadership, one must adjust his or her own behavior in order to get others to change or adjust their behavior. Therefore, the leader, rather than those being led, must be the primary adjustor.

The successful leader learns quickly that it is he or she who must make adjustments to compensate for the strengths, weaknesses, beliefs, opinions, and behaviors of those being led. It is only by using our knowledge about human behavior and the individuals being led often making adjustments that we are allowed to cause others to want our leadership. That is a fact. Therefore, the leader must always make the first move and keep making the first move. If we wait for those being led to change an attitude or behavior before we act, nothing may be the result.

When the leader does not make technical and behavioral adjustments, those being led are seldom motivated to change or achieve. The leadership attitude that I'm the boss, and that is the way it is going to be only promotes superiority and resistance. It only makes people fight or pull away. It seldom brings those being led closer to the leader or stimulates or motivates them to follow.

If we think of ourselves as the primary adjustors in all situations, we have the foundation tools needed for effective leadership. If we don't, those we lead do not have a leader. They only have a boss. There is a significant difference. And if we are only a boss, we'll have to keep our foot on people continually. It is very hard to get any job done effectively if one foot always has to remain in one place to control those being led.

*--The Master Teacher*

One of the hardest tasks of leadership is understanding that you are not what you are, but what you're perceived to be by others

*--Edward L. Flom*

The leader can never close the gap between himself and the group. If he does, he is no longer what he must be. He must walk a tightrope between the consent he must win and the control he must exert.

*--Vince Lombardi*

A leader is one who, out of madness or goodness, volunteers to take upon himself the woe of the people. There are few men so foolish, hence the erratic quality of leadership in the world.

*--John Updike*

A leader does not deserve the name unless he is willing occasionally to stand alone.

--Henry A. Kissinger

I am not supposed to be an expert in every field. I am supposed to be an expert in picking experts.

--Moshe Dayan

Senior officers decrying the low morale of their forces do not realize that the esprit of their men is but a mirror of their confidence in their leadership. Confidence in leaders is an accepted ingredient of organizational spirit. However, dissension among the top command, like a single drop of poison in wine, can destroy all partakers.

--Omar Bradley

The main reason for the uneven management sex ratio is our inability to discern between confidence and competence. That is, because we (people in general) commonly misinterpret displays of confidence as a sign of competence, we are fooled into believing that men are better leaders than women. In other words, when it comes to leadership, the only advantage that men have over women (e.g., from Argentina to Norway and the USA to Japan) is the fact that manifestations of hubris — often masked as charisma or charm — are commonly mistaken for leadership potential, and that these occur much more frequently in men than in women.

—Tomas  
Chamorro-Premuzic

There is now compelling scientific evidence for the notion that women are more likely to adopt more effective leadership strategies than do men. Most notably, in a comprehensive review of studies, Alice Eagly and colleagues showed that female managers are more likely to elicit respect and pride from their followers, communicate their vision effectively, empower and mentor subordinates, and approach problem-solving in a more flexible and creative way (all characteristics of ‘transformational leadership’), as well as fairly reward direct reports. In contrast, male managers are statistically less likely to bond or connect with their subordinates, and they are relatively more inept at rewarding them for their actual performance.

—Tomas  
Chamorro-Premuzic

He that would be a leader must be a bridge.

--Old Welsh Saying

The only test of leadership is that somebody follows.

--Robert K. Greenleaf

Boldness becomes rarer, the higher the rank.

--Karl von Clausewitz

One person with a belief is equal to a force of 99 who have only interests.

--John Stuart Mill

Innovation distinguishes between a leader and a follower.

--Steve Jobs

I know of no single formula for success, but over the years I have observed that some attributes of leadership are universal, and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm, and their inspiration, to work together.

--Queen Elizabeth II

A critic sees problems; a leader creates dynamic consensus.

--Robert D. Kaplan

The world always steps aside for people who know where they're going.

--Miriam Viola Larsen

The sole advantage of power is that you can do more good.

--Baltasar Gracián

The very essence of leadership is that you have to have vision. You can't blow an uncertain trumpet.

--Theodore M. Hesburgh

The man who rows the boat generally doesn't have time to rock it.

--Unknown

A leader has the vision and conviction that a dream can be achieved. He inspires the power and energy to get it done.

--Ralph Lauren

Power consists in one's capacity to link his will with the purpose of others, to lead by reason and a gift of cooperation.

--Woodrow Wilson

He who cannot obey, cannot command.

--Benjamin Franklin

It is said that power corrupts, but actually it's more true that power attracts the corruptible. The sane are usually attracted by other things than power.

--David Brin

The greatest leader is not necessarily the one who does the greatest things. He is the one that gets the people to do the greatest things.

—Ronald Reagan

A true leader has the confidence to stand alone, the courage to make tough decisions, and the compassion to listen to the needs of others. He does not set out to be a leader, but becomes one by the equality of his actions and the integrity of his intent.

—Douglas MacArthur

One of the tests of leadership is the ability to recognize a problem before it becomes an emergency.

—Arnold H. Glasow

The quality of a leader is reflected in the standards they set for themselves.

—Ray Kroc

Do what you feel in your heart to be right, for you'll be criticized anyway.

—Eleanor Roosevelt

True leadership lies in guiding others to success--in ensuring that everyone is performing at their best, doing the work they are pledged to do and doing it well.

—Bill Owens

The growth and development of people is the highest calling of leadership.

—Harvey S. Firestone

Leadership is the capacity to translate vision into reality.

—Warren G. Bennis

A good leader takes a little more than his share of the blame, a little less than his share of the credit.

—Arnold Glasow

Effective leadership is not about making speeches or being liked; leadership is defined by results, not attributes.

—Peter F. Drucker

Leaders think and talk about the solutions. Followers think and talk about the problems.

—Brian Tracy

A leader takes people where they want to go. A great leader takes people where they don't necessarily want to go, but ought to be.

—Rosalynn Carter

A genuine leader is not a searcher for consensus but a molder of consensus.

—Martin Luther King Jr.

Do not follow where the path may lead. Go instead where there is no path and leave a trail.

—Harold R. McAlindon

Keep your fears to yourself, but share your courage with others.

—Robert Louis Stevenson

No man will make a great leader who wants to do it all himself, or to get all the credit for doing it.

—Andrew Carnegie

Average leaders raise the bar on themselves; good leaders raise the bar for others; great leaders inspire others to raise their own bar.

—Orrin Woodward

All of the great leaders have had one characteristic in common: it was the willingness to confront unequivocally the major anxiety of their people in their time. This, and not much else, is the essence of leadership.

—John Kenneth  
Galbraith

Great leaders are almost always great simplifiers, who can cut through argument, debate, and doubt to offer a solution everybody can understand.

—Colin Powell

A leader is not an administrator who loves to run others, but someone who carries water for his people so that they can get on with their jobs.

—Robert Townsend

Look over your shoulder now and then to be sure someone's following you.

—Henry Gilmer

A leader is one who sees more than others see, who sees farther than others see, and who sees before others see.

—Leroy Eimes

Leadership is not about titles, positions, or flowcharts. It is about one life influencing another.

—John C. Maxwell

You manage things; you lead people.

—Grace Murray Hopper

There are no office hours for leaders.

— J. Gibbons

There is such a scarcity of good leaders, it may be wisest to lead yourself.

--Unknown

I'm sick of hearing how far we've come—about the isolated promotions of occasional women, about the 'pipeline' of potential female leaders rising in the ranks. That fact is that so far as leadership is concerned women in nearly every realm are nearly nowhere—hardly any better off than they were a generation ago.

--Barbara Kellerman

Women are no better or worse than men, in general. There are only good managers and bad managers. I have had good and bad experiences with both sexes. It completely depends upon the individual and not the sex.

--Dave Denison

Introverted leaders typically deliver better outcomes than extroverts, because they're more likely to let proactive employees run with their ideas.

--Adam Grant

The fish rots from the head.

—Chinese Proverb

If women are ever to achieve real equality as leaders, then we have to stop accepting male behavior and male choices as the default and the ideal.

--Anne-Marie Slaughter

There is an exception to every rule, standard operating procedure, and policy; it is up to leaders to determine when exceptions should be made and to explain why they made them.

--General David Petraeus

Leaders should be thoughtful but decisive. Listen to subordinates' input, evaluate courses of action and second- and third-order effects, but be OK with an '80 percent solution.' There will be many moments when all eyes turn to you for a decision. Be prepared for them. Don't shrink from them. Embrace them. Sometimes the best move is the bold move.

--General David Petraeus

The ultimate test of leadership is not the polls you take, but the risks you take.

--Gerald Ford

The wise leader is of service: receptive, yielding, following. The group member's vibration dominates and leads, while the leader follows. But soon it is the member's consciousness which is transformed, the member's vibration which is resolved.

--John Heider

Remember that scene in the first Indiana Jones movie when someone asks Indy what he's going to do next, and he replies, 'I don't know, I'm making it up as we go along.' That's how I view leadership. It's an act of controlled improvisation, a Thelonious Monk finger exercise, from one moment to the next.

--Phil Jackson

Transformational leaders are important because they make choices that most other leaders would not.

--Joseph S. Nye, Jr.

If women are ever to achieve real equality as leaders, then we have to stop accepting male behavior and male choices as the default and the ideal. We must insist on changing social policies and bending career tracks to accommodate our choices, too.

--Anne-Marie Slaughter

We hold ourselves back in ways both big and small, by lacking self-confidence, by not raising our hands, by pulling back when we should be leaning in.

--Sheryl Sandberg

I want to close the leadership gap: to elect a woman president and 50 women senators; to ensure that women are equally represented in the ranks of corporate executives and judicial leaders. Only when women wield power in sufficient numbers will we create a society that genuinely works for all women. That will be a society that works for everyone.

--Anne-Marie Slaughter

Leaders must be close enough to relate to others, but far enough ahead to motivate them.

--John C. Maxwell

As the builders say, the larger stones do not lie well without the lesser.

--Plato

When a man is able to take abuse with a smile, he is worthy to become a leader.

--Nachman of Bratslav

It is not fair to ask of others what you are not willing to do yourself.

--Eleanor Roosevelt

Our attitude towards others determines their attitude towards us.

--Earl Nightingale

When you handle yourself, use your head; when you handle others, use your heart.

--Eleanor Roosevelt

The man who follows a crowd will never be followed by a crowd.

—Richard Spaight  
Donnell

It is the responsibility of leadership to provide opportunity, and the responsibility of individuals to contribute.

—William Pollard

Leaders need to be optimists. Their vision is beyond the present.

—Rudy Giuliani

To be feared is much safer than to be loved.

—Niccolo Machiavelli

It is very hard to be a female leader. While it is assumed that any man, no matter how tough, has a soft side... a female leader is assumed to be one-dimensional.

—Billie Jean King

The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails.

—John Maxwell

Good leaders make people feel that they're at the very heart of things, not at the periphery. Everyone feels that he or she makes a difference to the success of the organization. When that happens people feel centered and that gives their work meaning.

—Warren Bennis

Leadership is practiced not so much in words as in attitude and in actions.

—Harold S. Geneen

Blessed is he who has learned To admire but not envy, To follow but not imitate, To praise but not flatter, And to lead but not manipulate.

—William Arthur Ward

Lions don't lose sleep over the opinions of sheep.

—Unknown

The task of leadership is not to put greatness into humanity, but to elicit it, for the greatness is already there.

—John Buchan

A key leadership problem afflicting American companies is the lack of career obstacles for incompetent men.

—Tomas  
Chamorro-Premuzic

If we copied every habit of successful leaders, we'd all be drinking Wild Turkey, like Southwest Airlines' co-founder Herb Kelleher.

—Robert Sutton

When you get right down to it, one of the most important tasks of a leader is to eliminate his people's excuse for failure.

—Robert Townsend

Leadership's less about the bigness for your title and size of your office and more about the largeness of your commitment and the depth of your excellence.

—Unknown

An' two men ride of a horse, one must ride behind.

—William Shakespeare

The manager is a copy; the leader is an original. The manager maintains; the leader develops...The manager has a short-range view; the leader has a long-range perspective...The manager imitates; the leader originates.

—Warren Bennis

Building shared vision must be seen as a central element of the daily work of leaders. It is ongoing and never-ending.

—Peter Senge

We will subsequently argue that leading [a school, a small business, or a Fortune 100 company] is primarily paying attention.

—Tom Peters and Nancy Austin

There are many elements to a campaign. Leadership is number one. Everything else is number two.

—Bertolt Brecht

In simplest terms, a leader is one who knows where he wants to go, and gets up, and goes.

—John Erksine

The man whose life is devoted to paperwork has lost the initiative. He is dealing with things that are brought to his notice, having ceased to notice anything for himself.

—Northcote Parkinson

People don't follow titles, they follow courage.

—William Wells Brown

Leaders should be collaborative, modest, and generous.

—Bill Bradley

Motivation is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people.

—Lee Iacocca

No matter how brilliant a man may be, he will never engender confidence in his subordinates and associates if he lacks simple honesty and moral courage.

—J. Lawton Collins

No human being will work hard at anything unless they believe that they are working for competence.

—William Glasser

I don't think you lead by pessimism and cynicism. I think you lead by optimism and enthusiasm and energy.

—Patricia Ireland

A sense of humor is part of the art of leadership, of getting along with people, of getting things done.

—Dwight Eisenhower

If you tell people where to go, but not how to get there, you'll be amazed at the results.

—George S. Patton

The leader is one who mobilizes others toward a goal shared by leaders and followers... Leaders, followers and goals make up the three equally necessary supports for leadership.

—Gary Wills

Leadership is influence.

— John C. Maxwell

The person who knows HOW will always have a job. The person who knows WHY will always be his boss.

—Alanis Morissette

Systems of schooling are over-managed and under-led.

Thomas J. Sergiovanni

Education is the mother of leadership.

—Wendell L. Willkie

To lead people, walk beside them ... As for the best leaders, the people do not notice their existence. The next best, the people honor and praise. The next, the people fear; and the next, the people hate... When the best leader's work is done, the people say 'We did it ourselves!'

—Lao-Tsu

By failing to plan, you plan to fail.

—Benjamin Franklin

Reason and judgment are the qualities of a leader.

—Tacitus

If you are leading others and you're lonely, then you're not doing it right. What kind of leader would leave everyone behind and take the journey alone? A selfish one. Taking people to the top is what good leaders do.

—John Maxwell

If you really want to be a successful leader, you must develop other leaders around you. You must establish a team.

—John Maxwell

A good leader has the ability to instill within his people confidence in himself. A great leader has the ability to instill within his people confidence in themselves.

—John Maxwell

No great leader in history fought to prevent change.

—John Maxwell

Leadership is the ability to initiate action to meet one's objective. Stress on 'initiate.'

—Omar Sacirby

A great man shows his greatness by the way he treats little men.

—Thomas Carlyle

Leaders are born, not made. I see leadership as a responsibility that is inherently given to a person. I also believe in leading by example. If I ask an employee to do something, I want them to know I'm capable of and willing to carry out the same task. Leadership, to me, is a function, not a position.

—Joy Ryan

Research suggests that women leaders are less likely than their male counterparts to be accepted as legitimate.

—Peter Beinart

The first test of a truly great man is humility.

—John Ruskin

But to practice leadership, you need to accept that you are in the business of generating chaos, confusion, and conflict.

—Ronald A. Heifetz

Progress on problems is the measure of leadership; leaders mobilize people to face problems, and communities make progress on problems because leaders challenge them and help them to do so.

—Ronald A. Heifetz

Leadership then is about mobilizing and engaging the people with the problem rather than trying to anesthetize them so you can go off and solve it on your own.

—Ronald A. Heifetz

Attention is the currency of leadership.

—Ronald A. Heifetz

Stories are the single most powerful tool in a leader's toolkit.

—Howard Gardner

Leaders who do not act dialogically, but insist on imposing their decisions, do not organize the people--they manipulate them. They do not liberate, nor are they liberated: they oppress.

— Paulo Freire

Inspirational leaders need to have a winning mentality in order to inspire respect. It is hard to trust in the leadership of someone who is half-hearted about their purpose, or only sporadic in focus or enthusiasm.

—Sebastian Coe

Part of the college application was directed to the applicant's parents, and one of the questions was, 'Would you consider your child to be a leader or a follower?' After much deliberation, the father wrote that he felt his child, although very much an individual, was really more of a follower.

Not long after, a letter of acceptance arrived from the college, accompanied by a note from the director of admissions, welcoming his child. 'We feel he'll fit in especially well,' the letter went on, 'as he will be the only follower in a class of 412 leaders.'

—*Speaker's Idea File*

The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.

--Martin Luther King, Jr.

The single step of doing one act of personal service every day will keep you in direct contact with the overarching work of leadership: service.

--Keshavan Nair

Mastery of communication is inseparable from effective leadership.

--Warren G. Bennis and  
Burt Nanus

Leaders are limited by their vision rather than by their abilities.

—Roy T. Bennett

The man who is 'too busy to read' is never likely to lead.

—B. C. Forbes

Today a reader, tomorrow a leader.

--W. Fusselman

## **A NATION'S GREATNESS DEPENDS ON ITS LEADER**

To vastly improve your country and truly make it great again, start by choosing a better leader. Do not let the media or the establishment make you pick from the people they choose, but instead choose from those they do not pick. Pick a leader from among the people who is heart-driven, one who identifies with the common man on the street and understands what the country needs on every level. Do not pick a leader who is only money-driven and does not understand or identify with the common man, but only what corporations need on every level.

Pick a peacemaker. One who unites, not divides. A cultured leader who supports the arts and true freedom of speech, not censorship. Pick a leader who will not only bail out banks and airlines, but also families from losing their homes—or jobs due to their companies moving to other countries. Pick a leader who will fund schools, not limit spending on education and allow libraries to close. Pick a leader who chooses diplomacy over war. An honest broker in foreign relations. A leader with integrity, one who says what they mean, keeps their word and does not lie to their people. Pick a leader who is strong and confident, yet humble. Intelligent, but not sly. A leader who encourages diversity, not racism. One who understands the needs of the farmer, the teacher, the doctor, and the environmentalist -- not only the banker, the oil tycoon, the weapons developer, or the insurance and pharmaceutical lobbyist.

Pick a leader who will keep jobs in your country by offering companies incentives to hire only within their borders, not one who allows corporations to outsource jobs for cheaper labor when there is a national employment crisis. Choose a leader who will invest in building bridges, not walls. Books, not weapons. Morality, not corruption. Intellectualism and wisdom, not ignorance. Stability, not fear and terror. Peace, not chaos. Love, not hate. Convergence, not segregation. Tolerance, not discrimination. Fairness, not hypocrisy. Substance, not superficiality. Character, not immaturity. Transparency, not secrecy. Justice, not lawlessness. Environmental improvement and preservation, not destruction. Truth, not lies.

Most importantly, a great leader must serve the best interests of the people first, not those of multinational corporations. Human life should never be sacrificed for monetary profit. There are no exceptions. In addition, a leader should always be open to criticism, not silencing dissent. Any leader who does not tolerate criticism from the public is afraid of their dirty hands to be revealed under heavy light. And such a leader is dangerous, because they only feel secure in the darkness. Only a leader who is free from corruption welcomes scrutiny; for scrutiny allows a good leader to be an even greater leader.

And lastly, pick a leader who will make their citizens proud. One who will stir the hearts of the people, so that the sons and daughters of a given nation strive to emulate their leader's greatness. Only then will a nation be truly great, when a leader inspires and produces citizens worthy of becoming future leaders, honorable decision makers and peacemakers. And in these times, a great leader must be extremely brave. Their leadership must be steered only by their conscience, not a bribe.

—Suzy Kassem

Of all the skills of leadership, listening is the most valuable—and one of the least understood. Most captains of industry listen only sometimes, and they remain ordinary leaders. But a few, the great ones, never stop listening. That’s how they get word before anyone else of unseen problems and opportunities.

—Peter Nulty

Effective speaking is a prerequisite to effective leadership.

--M. Dale Baughman

Effective leadership means effective speaking. Men, like bullets, go furthest when they are smoothest. Tact and leadership demand effective speaking. Leadership is yours—if you speak for it.

--Edmund Mottershead

To be a leader today, you better make technology your friend. That’s the fifth leadership behavior we need to cultivate, because whoever ‘obsoletes the existing’ wins.

--James R. Houghton

Timid and unimaginative leaders who have tried to modernize their institutions by clinging to the status quo need to move aside. Visionary leaders, who can see the full potential of technological innovations in schools are what schools need.

--Dr. Terrel Bell

Men make history and not the other way around. In periods where there is no leadership, society stands still. Progress occurs when courageous, skillful leaders seize the opportunity to change things for the better.

—Harry S. Truman

The single most important factor in determining the climate of an organization is the top executive.

—Charles Galloway

If there is any one phrase that is guaranteed to set me off it’s when someone says to me, ‘OK, fine. You’re the boss!’ What irks me is that in 90% of such instances what that person is really saying is, ‘OK, then, I don’t agree with you, but I’ll roll over and do it because you’re telling me to. But if it doesn’t work out, I’ll be the first to remind everyone that it wasn’t my idea.’

—*Business Insider*

A boss is a person involved in management or leadership of those who believe they could do a much better job than him.

—*TL;DR Wikipedia*

The prevailing business culture in the banking industry weakens and undermines the honesty norm. The apples are good, but the barrel is bad.

—Alain Cohn

Ethical problems in organizations originate not with ‘a few bad apples’ but with the ‘barrel makers.’ There are norms at their workplace that induce them to cheat.

—James O’Toole and  
Warren Bennis

Agreeableness is a trait that tends to make you poorer. We believe we want people who are modest, authentic, and all the things we rate positively to be our leaders. But we find it’s all the things we rate negatively—like immodesty—that are the best predictors of higher salaries or getting chosen for a leadership position.

—Jeffrey Pfeffer

We still think of a powerful man as a born leader and a powerful woman as an anomaly.

--Margaret Atwood

Women are working for major corporations but not leading them. Practicing medicine but rarely heading medical departments or hospitals. Running for political office but still not winning more than a token percentage of seats. As of 2012, women accounted for only 16 percent of partners at the country’s largest law firms. And 15 percent of senior executives at Fortune 100 firms. They constituted only 10 percent of the country’s aerospace engineers, 7 percent of its Hollywood directors, and 16 percent of its congressional representatives. And they still learn, on average, only 77 cents to every man’s dollar.

--Deborah Spar

If women are ever to achieve real equality as leaders, then we have to stop accepting male behavior and male choices as the default and the ideal. We must insist on changing social policies and bending career tracks to accommodate our choices, too.

--Anne-Marie Slaughter

Being powerful is a lot like being a woman: If you have to tell someone that you are, invariably, you are not.

—Margaret Thatcher

A review of personnel records found that women working at HP applied for a promotion only when they believed they met 100 percent of the qualifications listed for the job. Men were happy to apply when they thought they could meet 60 percent of the job requirements. At HP, and in study after study, the data confirm what we instinctively know. Under-qualified and underprepared men don't think twice about leaning in. Overqualified and over-prepared, too many women still hold back. Women feel confident only when they are perfect. Or practically perfect.

--Katty Kay and Claire  
Shipman

Great players make other players better.

--Phil Jackson

Build your reputation by helping other people build theirs.

—Anthony J. D'Angelo

Management is doing things right; leadership is doing the right things.

—Peter Drucker

Stop thinking in terms of limitations and start thinking in terms of possibilities.

—Terry Josephson

We should place confidence in our employee. Confidence is the foundation of friendship. If we give it, we will receive it. Any person in a managerial position, from supervisor to president, who feels that his employee is basically not as good as he is and who suspects his employee is always trying to put something over on him, lacks the necessary qualities for human leadership—to say nothing of human friendship.

--Harry E.  
Humphreys, Jr.

Never make a decision yourself, if you don't have to. When one of your men asks you a question, ask him what is the answer. There is only one answer to many questions, and, therefore, this method answers many questions before they are asked. It not only develops your men, but also enables you to measure their ability.

--Henry L. Doherty

Efficiency tends to deal with Things. Effectiveness tends to deal with People. We manage things, we lead people.

--Unknown

High-performing systems show that their leaders provide direction that is clear, strong, and unambivalent.

--Robert Evans

No institution can survive if it needs geniuses or supermen to manage it. It must be organized to get along under a leadership of average human beings.

--Peter Drucker

Management is nothing more than motivating other people.

--Lee Iacocca

Eagles fly alone, but sheep flock together.

—Polish Proverb

The worst disease which can afflict executives in their work is not, as popularly supposed, alcoholism; it's egotism.

—Robert Frost

Preparedness and punctuality are two of the most important qualities of a leader.

—John A. Widtsoe

The ultimate leader is one who is willing to develop people to the point that they eventually surpass him or her in knowledge and ability.

—Fred A. Manske, Jr.

Unless you are willing to drench yourself in your work beyond the capacity of the average person, you are just not cut out for positions at the top.

--J. C. Penny

The higher men climb the longer their working day. And any young man with a streak of idleness in him may better make up his mind at the beginning that mediocrity will be his lot. Without immense, sustained effort he will not climb high. And even though fortune or chance were to lift him high, he would not stay there. For to keep at the top is harder almost than to get there. There are no office hours for leaders.

--Cardinal Gibbons

The ear of the leader must ring with the voices of the people.

—Woodrow Wilson

The height of ability in the least able consists in knowing how to submit to the good leadership of others.

--La Rochefoucauld

In order to be a good leader, you must earn the respect of the people you're working with. It's difficult for people to achieve a goal if they can't believe in the person leading them.

—Linda Vali

It is only as we develop others that we permanently succeed.

—Harvey S. Firestone

One of the greatest needs of our nation is good, honest leadership. For years it was believed the good leaders were born, not made. We now know that leadership skills can be identified and taught.

The opportunities for students to organize and plan, assume leadership roles, to gain recognition and identity, to experience self-governance, to recreate physically and emotionally, and to mature socially come, to a significant degree, from the student activities program. Students learn to work together in a band or on a yearbook staff. They can develop leadership skills as a club officer or newspaper editor.

Our nation's youth face a complex future — one that will demand diverse skills from all our citizens. Such a complex society will require leadership and communication skills among its people along with the ability to work together. Our schools have a responsibility to develop those skills, and the student activity program addresses these needs.

Local, state, and national leadership training workshops for student leaders are teaching such skills as goal setting, communication, group dynamics, planning and organizing, problem-solving, decision-making, and self-awareness. Perhaps these are the real basics of education; the skills needed to succeed in life.

Student activities have become a part of the regular school program because of their close relationship to academics and also because of their value in supplementing academics with leadership skills training. In light of this status it seems that the once popular term 'extracurricular' should be put to rest.

Those of us who work closely with and value the type of learning that takes place in student activities look upon school-sponsored student activities as co-curricular, not extra-curricular. Extra can mean more, larger, better. It also means 'beyond the scope of.' To many people extracurricular means not necessary, frivolous, and ripe for the axe at budget time. Along with the academic program, co-curricular activities make up the total school curriculum which is designed to teach students skills and abilities they will need to function successfully in society.

— Rocco Marano

Failing organizations are usually over-managed and under-led.

—Warren G. Bennis

To become truly great, one has to stand with people, not above them.

—Charles de  
Montesquieu

Students learn by doing. Through a carefully designed and implemented organization, leadership skills that affect the entire school and community are taught, including planning, organizing, communicating, meeting deadlines, and teamwork.

— June Jacoby

Very few of the great leaders ever get through their careers without failing sometimes dramatically.

--Philip Crosby

We blacks look for leadership in men and women of such youth and inexperience, as well as poverty of education and character, that it is no wonder that we sometimes seem rudderless....We see basketball players and pop singers as possible role models, when nothing could be further, in most cases, from their capacities.

--Arthur Ashe

I forgot to shake hands and be friendly. It was an important lesson about leadership.

—Lee Iacocca

A good leader takes a little more than his share of the blame, a little less than his share of the credit.

—Arnold H. Glasgow

Ten soldiers wisely led will beat a hundred without a head.

—Euripides

The measure of a man is what he does with power.

—Plato

You should worry when soldiers no longer come to you with their problems. This is because they have either concluded that you cannot help or you do not care, either is a crisis in leadership.

—Colin Powell

Good leadership involves responsibility for the welfare of the group  
Being responsible means sometimes pissing people off  
Do not be buffaloed by experts and elites  
Never neglect details  
Keep looking below surface appearances  
Organization charts and fancy titles mean next to nothing  
Fit no stereotypes  
Look for people with intelligence and judgement  
Great leaders are almost always great simplifiers  
The commander in the field is always right  
Have fun  
Command is lonely  
Leadership is the art of accomplishing what the science of management says is not possible

—Colin Powell

Regard your soldiers as your children, and they will follow you into the deepest valleys. Look on them as your own beloved sons, and they will stand by you even unto death!

—Sun Tzu

Hannibal wasn't just a brilliant strategist and military tactician, he understood the complexity of human behavior, that command involves more than giving orders and intimidating men to follow him—it involved compromise and shrewd leadership. He impressed the enemy with his courage and daring swordplay, fighting on the front lines, wading into the thick of battle. He wasn't some Roman consul sitting behind the troops. During the Italian campaign Hannibal rode an elephant through a swamp off the Arno and lost the sight in his right eye from what was probably ophthalmia. He became a one-eyed general, like Moshe Dayan.

—Franz Lidz

Candidates for school board should be hooked up to a lie detector and asked if he's read a book from start to finish since graduating from high school.

—Kurt Vonnegut

Leadership is about doing what you know is right—even when a growing din of voices around you is trying to convince you to accept what you know to be wrong.

—Robert. L. Ehrlich

Charlatanism of some degree is indispensable to effective leadership.

—Eric Hoffer

Americans generally believe that leaders must necessarily possess attributes such as competitiveness, self-confidence, objectiveness, aggressiveness, and ambitiousness. But these leader attributes, though welcomed in a male, are inconsistent with prescriptive female stereotypes of warmth and communality. In fact, the mere indication that a female leader is successful in her position leads to increased ratings of her selfishness, deceitfulness, and coldness.

—Ekaterina Netchaeva,  
Maryam Kouchaki,  
and Leah  
Sheppard

People try so hard to believe in leaders now, pitifully hard. But we no sooner get a popular reformer or politician or soldier or writer or philosopher—a Roosevelt, a Tolstoi, a Wood, a Shaw, a Nietzsche, than the cross-currents of criticism wash him away. My Lord, no man can stand prominence these days. It's the surest path to obscurity. People get sick of hearing the same name over and over...

We want to believe. Young students try to believe in older authors, constituents try to believe in their Congressmen, countries try to believe in their statesmen, but they can't. Too many voices, too much scattered, illogical, ill-considered criticism.

— F. Scott Fitzgerald

The democratic principle requires that every teacher should have some regular and organic way in which he can, directly or through representatives democratically chosen, participate in the formation of the controlling aims, methods, and materials of the school of which he is a part.

—John Dewey (1937)

If people know you will listen to them, learn from them, and help them, they will ask you to lead.

—Newt Gingrich

You do not lead by hitting people over the head. Any damn fool can do that, but it's usually called 'assault,' not 'leadership.' I'll tell you what leadership is. It's persuasion, and conciliation, and education, and patience. It's long, slow, tough work. That's the only kind of leadership I know, or believe in, or will practice.

—Dwight Eisenhower

There are two kinds of ‘intelligence’ that I want in a leader. The first is heavily domain-specific, meaning that a candidate knows ‘a ton about their industry, the underlying technologies and their possibilities, and their present and potential competitors.’ The second is emotional: ‘a healthy understanding of manners and ethical behavior (so as not to be a complete jerk in the boardroom or to his or her teammates, or to get everyone sued.) Raw cognitive processing power seems like a distant seventh or eighth in the kinds of things I would be screening for in a CEO.

—Stephen Tomlin

Leadership offers an opportunity to make a difference in someone’s life, no matter what the project.

—Bill Owens

Not all readers are leaders, but all leaders are readers.

--Harry Truman

Good business leaders create a vision, articulate the vision, passionately own the vision, and relentlessly drive it to completion.

—Thomas Hardy

Dr. Seuss’s *Yertle the Turtle* shows the consequences of abusing power. Yertle the Turtle yelled and screamed at those who supported him, and his lack of gratitude led to his fall from power. The book can teach all of us that as we rise, we need to thank and uplift those who help us.

—Marley Dias

Be wary of the man who urges an action in which he himself incurs no risk.

—Lucius Annaeus Seneca

Men of power have not time to read, yet men who do not read are not fit for power.

--Michael Foot

Nothing so conclusively proves a man’s ability to lead others as what he does from day to day to lead himself.

—Thomas J. Watson

Leadership is a mindset in which one is unapologetically driven towards their goals and in behaving accordingly, inspires those around them to join in.

—Steve Maraboli

When a man assumes leadership, he forfeits the right to mercy.

—Gennaro Angiulo

A weak man has doubts before a decision, a strong man has them afterwards.

—Karl Kraus

Example is leadership.

—Albert Schweitzer

Leadership is not about being the best. Leadership is about making everyone else better.

—Internet Meme

We need leaders not in love with money but in love with justice. Not in love with publicity but in love with humanity.

—Dr. Martin Luther  
King, Jr.

By all accounts, incivility is increasing, resulting in stifled debate and a degradation of truth. Voids of leadership are emerging in virtually every aspect of our society, including within our families, businesses, institutions, and in all political parties. Leadership and vision are needed as much now as at any time in our history. The Greek system...is uniquely qualified to develop the leaders needed for our society's future. Done right, our Fraternity's local chapters provide unparalleled incubators for leadership development....Expect the Best. Nothing Less.

—John Hearn

Anger is one of the densest forms of communication. It conveys more information, more quickly, than most any other type of emotion. And it does an excellent job of forcing us to listen to and confront problems we might otherwise avoid.

...studies have found other benefits as well. We're more likely to perceive people who express anger as competent, powerful, and the kinds of leaders who will overcome challenges. Anger motivates us to undertake difficult tasks. We're often more creative when we're angry, because our outrage helps us see solutions we've overlooked. 'When we look at the brains of people who are expressing anger, they look very similar to people who are experiencing happiness,' says Dacher Keltner, the director of the Berkeley Social Interaction Lab. 'When we become angry, we feel like we're taking control, like we're getting power over something.'

—Charles Duhigg

If serving is below you, leadership is beyond you.

—Internet Meme

Learn how to lead, with your body and actions, not words.

—Francis Shenstone

A young child is a leader to an elderly person once his purpose has a faithful, sincere and trustworthy influence on people. Leadership is not restricted to position and age; it is self-made and influential. Everyone has this self-leadership quality.

—Israelmore Ayivor

### **TOP 10 STEPS FOR GREAT LEADERS**

- Grow from adversity
- Listen to other views
- Inspire
- Take blame
- Transcend slights
- Be accessible
- Use stories
- Control unproductive emotions
- Relax
- Swap personal ambition for greater good.

—Doris Kearns

Obstacles hone leadership.

—Liza Mundy

If you have gone a whole week without being disobedient, you are doing yourself and your organization a disservice.

—Tom Peters

Good leadership requires you to surround yourself with people of diverse perspectives who can disagree with you without fear of retaliation.

—Doris Kearns Goodwin

Every situation is best approached by listening first. Solutions are nearly always better when leaders have help in choosing a path, and those who were involved in developing a plan are more likely to be enthusiastic about implementing it.

—Cathy A. Toll

Today, the higher a person climbs on the org chart, the harder she is expected to work. Amazon's 'leadership principles' call for managers to have 'relentlessly high standards' and to 'deliver results.' The company tells managers that when they 'hit the wall' at work, the only solution is to 'climb the wall.'

—Daniel Markovits

Coach and encourage, don't berate, least of all in public. Public humiliation does not change our friends' behavior or attitudes in a positive way.

—James Mattis

My model...is George Washington. Washington's idea of leadership was that first you listen, then you learn, then you help, and only then do you lead....What you try to do in that learning phase is find common ground.

—James Mattis

Leadership doesn't mean someone riding in on a white horse. We are deluding ourselves if we think one person has all the answers. In a democracy, real leadership is slow, quiet, diplomatic, collegial, and often frustrating. I will always associate these qualities with General Colin Powell, a personal mentor who understood that to lead also means to serve. A leader, Dwight Eisenhower noted, is not someone who barks 'Rise' or 'Sit down.' Leadership, he said, is 'the art of getting someone else to do something that you want done because he wants to do it.' And it's a two-way street. As Eisenhower put it, one thing every leader needs is 'the inspiration he gets from the people he leads.'

—James Mattis

In leadership, as in life, we can accomplish very little on our own. As we try to build a better organization, a better community, or a better world, we will inevitably be buoyed most by the relationships we forge and nurture. Leadership is all about people. The way we treat others will determine our success or failure. Maya Angelou famously remarked, 'people will forget what you said, people will forget what you did, but people will never forget how you made them feel.' She was right. We must be kind. Even when we are tough.

—Douglas R. Conant

When asked what traits society values more in boys, only 2 percent of male respondents in the PerryUndem survey said honesty and morality, and only 8 percent said leadership skills—traits that are, of course, admirable in anyone but have traditionally been considered masculine.

—Peggy Orenstein

The most important thing you can do as a leader is to lift up others.

—Emily Harburg

Love for others is the foundation of leadership.

Simplicity is the language of leadership.

Authenticity is the true character of leadership.

—Farshad Asl

Leadership consists of nothing but taking responsibility for everything that goes wrong and giving your subordinates credit for everything that goes well.

—Dwight D. Eisenhower

A leader must see the external opportunities and the internal capability and culture--and all of the connections among them--and respond to them before they become obvious parts of the conventional wisdom.

—Satya Nadella

I want every little girl who's told she's bossy, to be told instead she has leadership skills.

—Sheryl Sandberg

Leadership has a harder job to do than just choose sides. It must bring sides together.

—Jesse Jackson

The problem of Negro leadership in this country has always been extremely delicate, dangerous, and complex. The term itself becomes remarkably difficult to define, the moment one realizes that the real role of the Negro leader, in the eyes of the American Republic, was not to make the Negro a first-class citizen but to keep him content as a second-class one.

—James Baldwin (1961)

Fight for the things that you care about, but do it in a way that will lead others to join you.

—Ruth Bader Ginsburg

Women belong in all places where decisions are being made.

—Ruth Bader Ginsburg

Anticipating problems is the key to being a leader. I know that sounds like a simple word, anticipation, but that's what we expect. Thoughtful leadership that does not involve ego, does not involve career extension, any of that. If you're in public service, you can't put yourself first. If you do that, that's wrong.

—Kevin Costner

A word of encouragement from a teacher to a child can change a life. A word of encouragement from a spouse can save a marriage. A word of encouragement from a leader can inspire a person to reach her potential.

—John C. Maxwell

Leaders are not, as we are often led to think, people who go along with huge crowds following them. Leaders are people who go their own way without caring, or even looking to see, whether anyone is following them. 'Leadership qualities' are not the qualities that enable people to attract followers, but those that enable them to do without them. They include, at the very least, courage, endurance, patience, humor, flexibility, resourcefulness, stubbornness, a keen sense of reality, and the ability to keep a cool and clear head, even when things are going badly. True leaders, in short, do not make people into followers, but into other leaders.

—John Holt

The presidency requires skills that have often been associated with women leaders. Empathy, for example, is necessary to represent the whole country and not just your political base. Women are also associated with a consensus-based decision-making process that you could make the case would be useful in dealing with Congress.

—John Dickerson

We are drawn to leaders and organizations that are good at communicating what they believe. Their ability to make us feel like we belong, to make us feel special, safe and not alone is part of what gives them the ability to inspire us.

—Simon Sinek

Leading is not the same as being the leader. Being the leader means you hold the highest rank, either by earning it, good fortune or navigating internal politics. Leading, however, means that others willingly follow you—not because they have to, not because they are paid to, but because they want to.

—Simon Sinek

The key to successful leadership is know how to make people follow you. Leave a trail of doughnuts.

—*glasbergen.com*

Your most important task as a leader is to teach people how to think and ask the right questions so that the world doesn't go to hell if you take a day off.

—Jeffrey Pfeffer

Leadership qualities vary with the demand of the particular situation. A good leader for a football team may or may not be a good leader for a discussion group, a research project, or an overnight hike; leadership is not a general trait.

—Goodwin Watson

Leadership and learning are indispensable to each other.

—John F. Kennedy

Go to the people. Live with them. Learn from them. Love them. Start with what they know. Build with what they have. But with the best leaders, when the work is done, the task accomplished, the people will say 'We have done this ourselves.'

—Lao Tzu

Great leaders don't attack the things they abhor. They instead take a course which is of itself so admirable that people follow them.

—Mitt Romney

If your actions create a legacy that inspires others to dream more, learn more, do more and become more, then, you are an excellent leader.

—Dolly Parton

All streams flow to the sea because it is lower than they are. Humility gives it its power. If you want to govern the people, you must place yourself below them. If you want to lead the people, you must learn how to follow them.

—Lao Tzu

Any man who tries to be good all the time is bound to come to ruin among the great number who are not good. Hence a prince who wants to keep his authority must learn how not to be good, and use that knowledge, or refrain from using it, as necessity requires.

—Niccolò Machiavelli

The ability to learn is the most important quality a leader can have.

—Sheryl Sandberg

By sharing big company issues, discussing what you're struggling with, asking for help, and being transparent, your team will follow suit—and together you can work toward creative solutions more effectively and efficiently.

—Brad Hillier

There are two types of people—those who come into a room and say, 'Well, here I am!' and those who come in and say, 'Ah, there you are'

—Frederick L. Collins

No matter how big the problem, there is always a way to handle it in a way that values the relationship and not just the solution. To build trust in the people you lead, remaining relational is a leadership habit that must be consistently demonstrated.

—Dr. Marcus Warner  
and Dr. Jim Wilder

Joy is not a common topic in leadership—but it should be. Many leaders are results-oriented, bottom-line thinkers who don't see the need for sappy emotions like joy. But there is nothing sappy about joy.

—Dr. Marcus Warner  
and Dr. Jim Wilder