

# Executive Insights

“10” Powerful Leadership  
Revelations Many Executives  
Just Don't Get!



*Jerry W. Glazier*

**“Your net worth does not translate into leadership skills”**

***Compensation, stock and perks do not guarantee a successful vision, operation or workforce***



**“Surround yourself with the best - be willing to make changes when necessary”**

*Not only are you evaluated by the decisions you make, but also by those actions you don't take*



**“Associates are not assets”**

*They are individuals and must be understood, interacted with and nurtured as such*



**“Not everyone wants to run the company”**

***Create associate development and succession plans/programs accordingly – understand what drives your workforce***



**“Replace ‘this is what  
I want you to do’ with,”**

***“How can I help you achieve...”***



**“Your associates are smarter than  
you think”**

*You hired the “best and brightest” –  
that does not change - they watch,  
listen, interpret and understand  
more than you give them credit for*



**“Never underestimate the power of the sub-culture”**

*You may have a company vision, mission and corresponding value statements/principles, but the sub-culture dictates how the organization operates*





**“Logic never prevails”**

*Logic never wins when conflicting  
agendas fight for positioning*



**“Associates either make you money or  
cost you money”**

*There is no in-between, know which  
way they are leaning and be aware  
of it at all times*



**“Be truthful and upfront about who you are”**

*Associates want to know; who they are working for, what you stand for, why they should go to battle for you – and ultimately, why they should make personal and professional sacrifices*



**“It is not what you know, but rather  
what you understand”**

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