

Julie Thomson Leadership and Change Management

AL GINI:

The term power comes from the Latin *posse*: to do, to be able, to change, to influence or effect. To have power is to possess the capacity to control or direct change. All forms of leadership must make use of power. The central issue of power in leadership is not will it be used? But rather Will it be used wisely and well?

ALBERT EINSTEIN:

Great spirits have always found violent opposition from mediocrities. The latter cannot understand it when a man does not thoughtlessly submit to hereditary prejudices but honestly and courageously uses his intelligence.

BARACK OBAMA:

I always believe that ultimately, if people are paying attention, then we get good government and good leadership. And when we get lazy, as a democracy and civically start taking shortcuts, then it results in bad government and politics.

CARL SAGAN:

But the fact that some geniuses were laughed at does not imply that all who are laughed at are geniuses. They laughed at Columbus, they laughed at Fulton, they laughed at the Wright brothers. But they also laughed at Bozo the Clown.

DON MARQUIS:

If you make people think they're thinking, they'll love you. If you really make them think, they'll hate you.

DWIGHT D. EISENHOWER:

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

EDWIN H. FRIEDMAN:

Leadership can be thought of as a capacity to define oneself to others in a way that clarifies and expands a vision of the future.

ELIZABETH DOLE:

What you always do before you make a decision is consult. The best public policy is made when you are listening to people who are going to be impacted. Then, once policy is determined, you call on them to help you sell it.

ERIC HOFFER:

In times of change, learners inherit the Earth, while the learned find themselves beautifully equipped to deal with a world that no longer exists.

ERNEST BECKER:

It is not so much that man is a herd animal, said Freud, but that he is a horde animal led by a chief.

EUGENE V. DEBS:

I never had much faith in leaders. I am willing to be charged with almost anything, rather than to be charged with being a leader. I am suspicious of leaders, and especially of the intellectual variety. Give me the rank and file every day in the week. If you go to the city of Washington, and you examine the pages of the Congressional Directory, you will find that almost all of those corporation lawyers and cowardly politicians, members of Congress, and mis-representatives of the masses -- you will find that almost all of them claim, in glowing terms, that they have risen from the ranks to places of eminence and distinction. I am very glad I cannot make that claim for myself. I would be ashamed to admit that I had risen from the ranks. When I rise it will be with the ranks, and not from the ranks.

EVERETT DIRKSEN:

I am a man of fixed and unbending principles, the first of which is to be flexible at all times.

FAYE WATTLETON:

Whoever is providing leadership needs to be as fresh and thoughtful and reflective as possible to make the very best fight.

FAYE WATTLETON:

The only safe ship in a storm is leadership.

H. ROSS PEROT:

Inventories can be managed, but people must be led.

HENRIK IBSEN:

A community is like a ship; everyone ought to be prepared to take the helm.

HERBERT B. SWOPE:

I cannot give you the formula for success, but I can give you the formula for failure: which is: Try to please everybody.

ISAAC NEWTON:

If I have seen farther than others, it is because I was standing on the shoulder of giants.

JAMES CALLAGHAN:

A leader must have the courage to act against an expert's advice.

JAMES KOUZES AND BARRY POSNER:

There's nothing more demoralizing than a leader who can't clearly articulate why we're doing what we're doing.

JAMES KOUZES AND BARRY POSNER:

[Y]ou must unite your constituents around a common cause and connect with them as human beings.

JAMES MACGREGOR BURNS:

Divorced from ethics, leadership is reduced to management and politics to mere technique.

JAWAHARLAL NEHRU:

A leader or a man of action in a crisis almost always acts subconsciously and then thinks of the reasons for his action.

JESSE JACKSON:

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

JOHN GARDNER:

Pity the leader caught between unloving critics and uncritical lovers.

JOHN GARDNER:

Most important, leaders can conceive and articulate goals that lift people out of their petty preoccupations and unite them in pursuit of objectives worthy of their best efforts.

JOHN NAISBITT:

Leadership involves finding a parade and getting in front of it.

JOHN QUINCY ADAMS:

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

JOSEPH ROST:

In leadership writ large, mutually agreed upon purposes help people achieve consensus, assume responsibility, work for the common good, and build community.

KENNETH BLANCHARD:

The key to successful leadership today is influence, not authority.

MARGARET CHASE SMITH:

Leadership is not manifested by coercion, even against the resented. Greatness is not manifested by unlimited pragmatism, which places such a high premium on the end justifying any means and any measures.

MARGARET J. WHEATLEY:

When leaders take back power, when they act as heroes and saviors, they end up exhausted, overwhelmed, and deeply stressed.

MOHANDAS K. GANDHI:

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

NOAM CHOMSKY:

It is the responsibility of intellectuals to speak the truth and expose lies.

PETER F. DRUCKER:

Leaders shouldn't attach moral significance to their ideas: Do that, and you can't compromise.

PETER F. DRUCKER:

The leaders who work most effectively, it seems to me, never say "I." And that's not because they have trained themselves not to say "I." They don't think "I." They think "we"; they think "team." They understand their job to be to make the team function. They accept responsibility and don't sidestep it, but "we" gets the credit. This is what creates trust, what enables you to get the task done.

PETER F. DRUCKER:

What is the manager's job? It is to direct the resources and the efforts of the business toward opportunities for economically significant results. This sounds trite -- and it is. But every analysis of actual allocation of resources and efforts in business that I have ever seen or made showed clearly that the bulk of time, work, attention, and money first goes to problems rather than to opportunities, and, secondly, to areas where even extraordinarily successful performance will have minimal impact on results.