"10 Principles of Wise Leadership"

1.   Building a team that trust each other takes time, especially when people feel they have been betrayed by past leadership.

2. When the leader makes a mistake, there is both wisdom and great power in offering an apology. Be "big enough" to admit you made a mistake, and to say, "I am sorry, will you forgive me?"

3. Terminating someone who cannot do the job will usually raises morale.

4. Personal notes of appreciation lets people know that you value them and their contributions.

5. Doing the <u>right thing</u> the <u>right way</u> models integrity.

6. Influential people are honored when you figure out what interests them and ask them to contribute to support it.

7. Just being present and offering support at important events has important symbolic meaning.

8. There is a fine line between micro-managing when an employee ought to do something and not paying enough attention to what is being done.

9. Many times you need to know, but no one needs to know that you know

10. Good leadership requires risk-taking. Be daring enough to fail.