Key Note Address
BISE Open Meeting
Monday, June 4th
Denver, CO

H. Jones
Eaton Corporation
What I will be discussing today

• Leadership. What it is and how to develop it
• My experiences
• 10 things to consider
• Q&A
Leadership ... what exactly is it? and how do we develop it?
As seen through the eyes of accomplished leaders
“Whatever affects one directly, affects all indirectly. I can never be what I ought to be until you are what you ought to be. This is the interrelated structure of reality.”

**Dr. Martin Luther King, Jr.**

“How focusing your life solely on making a buck shows a certain poverty of ambition. It asks too little of yourself. Because it’s only when you hitch your wagon to something larger than yourself that you realize your true potential.”

**President Barack Obama**
“Most leaders spend time trying to get others to think highly of them, when instead they should try to get their people to think more highly of themselves.”

Booker T. Washington
“One isn't necessarily born with courage, but one is born with potential. Without courage, we cannot practice any other virtue with consistency. We can't be kind, true, merciful, generous, or honest.”

Maya Angelou
Champions aren't made in gyms. Champions are made from something they have deep inside them - a desire, a dream, a vision. They have to have the skill, and the will. But the will must be stronger than the skill.
Setting an example is not the main means of influencing others; it is the only means."
African Americans in Business
Some African American Leaders of big organizations (past and present)

U. Burns
Xerox

R. O’Neal
Delphi

D. Thompson
McDonalds

K. Frazier
Merck

R. Brewer
Sam’s Club

R. Parson
CitiGroup

K. Chenault
AmEx

C. Otis, Jr.
Darden

R. Williams
Aetna

F. Raines
Fannie Mae

S. O’Neal
Alcoa

RW Ferguson, Jr.
TIAA CREF
How they built their foundation

**Undergraduate**

- Univ. of Pennsylvania
- Harvard
- Bowdoin College
- Purdue
- Polytech. Inst. Of NY
- Williams College
- Univ. of Houston
- Harvard
- Mich. State
- Univ. of Hawaii
- General Motors Institute
- Roosevelt University
- General Motors Institute
- USAFA
- Spelman College

  - Political Science
  - Economics
  - History
  - Political Science
  - English, Hotel Man.
  - Economics
  - Psychology
  - Industrial Adm.
  - Comp. Science
  - Chemistry

**Graduate Studies**

- Harvard
- Harvard
- Harvard
- Excelsoir
- Columbia
- Stanford
- Univ. of Houston
- Harvard, Oxford
- Xavier
- Union Univ.
- Stanford
- MIT (Sloan)
- Harvard
- Hampton, NYLS
- U Penn (Wharton)

  - Law
  - Law, PHD Econ.
  - Law
  - (honorary doctorate)
  - Mech. Eng
  - Law
  - MBA
  - Law, Rhodes Scholar
  - MBA
  - Law
  - MS
  - MS
  - MBA
  - MBA, Law
  - Adv. Man Program
10 things we can learn from them ...

1. Strong educational foundation
2. Persevered in the face of adversity
3. Took the tough jobs
4. Had strong mentors
5. Experienced some draw-backs
6. Not afraid to get their hands dirty
7. Were dependable and responsible
8. Developed reputations for personal integrity
9. Cared about developing and empowering people
10. Knew the difference between “good” and “perfection”
Personal reflections
Looking back

- Build a legacy for your organization and your discipline
- Know when to stretch into bigger roles
- Build a track record of competence
- Know when to make a change
- Take the tough assignments
- Start with a solid education
10 things you may consider
10 things to consider in building your career

1. Master yourself
2. Get things done
3. Be very good at something
4. Learn every day
5. Focus externally
6. Be passionate
7. Be compassionate
8. Be comfortable in your own skin
9. Always look forward
10. Live, work and act like *it* is your own business
“Some are born great, some achieve greatness, and others have greatness thrust upon them”

William Shakespeare
Thanks ... Q&A