

# Dee Hock Quotes

*People, Organization, Business, Mind, Understanding, Heart, Motivation,  
Substance, Struggle, Years, Important, Motivational, Thinking, Data, Integrity,  
Form, Success, Over You, Character, Creativity*

Simple, clear purpose and principles give rise to complex intelligent behavior. Complex rules and regulations give rise to simple stupid behavior.

~Dee Hock

Making good judgments when one has complete data, facts, and knowledge is not leadership - it's bookkeeping

~Dee Hock

Clean out a corner of your mind and creativity will instantly fill it.

~Dee Hock

The problem is never how to get new, innovative thoughts into your mind, but how to get old ones out.

~Dee Hock

The essence of community, its heart and soul, is the non-monetary exchange of value; things we do and share because we care for others, and for the good of the place.

~Dee Hock

If you don't understand that you work for your mislabeled 'subordinates,' then you know nothing of leadership. You know only tyranny.

~Dee Hock

An organization, no matter how well designed, is only as good as the people who live and work in it.

~Dee Hock

With the advent of genetic engineering the time required for the evolution of new species may literally collapse.

~Dee Hock

The most abundant, least used, and most abused resource in the world is human spirit and ingenuity.

~Dee Hock

Heaven is purpose, principle, and people. Purgatory is paper and procedure. Hell is rules and regulations.

~Dee Hock

If you think you can't, why think

~Dee Hock

Lead yourself, lead your superiors, lead your peers, and free your people to do the same. All else is trivia.

~Dee Hock

Far better than a precise plan is a clear sense of direction and compelling beliefs. And that lies within you. The question is, how do you evoke it?

~Dee Hock

Every mind is a room packed with archaic furniture.

~Dee Hock

We are at that very point in time when a 400-year old age is rattling in its death bed and another is struggling to be born.

~Dee Hock

The closest thing to a law of nature in business is that form has an affinity for expense, while substance has an affinity for income.

~Dee Hock

Language was a huge expansion of that capacity to deal with information.

~Dee Hock

If you go back to the first single-cell form of life, it clearly possessed the capacity to receive, to utilize, to store, to transform, and to transmit information.

~Dee Hock

Make a careful list of all things done to you that you abhorred. Don't do them to others, ever.

~Dee Hock

As I like to say, the entire collective memory of the species - that means all known and recorded information - is going to be just a few keystrokes away in a matter of years.

~Dee Hock

Success follows those adept at preserving the substance of the past by clothing it in the forms of the future.

~Dee Hock

Only fools worship their tools

~Dee Hock

Given the right circumstances, from no more than dreams, determination, and the liberty to try, quite ordinary people consistently do extraordinary things

~Dee Hock

Hire and promote first on the basis of integrity; second, motivation; third, capacity; fourth, understanding; fifth, knowledge; and last and least, experience.

~Dee Hock

It is not making better people of others that management is about. It's about making a better person of self. Income, power, and titles have nothing to do with that.

~Dee Hock

Throughout history, it took centuries for the habits of one culture to materially affect another. Now, that which becomes popular in one country can sweep through others within months.

~Dee Hock

Experience is easy to provide and quickly put to good use by people with all the other qualities.

~Dee Hock

It is far too late and things are far too bad for pessimism.

~Dee Hock

Community is composed of that which we don't attempt to measure, for which we keep no record and ask no recompense. Most are things we cannot measure no matter how hard we try.

~Dee Hock

Particularity and separability are infirmities of the mind, not characteristics of the universe.

~Dee Hock

Life will never surrender its secrets to a yardstick.

~Dee Hock

Failure is not to be feared. It is from failure that most growth comes.

~Dee Hock

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