

Warren G. Bennis

Quotes

Leadership, Leader, People, Inspirational, Vision, Organization, Groups, Ideas, Important, Believe, Jobs, Thinking, Eye, Successful, Running, Views, Character, Management, Business, Knows

Leadership is the capacity to translate vision into reality.

~Warren G. Bennis

Failing organizations are usually over-managed and under-led.

~Warren G. Bennis

The most dangerous leadership myth is that leaders are born.

~Warren G. Bennis

The manager accepts the status quo; the leader challenges it.

~Warren G. Bennis

Good leaders make people feel that they're at the very heart of things, not at the periphery.

~Warren G. Bennis

Find the appropriate balance of competing claims by various groups of stakeholders. All claims deserve consideration but some claims are more important than others.

~Warren G. Bennis

Leaders learn by leading, and they learn best by leading in the face of obstacles. As weather shapes mountains, problems shape leaders.

~Warren G. Bennis

You are your own raw material. When you know what you consist of and what you want to make of it, then you can invent yourself.

~Warren G. Bennis

The factory of the future will have only two employees, a man and a dog. The man will be there to feed the dog. The dog will be there to keep the man from touching the equipment.

~Warren G. Bennis

Leaders are people who do the right thing; managers are people who do things right.

~Warren G. Bennis

Leaders must earn the trust of their teams, their organizations, and their stakeholders before attempting to engage their support.

~Warren G. Bennis

Becoming a leader is synonymous with becoming yourself. It is precisely that simple, and it is also that difficult.

~Warren G. Bennis

Trust is the emotional glue that binds followers and leaders together.

~Warren G. Bennis

Growing other leaders from the ranks isn't just the duty of the leader, it's an obligation.

~Warren G. Bennis

Leaders do not avoid, repress, or deny conflict, but rather see it as an opportunity

~Warren G. Bennis

The manager asks how and when; the leader asks what and why.

~Warren G. Bennis

There are two ways of being creative. One can sing and dance. Or one can create an environment in which singers and dancers flourish.

~Warren G. Bennis

In life, change is inevitable. In business, change is vital.

~Warren G. Bennis

Understand stakeholder symmetry: Find the appropriate balance of

competing claims by various groups of stakeholders.

~Warren G. Bennis

Followers who tell the truth, and leaders who listen to it, are an unbeatable combination.

~Warren G. Bennis

Without character, there is no credibility; and without credibility, there is no trust.

~Warren G. Bennis

Taking charge of your own learning is a part of taking charge of your life, which is the sine qua non in becoming an integrated person.

~Warren G. Bennis

Vision animates, inspires, transforms purpose into action.

~Warren G. Bennis

Excellence is a better teacher than mediocrity. The lessons of the ordinary are everywhere. Truly profound and original insights are to be found only in studying the exemplary.

~Warren G. Bennis

There is a profound difference between information and meaning.

~Warren G. Bennis

Trust is the lubrication that makes it possible for organizations to work.

~Warren G. Bennis

People who cannot invent and reinvent themselves must be content with borrowed postures, secondhand ideas, fitting in instead of standing out.

~Warren G. Bennis

Embrace error: Create an atmosphere in which prudent risk taking is strongly encouraged.

~Warren G. Bennis

To become a leader, then, you must become yourself, become the maker of your own life

~Warren G. Bennis

Learning to be an effective leader is no different than learning to be an effective person. And that's the hard part

~Warren G. Bennis

I am reminded how hollow the label of leadership sometimes is and how heroic followership can be.

~Warren G. Bennis

One of the qualities that all the leaders have is a voracious appetite to learn whatever they do not as yet know and understand, coupled with an openness to new experiences.

~Warren G. Bennis

Great things are achieved by talented people who are absolutely convinced that they not only can but will achieve them.

~Warren G. Bennis

The learning person looks forward to failure or mistakes. The worst problem in leadership is basically early success.

~Warren G. Bennis

Don't over-react to the trouble makers.

~Warren G. Bennis

A new leader has to be able to change an organization that is dreamless, soulless and visionless... someone's got to make a wake up

call.

~Warren G. Bennis

Leaders keep their eyes on the horizon, not just on the bottom line.

~Warren G. Bennis

Leadership is like beauty - it's hard to define but you know it when you see it.

~Warren G. Bennis

Leaders must encourage their organizations to dance to forms of music yet to be heard.

~Warren G. Bennis

Excellence is a better teacher than mediocrity.

~Warren G. Bennis

Charisma is the result of effective leadership, not the other way around.

~Warren G. Bennis

The manager has his eye on the bottom line; the leader has his eye on the horizon.

~Warren G. Bennis

The manager does things right; the leader does the right thing.

~Warren G. Bennis

The manager administers; the leader innovates.

~Warren G. Bennis

Great things are accomplished by talented people who believe they will accomplish them.

~Warren G. Bennis

Government is like an onion. To understand it, you have to peel through many different layers. Most outsiders never get beyond the first or second layer.

~Warren G. Bennis

That's nonsense; in fact, the opposite is true. Leaders are made rather than born.

~Warren G. Bennis

Trust resides squarely between faith and doubt.

~Warren G. Bennis

The new leader is one who commits people to action, who converts followers into leaders, and who may convert leaders into agents of change.

~Warren G. Bennis

Recognize the skills and traits you don't possess, and hire the people who have them.

~Warren G. Bennis

What job is worth the enormous psychic cost of following a leader who values loyalty in the narrowest sense.

~Warren G. Bennis

I used to think that running an organization was equivalent to conducting a symphony orchestra. But I don't think that's quite it; it's more like jazz. There is more improvisation.

~Warren G. Bennis

Almost without exception, members of great groups see themselves as winning underdogs, as a feisty David hurling fresh ideas at a big, backward-looking Goliath. They always have an "enemy."

~Warren G. Bennis

Our tendency to create heroes rarely jibes with the reality that most nontrivial problems require collective solutions.

~Warren G. Bennis

Those who take risks walk the high wire with no fear of falling.

~Warren G. Bennis

In order to serve its purpose, a vision has to be a shared vision.

~Warren G. Bennis

While great leaders may be as rare as great runners, great actors, or great painters, everyone has leadership potential, just as everyone has some ability at running, acting, and painting.

~Warren G. Bennis

The future has no shelf life

~Warren G. Bennis

Keep reminding people of what's important and that their fates are correlated.

~Warren G. Bennis

Coaching will become the model for leaders in the future... I am certain that leadership can be learned and that terrific coaches... facilitate learning.

~Warren G. Bennis

Leadership is a function of knowing yourself, having a vision that is well communicated, building trust among colleagues, and taking effective action to realize your own leadership potential.

~Warren G. Bennis

Successful leadership is not about being tough or soft, sensitive or assertive, but about a set of attributes. First and foremost is character

~Warren G. Bennis

Manage the dream: Create a compelling vision, one that takes people to a new place, and then translate that vision into a reality.

~Warren G. Bennis

The manager has a short-range view; the leader has a long-range perspective.

~Warren G. Bennis

Companies which get misled by their own success are sure to be blind sided.

~Warren G. Bennis

The leader has a clear idea of what he wants to do professionally and personally, and the strength to persist in the face of setbacks, even failures

~Warren G. Bennis

Leaders know the importance of having someone in their lives who will unflinchingly and fearlessly tell them the truth.

~Warren G. Bennis

To be authentic is literally to be your own author... to discover your own native energies and desires, and then to find your own way of acting on them.

~Warren G. Bennis

You need people who can walk their companies into the future rather than back them into the future.

~Warren G. Bennis

If great teams don't have an "enemy," they create one for themselves because, as former Coca-Cola CEO Roberto Goizueta pointed out,

"you can't have a war without one."

~Warren G. Bennis

More leaders have been made by accident, circumstance, sheer grit, or will than have been made by all the leadership courses put together.

~Warren G. Bennis

Just as no great painting has ever been created by a committee, no great vision has ever emerged from the herd.

~Warren G. Bennis

Without a terrific leader, you're not going to have a Great Group. But it is also true that you're not going to have a great leader without a Great Group.

~Warren G. Bennis

Every great group is an island... but an island with a bridge to the mainland.

~Warren G. Bennis

Leaders are people who believe so passionately that they can seduce other people into sharing their dream.

~Warren G. Bennis

Listening to the inner voice - trusting the inner voice - is one of the most important lessons of leadership.

~Warren G. Bennis

Recognize and respect mutual self-interests, then build creative collaborations to serve them.

~Warren G. Bennis

Make sure you have someone in your life from whom you can get reflective feedback.

~Warren G. Bennis

If you're the leader, you've got to give up your omniscient and omnipotent fantasies - that you know and must do everything. Learn how to abandon your ego to the talents of others.

~Warren G. Bennis

Success in management requires learning as fast as the world is changing.

~Warren G. Bennis

A passion for continual learning, a refined, discerning ear for the moral and ethical consequences of their actions, and an understanding of the purposes of work and human organisations

~Warren G. Bennis

Neotony is a metaphor for the quality of life - the gift - that keeps the fortunate of whatever age focused on all the marvelous undiscovered things to come.

~Warren G. Bennis

Great Groups need to know that the person at the top will fight like a tiger for them.

~Warren G. Bennis

See the long view: By all means "plant the corn, milk the cows, and feed the horses" but always keep the eventual "harvest" in mind.

~Warren G. Bennis

The opposite of hope is despair, and when we despair, it is because we feel there are no choices.

~Warren G. Bennis

This duality, making yourself better while teaching and developing

others' judgment capabilities, is the key to leadership that is both productive and principled.

~Warren G. Bennis

Great leaders love talent and know where to find it. They surround themselves with talented people who can work effectively together.

~Warren G. Bennis

Trust is difficult to define, but we know when it's present and when it's not.

~Warren G. Bennis

Leaders should always expect the very best of those around them. They know that people can change and grow.

~Warren G. Bennis

Ineffective leaders often act on the advice and counsel of the last person they talked to.

~Warren G. Bennis

Create a compelling vision, one that takes people to a new place, and then translate that vision into a reality.

~Warren G. Bennis

Leaders are people who do the right thing: managers are people who do things right. Both roles are crucial, but they differ profoundly. I often observe people in top positions doing wrong things well.

~Warren G. Bennis

Perhaps the central task of the leader of leaders thus becomes the development of other leaders.

~Warren G. Bennis

The basis of leadership is the capacity of the leader to change the

mindset, the framework of the other person.

~Warren G. Bennis

That is the key challenge facing management today; change is the only constant.

~Warren G. Bennis

Understand the "Gretzky Factor": Cultivate an instinct, a "touch", call it what you will, that enables you to know both where the "puck" is now and where it will be soon.

~Warren G. Bennis

Create strategic alliances and partnerships: Now and in years to come, shrewd leaders will create allegiances with other organizations whose fates are correlated with their own.

~Warren G. Bennis

No leader can create sustainable, significant change without a reservoir of good will. Without that, you always tend to compromise with failure.

~Warren G. Bennis

If I were to give off-the-cuff advice to anyone trying to institute change, I would say, "How clear is the metaphor?"

~Warren G. Bennis

Judgment without character is expediency... or worse.

~Warren G. Bennis

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