



Dave Mitchell

the Leadership Difference

Laugh and Learn

January 2012

Are leaders made or born? Are you looking for an exciting and undiscovered wine? Dave explores the age old question of the origins of leadership qualities and suggests some gems from both new and iconic wine regions in California in this months newsletter.

Are Leaders Born or Made?

Obviously, we are very intrigued by leadership. It has been a popular topic of research at our greatest educational institutions. Our most lauded minds have written countless books about the concept. No person would deny that leadership is an essential element to organizational success. And yet, we don't know for sure if a leader is born or made. Most research arrives at the rather tepid conclusion that it is...well...um...a little of both.

You can put me in the camp that believes that leaders are made. Oh sure, it is quite valuable to be born with a high intellectual potential. However, as I have written before, researchers can't even agree on what intelligence actually is, so can it really be that important. Intelligence (at least as we commonly define it) is probably overrated when it comes to leadership anyway. How many great scholars have become great leaders?

I believe truly great leaders are made. Further, I believe their life experiences drive them into four distinct types of leadership. Each of these types has some common traits: character, confidence, resiliency and self awareness. Each is adept practitioners of metacognition - the process of thinking about how you think. They understand themselves and others. Each has probably had to overcome some hardships in their lives, but each has developed their own style of leadership that makes them successful. The four leadership types are:

The **Servant Leader** is self sacrificing. She is compassionate, caring and diplomatic. She unifies people around the common good. The Servant Leader uplifts morale, appreciates those around her and strives to positively affect others. Mohandas Gandhi and Nelson Mandella come to mind for me.

The **Results Leader** is direct, strategic and outcome oriented. Her competitive drive and impatience with incompetence provide the pressure to win. The Results Leader does not suffer fools gladly and inspires others to perform at high levels. Vince Lombardi and Gloria Steinem are great examples.

The **Thought Leader** is knowledgeable. She has an incredible ability to understand complex information and make excellent decisions. She is focused, maybe even a little stubborn, in her pursuit of perfection. Franklin D. Roosevelt, Dr. Jonas Salk and Rosa

Parks were leaders of principle and knowledge.

The **Visionary Leader** sees the future. She imagines a world, not as it is, but as it can be. She sees concepts with such clarity that she can make the unreal, real. Steve Jobs and Martin Luther King, Jr. had these qualities.

I believe each of us has the capacity to be a great leader. We must be confident, self aware and resilient. We must develop strength of character; to have the courage of our convictions. Finally, we must lead in the way that we are most suited: servant, results, thought or visionary. Those are the makings of a great leader.

Hidden Treasures

I recently was invited to speak at an event in Temecula Valley, CA. This area is an up and coming wine region featuring some interesting wines. Here are three wines that I sampled and enjoyed.

**Hart Family Winery Temecula Valley
Cabernet Sauvignon Hanson Vineyard 2008**

South Coast Winery Carter Estates Grenache 2007

Leonesse Cellars Temecula Valley Syrah 2007

My lovely bride, Lori and I recently did a wine tasting of boutique wineries in Napa Valley. We tasted six Cabernet Sauvignon wines from obscure wine makers and agreed that the best of a great group was:

Flying Horse Napa Valley Cabernet Sauvignon 2006

I am not sure how much my wife's love of horses contributed to her appreciation of the wine!

A special thank you to the Orange County Association of Realtors and the North San Diego County Association of Realtors for inviting to speak in Temecula Valley!

New in 2012

How Great Leaders Think
explores the mind of
exceptional leaders.

Dave examines the
cognitive psychology of
leaders, how effective
leaders coax greater
levels of performance
from others and the
characteristics they
possess that armor them
against duress...all
shared with his
customary sense of
humor.

**This program is available
as both a keynote
presentation and a three
hour seminar and is
already getting rave
reviews!**



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