

WHEN LOVE **LEADS**



March 2025

Rick Hasty, Managing Partner



Leave.
Now.Grow.



POPULAR AUTHORS AND BOOKS: More than 80 Books!



Jim Collins: *Good to Great*

“The positive impact of great leadership on a company is not an idea, it is an empirical fact.”

“Over 90% of the time, great leaders come from inside the company.”



LEADERSHIP “FACTORIES”: MCKINSEY

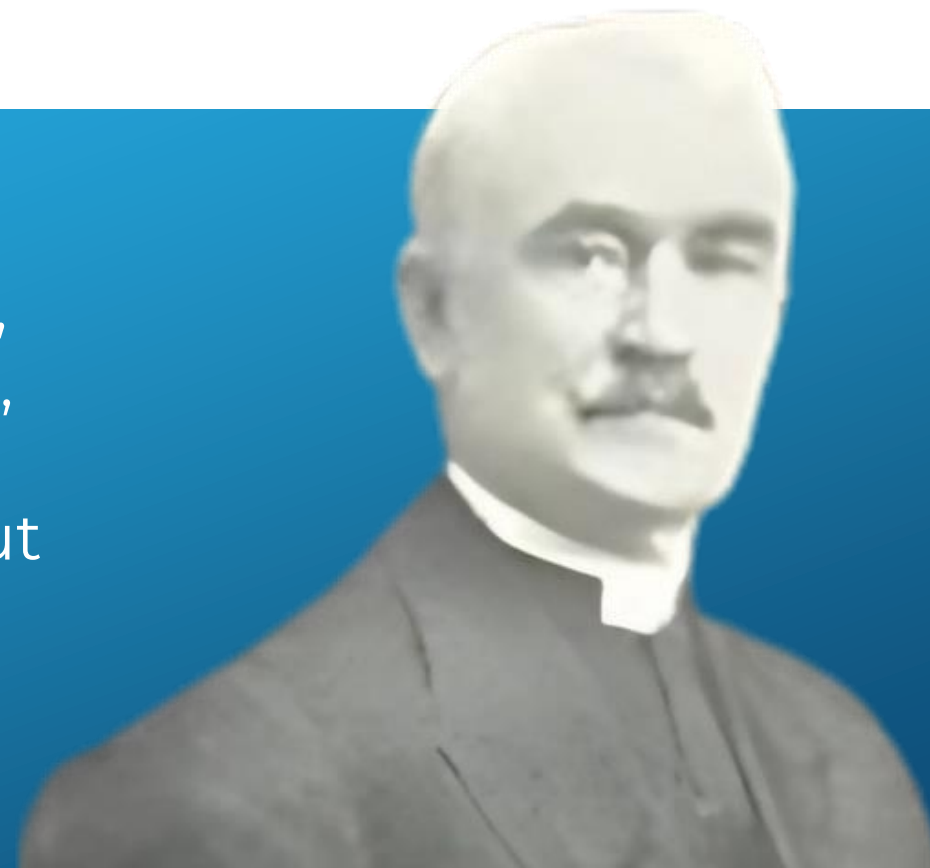
“...organizations that treat leadership development as a core capability...raise their overall resilience and substantially improve the odds that they will be able to withstand disruption—whatever it is, and whenever it appears next.”



“The art of 21st-century leadership: From succession planning to building a leadership factory”

James Allan Francis: *One Solitary Life*

“I am far within the mark when I say that all the armies that ever marched, and all the navies that ever were built, and all the parliaments that ever sat, and all the kings that ever reigned, put together, have not affected the life of man upon this earth as powerfully as has that one solitary life.”



A DIFFERENT SET OF PRINCIPLES...

01

Glorified God Alone

02

Focused on the Few

03

He Left





purpose

PURPOSE

Punit Renjen, Deloitte CEO

“An organization's culture of purpose answers the critical questions of who it is and why it exists. They have a culture of purpose beyond making a profit.”





Simon Sinek: *Start With Why*

“Profit isn't a purpose, it's a result. To have purpose means the things we do are of real value to others.”

Gen Z'ers

Deloitte's 2024 Survey

PURPOSE: “...working for an organization who has a purpose beyond profit and is having a positive impact on society.”





Focus on the Few

TOM PETERS – *In Search of Excellence*



Leaders don't create followers, they create more leaders.

Microsoft

Satya Nadella, CEO



The **Model, Coach, Care** framework works because it balances both results-driven leadership with a deep concern for people's growth and well-being. It reinforces the idea that success comes not just from what the company does but from how it does it—through the empowered individuals who drive its progress.

6,291,456

Prepare to Leave

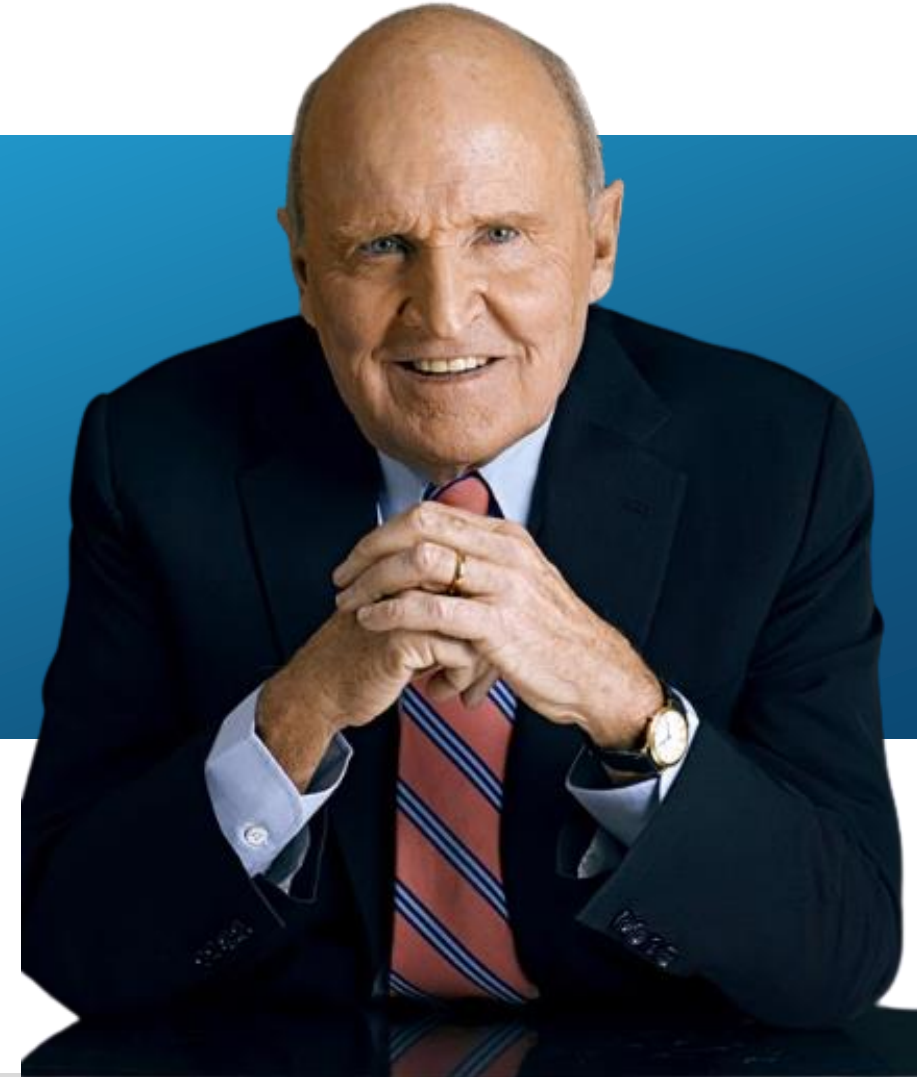


General Electric Company

Jack Welch, Retired CEO

“If there is anything I would like to be remembered for it is that I helped people understand that leadership is helping other people grow and succeed. To repeat myself, leadership is not just about you. It's about them.”

Note: Welch retired in 2001, influenced by his desire to leave the company on a high note, having transformed GE into a global powerhouse. He wanted to ensure a smooth transition and had been involved in grooming his successor to take over the reins for several years in advance of his announced retirement.





A DIFFERENT SET OF PRINCIPLES...

01

Commitment to Purpose

02

Focus on the Few

03

Prepare to Leave

