

# Stage Two — Reach high

## Transition from a doer to a leader

- Cruising altitude - Adjustable
  - Fly high to see big picture
  - Dive deep to solve real problem
  - From a command-and-control style to an influencer style
- Advice for new leaders
  - Your presence, attitude, and demeanor are highly visible and contagious
  - Once you land on a vision, make it simple and keep it repeated
  - Decide early who is on your bus
  - Every meaningful business issue is solved in a small quiet room with a few people
  - Act like a trusted problem-solver, not a big boss
  - You don't know all the answers, and nobody does

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## What the experts look for in CEO candidates

- Integrity and fit
- Intellectual curiosity and agility
- Track record of driving business performance ahead
- Authenticity, self-awareness, and balance
- Energy and passion