

# Playing To Win: Leadership And Sustainability At ESB Electric Utility



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## Bill George's Outside Works

*Authentic Leadership: Rediscovering the Secrets to Creating Lasting Value*

Authentic leaders demonstrate 5 qualities:

1. Understand their purpose
  2. Practice solid values
  3. Lead with heart
  4. Establish connected relationships
  5. Self-discipline
- Having a Mission and a Vision
  - Homology

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"To thy own self be true"

-Polonius, Hamlet



- 1 demonstrate passion for their purpose
- 2 practice their values consistently
- 3 lead with their hearts as well as their heads
- 4 establish long-term, meaningful relationships
- 5 have the self-discipline to get results

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Know who they are



- No one way to be a leader
- Find your own style
- Be self aware
- Can't simply immitate others

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# Authentic Leadership is Important



Forbes article

"What is Authentic Leadership"

- Self aware and genuine
- Mission driven and focused on results
- Leads with their heart
- Focused on the Long Term



Harvard Business School  
Authentic Leadership  
Development



- Weeklong program with emphasis that authentic leadership can be learned
- Selective admissions process
- \$13,000 program fee

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## Learning From Your Life Story

- Leadership emerges from your life stories.
- Test yourself through real-world experiences and reframe your life stories to understand who you are at your core.



*"Rather than seeing themselves as victims though, authentic leaders used these formative experiences to give meaning to their lives"*

Novartis chairman and  
CEO Daniel Vasella

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# Knowing Your Authentic Self



## • Self Awareness

“Knowing your authentic selves requires the courage and honesty to open up and examine your experiences.”

Former CEO of Charles Schwab  
David Pottruck



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Practicing Your Values and Principles

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- values that form leadership come from our basic principles and beliefs
- "you will not know what your true values are until they are tested under pressure"
- Jon Huntsman and Nixon's Chief of Staff

*Founder and Chairman of  
Huntsman Corporation  
John Huntsman*

