

“Experience Based Leadership and Management Principles”

Frank B. Campanella

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1. Take care of your people – first and foremost.
2. Remember there are at least two sides to every story. (Don't make a decision after hearing only one side.)
3. It's important to work hard, but don't become a work-a-holic.
4. Fix the problem not the blame. (Good people, making decisions, make mistakes.)
5. You. Take responsibility for your own bad decisions.
6. Back the people you have confidence in .. (and don't back the people you don't).
7. Your leadership style must be true to your personal style.
8. Unlike other commodities, information has value when it is NOT scarce.
9. Praise in public, criticize in private. (Feedback is important, but few bosses do it well.)
10. Use both affect and intellect in making decisions. (Many good decisions come from intuition.)
11. Be scrupulously honest and ALWAYS do what you say you will.
12. Have fun! *It's* very important, too.