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Walter Hailey's Leadership Lessons

Lesson #4: Surround Yourself with People that Commit to Your Vision

Athletes know it. Presidents know it. Musicians know it.

They know that their success, to a large part, depends upon surrounding themselves with people who commit to their vision. Without a great quarterback, the running back can't get the touchdowns. Without great advisors, the president's policies will fail. Without backup singers, the musician's music won't sound as sweet.

Hailey's Leadership Lesson #4 is to **surround yourself with people that commit to your vision**. Why is this important? There are several reasons.

First, no person is an island. In order to accomplish what you want to accomplish, you need help. Surrounding yourself with



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who are committed to your vision will guarantee that you get the help you need to make your vision a reality.

Second, surrounding yourself with people that commit to your vision guarantees that you conserve energy for appropriate tasks. When you surround yourself with individuals who aren't committed to your vision, energy is spent unnecessarily. Faced with cynics, leaders spend a lot of time convincing others of the value of the vision. When that happens, time and energy are detracted from making the vision a reality.

Third, when you put together a team committed to a shared vision, it is easier to attract the right people to your organization. When the vision is clear and shared by all, it is apparent to potential employees. When the vision is clear and shared by all, individuals who interview potential employees understand who

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will fit and who won't fit.

Perhaps the most compelling reason to surround yourself with people that commit to your vision is because a shared vision creates synergy. Researchers who study emotions have known that emotions are contagious. In other words, if someone around you is displaying negative emotions, you are likely to catch some of those negative emotions. It's kind of like a virus – a little exposure might not affect you – but prolonged exposure will! When people don't commit to your vision, their negativity will contaminate you and others. As hard as it may be to say goodbye to those who can't support your vision, it is essential for success to rid yourself of that negative energy.

The good news is that positive emotions are also infectious. When you surround yourself with people who are committed and positive about the vision, that positive energy is shared. Gloomy Gus's will bring you down. But excited team-players will buoy you up every step of the way.

Surrounding yourself with people who commit to your vision makes sense. When you surround yourself with people who are committed to your vision, you possess more than just their hands, you also possess their hearts.

With a Masters Degree in communication, Suzanne began her career helping build one of the largest personal development training companies in the world and later became a protégé of the late Walter Hailey. Today, as President and CEO of The Coaching Center (sponsor of the "original and legendary" Dental Boot Kamp), Suzanne has over 20 years experience consulting and training over 300 different businesses and leads the most qualified case acceptance team in dentistry. Having successfully dealt with every challenge imaginable in the dental office, Suzanne speaks around the country on topics such as Leadership, Case Presentation and Stopping Cancellations and is a keynote speaker at Dental Meetings and Conventions. Her on-stage style, humorous anecdotes and ability to always deliver a relevant and personal message makes her a winning, engaging and unforgettable seminar leader. Suzanne is of the main faculty for the Dental Boot Kamp Continuum, which has proudly been delivered across the United States and Canada for the last 20 years, graduating over 35,000 dental professionals. Suzanne can be reached at suzanne@thecoachingcenter.net