

PHL|HP CONSULTING GROUP

Building and Sustaining High Performing Companies



A Message from
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Newsletter 41

One of my clients asked me today what I was doing today to honor Martin Luther king Jr. The first thing is that I am working so that I can help others bring MLK's message to life.

What made MLK unique as a leader? There's a great article by John Blake on CNN which captures it.

His greatest qualities were his:

- Vision
- Courage
- Moral Leadership
- Integrity
- Ability to communicate his vision and values in a way that inspired people to action
- But what was often overlooked were two other qualities:
- His willingness to surround himself with people who were smart, capable, passionate, and who spoke the truth to MLK.
- His unique ability to listen to others, to believe that what they had to say was important and of value even if they disagreed with him.

Today, when we as a society are most challenged and threatened by the tribal atmosphere and polarization of the many disparate groups that make up our amazing country, MLK's willingness to listen to the positions of others and constantly strive to bring these voices together rather than apart is what should be most respected and imitated.

As a leader, embrace diversity, respect the views of others, especially those who disagree with you, listen, listen, and listen some more before you pontificate. This is how we build a culture of integration and inclusion where people feel more engaged than isolated, more hopeful than demoralized, and where the whole is greater than the sum of the parts.

The SF 49ers and the KC Chiefs were the two best teams yesterday and that's why they won. Stars don't win, teams led by stars win. Be that inspirational leader that you have always admired and whom you company and our country need more than ever.

MLK was imperfect as all leaders are, but overall he was an extraordinary and courageous leader deserving of our respect and admiration. Happy MLK Day and thank you to Martin Luther King Jr for his talents, attitudes, and skills of bringing people together by listening.