



A leader's winning ways

Winning is hard work, but well worth it, according to Pat Williams, senior vice president of the Orlando Magic.

Speaking to superintendents at the Golf Industry Show (GIS) in February in Orlando, FL, Williams said winning requires both great leadership and a significant investment of time, care and money to recruit, retain and fully develop a true team of all-stars.

"Who doesn't like to win?" Williams asked GIS attendees. "Winning is great fun. And it's contagious."

Equally attractive, Williams promised that once you've put in all that work to establish a winning culture, and you've become (or appointed or groomed) a great leader and assembled a great team, yesterday's work becomes today's fun.

Signed with the Philadelphia Phillies in 1962, Williams made the move from behind the plate (as a Minor League catcher) to the front office (as the Miami Marlins' business manager) in 1964. Spending the past half-century in professional

sports — including helping an NBA dream become a reality for Central Florida with his "Orlando Believes in Magic" campaign — Williams knows all about hard work, and great leaders and teams.

Williams is quick to point out that many of the "winning ways" he's learned came from the home court: He and his wife are the proud parents of 19 all-stars, including 14 adopted from four countries.

Williams' "7 traits of great leaders"

- 1. Vision** — "Visionary leaders see before others, and they see more than others."
- 2. Communication** — "You have to increase understanding to increase caring."
- 3. People skills** — "Great leaders have a heart for people."
- 4. Character** — "As retired U.S. Army General H.

Norman Schwarzkopf once said, 'Leadership is a potent combination of strategy and character. But if you must be without one, be without strategy.'

5. Competence — "Are great leaders born that way, or did they develop those skills? The answer is 'both.' ... And remember, you can't become a life-long teacher until you become a lifelong learner."

6. Boldness — "Great leaders have boldness, not ballness. They gather information, think things through from every angle, and when it's time to make decisions, they do so and then they move on."

7. Service — "Leadership is a form of service, which is a lost art to far too many today."

Williams' traits of great teams

Great leaders — "Great leaders view people as the bottom line, not as a tool to get to the bottom line."

Great talent — "You need to find people who are coachable and will help your team chemistry."

Great drive — "Welcome competition: It drags out of us that which we wouldn't do otherwise, but should be doing."

Great passion — "This passion is contagious and runs deep and far — it's never forgotten."

Great sportsmanship — "As Tommy Lasorda, 20-year manager of the Los Angeles Dodgers, has said, 'Remember, play for the name on the front of your jersey, not for the name on the back.'"

Great support — "As Chick-fil-A founder S. Truett Cathy once told me, 'You know how many people out there need encouragement? Everybody who's breathing — that's who.'"

Great respect — "When you treat everyone with respect, it leads to trust, which leads to loyalty, which leads to love, which leads to lifelong friendship."

Great character — "Honesty. Integrity. Responsibility: No finger pointing or selective amnesia. Hard working: all day, every day. Perseverance. Humble spirit. And, last but not least, courage: As John Wayne put so well, 'Courage is being scared to death, but saddling up anyway.'"



Pat Williams