

URL: <https://stvp.stanford.edu/clips/greatness-starts-with-people>

Marc Tessier-Lavigne, the 11th president of Stanford University, explains how great leaders begin by focusing on people and teams in an organization. Have a high bar when recruiting, set people up for success, play to their strengths and help them improve in areas where they need it. Build team spirit through communication, and establish a culture of mutual respect, he says.



## Transcript

- Everything always starts with the people, the people you hire, the people you work with, the people you retain.. It's essential of course to have a high bar to recruiting and retaining people, you want to work with the best of the best and you have to work at that.. But every individual has their strengths and weaknesses and you know, one of the things that I've learned in my job is it's really important to try to set people up for success, to really play to their strengths while also giving them the opportunity to develop in areas where they're less skilled so really it's about supporting, recruiting and enabling great people to create that space for growth and of course, in all of this, to be fair and respectful of the people you work with.. I think that's really the single most important pillar in everything that we do.. In all of the work whether it was in my lab where I had fellows and students or later in my executive positions, it's first about the people but then next it's about the team and it's essential with any group of people to work on building the spirit of the team through communication and again, reinforcing the mutual respect and encourage creating an atmosphere where there's mutual respect among members of the team.. So setting a positive tone, establishing that mutual respect is absolutely key...