

URL: <https://stvp.stanford.edu/clips/what-does-great-leadership-look-like>

The Miami Heat's Andre Iguodala and Mastry, Inc. managing director Rudy Cline-Thomas discuss the leadership qualities they most admire. Cline-Thomas emphasises the power of empathy and a long-term vision, and Iguodala singles out Golden State Warriors coach Steve Kerr and his emphasis on creating a joyful work environment irregardless of the outcome (and there were some very impressive outcomes).

Transcript

Rudy Andre has given me the opportunity to meet 00:00:07,560 so many influential people, and great leaders of the world now and I think that a common thread amongst, I think there's a term that's coined so many times, it might be cliché but it's empathy.. Eric actually is one that we enjoy always speaking to him and walk away with just how great of a person that he is and how much thought that he puts into other people.. I don't think that, you know, with the motivation of profits, right, and returns and just the greed of wanting to make more money, generally speaking again, that's generally the boss, right? Cause we have the social pressures to make more money or to hit earnings.. When you have an individual that cares about people and can take that approach as it attributes to big business and then takes the long-term approach as it attributes to business, is not worried about the short-term gains is a super special trait, again, cause the social pressures, whether it be financial or just again socioeconomic pressures that we have today at that level, again it's really really special.. So those are the two traits I think that some of the special individuals that we've met essentially have and that we've really made sure that we stay close and if I should put some names on it, Doug McMillion's one from Walmart, Eric Yuan is one, Mark Benioff is another, those are those are the three individuals I think that have those traits that we stay close to.. - Yeah.. I just had a random meeting 00:01:43,100 with someone else really fascinated by an African-American man, James Bell used to be a former CEO of Boeing and his first African-American on the board of Apple and I was not rushing but I had to get back to get to this but he was right around the corner and through a close friend they were meeting and I said, "I'll stop by for a second." I was supposed to be there for ten minutes and it ended up being thirty minutes.. He just gave me so much, gave me a wealth of knowledge and really talked about empathy and compassion, and you have people who want to see the next generation succeed so it's not just about the profits like what he was just, you know, he said it perfectly, you know, there are short-term goals but there are also long-term goals that are associated with everything that you do and he gave me just a wealth of knowledge in terms of you know, how to interact with, you know, within the board seat, you know how to give back and also I think about Steve Kerr.. Steve Kerr had a great mind for me.. We had the best environment you can imagine in terms of it was just like innovation lab..

So he left that open for us to just use our imagination during practice and that's a pretty structured environment but he just left it open for us to just go out there and just let loose and I was just talking to him one day he said to me, he said, "You know I want you guys to come in and enjoy work, like you deal with so much off the court being public figures and being well-known and you know kind of the circus that we go through with that run we had.. I want you to come in here and forget about it.. I want you to just enjoy working hard." And that's something that's resonated with me going forward is build an environment where people really enjoy working, but working hard at the same time, and he said something to me that was profound.. He said, "You know I'd rather, I'd rather have an enjoyable working environment where everyone's having fun and working really hard and we lose in the first round as opposed to being miserable and winning the championship." And you

have to really think about what he said, you know, cause there are other people that think the exact opposite, you know, if you're not winning then you should be miserable, you know, but you know at the end of the day you know, we should, you know, these companies are built to, you know, connect each other and you know there's so many cliches that go with our, with the founders in what they're trying to build and you've got some folks who are just trying to build a profit and other people who are trying to, you know, bring communities together, trying to make earth a better place.. It's funny, I just finished reading, "Brief Answers to the Big Questions" by Stephen Hawking, and that was, you know, his purpose of life was, you know, to make a way for earth to be a much better place and explore other places just in case we mess it up on the way...