



EP. 113 SAP GLOBAL SVP TONY PANTE WITH HOST DON YAEGER

The first call Tony Pante has with new team members involves nothing about business. Instead, **he asks them about their families, what they're reading, what motivates them, and what they value.** No, he's not doing it to break the ice in the traditional sense, he is developing a rapport that he hopes will later turn into a full-blown relationship.

Reflection Question: Write down two of your teammates' names below. Do you know their answers to these four questions? If not, prioritize asking them this week.

Name: _____

Name: _____

(26:30) To determine if a candidate has curiosity I will ask them in the interview, "Give me an example of _____ that you had to solve, either yourself or as a team, talk me through how you did it."

(33:00) When people ask me, *I dont manage anybody so who do I influence?* I ask, *You are going to influence your _____ right? Oh yeah!* Put leadership lessons in a way that your people understand and use examples from your industry.