



FORMER P&G CEO BOB MCDONALD WITH HOST DON YAEGER

Don's notes and favorite quotes from this episode:

- “Life is a series of starting over, a series of chapters. You have to have confidence in yourself and not be afraid to start over because if you are only looking for a title or a big paycheck, you may lose a huge opportunity.”
- “I can train you in leadership behaviors, which I consider the most scarce resource in the world and arguably the most important resource. So, if we are not spending time training leaders, what else are we doing?”

Reflection Questions: Bob trained the general managers at P&G on five behaviors. Consider asking the following questions in team meetings to spark great discussion:

Envision: What does winning look like?

Engaging: Do you have a line of sight from the lowest level employee to the vision?

Energizing: Are you motivating people the way they want to be motivated?

Enabling: Are you building organization capability?

Executing: Are you carrying out the vision and holding others accountable?

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“No matter where you are in your career,
get a mentor— somebody that you look
up to and can look out for you.”

-Deion Sanders