

A Short Book Report on  
*The Leadership Pill*  
By Ken Blanchard & Marc Muchnick

(Book Report by Gary Tomlinson)

**Introduction:**

*The Leadership Pill* is a fun parable that underscores the need for leaders to show integrity, build a culture of partnership, and affirm people's sense of self-worth by letting them know that what they do is important.

CEO's and vice presidents across the board are concerned with the lack of leadership depth within their ranks, especially at the middle management level. Only a few front-line supervisors and employees recall feeling like they have ever worked for a truly great leader.

The majority of business, government, and nonprofit organizations are stuck in a perpetual leadership crisis. And on top of this, stress and job insecurity continue to pervade the business landscape.

*The Leadership Pill* is a quick read that shows business managers, at any level, how to apply the right techniques for getting both results and the commitment of their people, even when the pressure to perform is high.

**Key Messages:**

- Leading People is the Opposite of Trying to Control Them.
- Leadership is not Just What Happens When You're There, It's What Happens When You're not There.
- Profit is the Applause You Get for Taking Care of Your Customers and Creating a Motivating Environment for People.
- Integrity Lays the Foundation for Trust and Respect.
- Partnership Harvests the Potential of the Team.
- Affirmation Lets People Know that What They Do is Important.
- Leadership is not Something You Do to People, It's Something You Do with Them.

- Leading with Integrity Means Being the Person You Want Others to Be.
- Trust is What Happens When Values and Behaviors Match Up.
- People are More Apt to Trust and Respect You When What You Say and What You Do are One and the Same.
- The Key to Effective Leadership is the Relationship You Build with Your Team.
- Sharing the Big Picture Puts Everyone on the Same Page.
- It is Easier to Get Up the Hill When You Climb it Together.
- Praise is the Easiest Way to Let People Know They are Appreciated.
- Each of Us Has the Power to Recognize the Goodness in Others.
- You Will Go a Lot Further If You Stop to Refuel.
- People Will Think for Themselves When You Quit Doing It for Them.
- Leadership is the Process of Getting Everyone to the Place They are Supposed to Go.
- The Highest Achievement as a Leader is Winning the Respect and Trust of Your Team.

### **Summary:**

Effective leaders earn the respect and trust of their team on a daily basis. They realize it takes time to perfect the right blend of integrity, partnership, and affirmation. In essence, the Secret Blend is a potent pill for effective leadership over the long haul.

The next page contains the precious nuggets of leadership wisdom from *The Leadership Pill*. These simple truths will help anyone become a more effective team leader.

*(The Leadership Pill - By Ken Blanchard & Marc Muchnick)*

# **The Secret Blend for Effective Leadership**

Leadership is Not Something You Do *to* People,  
It's Something You Do *with* Them.

## **Integrity**

- Leading with Integrity Means Being the Person You Want Others to Be.
- Trust is What Happens When Values and Behaviors Match Up.
- People are More Apt to Trust and Respect You When What You Say and What You Do are One and the Same.

## **Partnership**

- The Key to Effective Leadership is the Relationship You Build With Your Team.
- Sharing the Big Picture Puts Everyone on the Same Page.
- It is Easier to Get Up the Hill When You Climb it Together.

## **Affirmation**

- Praise is the Easiest Way to Let People Know They are Appreciated.
- Each of Us Has the Power to Recognize the Goodness in Others.
- You Will Go a Lot Further if You Stop to Refuel.

## **Perfecting the Blend**

- People Will Think for Themselves When You Quit Doing It for Them.
- Leadership is the Process of Getting Everyone to the Place They are Supposed to Go.
- The Highest Achievement as a Leader is Winning the Respect and Trust of Your Team.

Leadership is not Just What Happens When You're There,  
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