



Lessons Learned The Hard Way

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Lessons Learned The Hard Way

#10

Be crystal clear and directive to the internal team about deadlines and expectations

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#9

Never settle when making a hire.

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#8

Conduct due diligence and vet all potential trustees before electing them to the board.

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#7

Steward Institutional History & Culture Carefully

“That doesn’t work because...

You know, we’ve tried that before...”

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#6

There is a difference between being friendly and being friends.

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#5

Learn the art of managing
silos and territories

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#4

The art of discretion – knowing when to repeat a conversation and when to keep it to yourself.

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#3

Some lessons may come from the mistakes of our leaders.

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#2

You never speak for yourself.

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#1

Heed the adage of the band 38 Special,
“Hold On Loosely.”



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