


**LEADERSHIP LEARNING GUIDE / EPISODE 1**

# From the Factory Floor to VP: What I Learned About Leadership

Topic: Leadership development and career growth  Audience: Leadership, management, organizational behavior and career development courses

## ABOUT THE EPISODE

Pete Maher began as an hourly assembler in 1985 and eventually became Vice President of Operations. In this introductory episode, he frames leadership as a skill developed through workplace experience, reflection, problem solving, accountability and the way we treat people.

**“Leadership isn’t a title. It’s what happens to the people around you because of how you lead.”**

## LEARNING OBJECTIVES

After watching, students should be able to:

- Distinguish a management title from leadership behavior.
- Explain how experience, mistakes and reflection shape a leader.
- Identify how listening, clear expectations and employee support affect results.
- Describe the kind of leader they want to become.

## FOUR PRACTICAL PRINCIPLES

1. Listen to understand. Ask people closest to the work what they see.
2. Set clear expectations. Explain the goal and what success looks like.
3. Give people the tools to succeed. Provide training, resources and support.
4. Hold yourself accountable. Ask what you could have done differently.

## DISCUSSION QUESTIONS

1. How can a person demonstrate leadership without being a manager?
2. What did a supervisor, teacher or coach do that made you want to do your best?
3. Before blaming an employee for poor performance, what should a leader ask?
4. How can mistakes make someone a more effective leader?
5. Can developing people and achieving results reinforce each other? How?

## FIVE-MINUTE CLASSROOM ACTIVITY / THE LEADER I WANT TO BE

Write down three specific behaviors of an effective leader you have known. Identify one behavior you would avoid. Complete: “When I lead others, I want people who work with me to say that I…” Share one behavior with a partner.

## KEY TAKEAWAY

Leadership grows through choices, problem solving, relationships and a willingness to learn.

**Remember your best boss. BE THAT LEADER.**

WATCH THE EPISODE
https://youtu.be/6Z96lPGu1_Y

Scan the code to watch on YouTube.




Explore the principles behind this case in
**The Lean Leader’s Playbook.**
Discover how experience, reflection and developing people shape an effective leader.

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