Twitter Thread by Andrés Marín



Andrés Marín
@AndresMarinGuz

Just finished reading The Ride of a Lifetime by @RobertIger.

Incredible life and work advice from his perspective on @Disney distilled into 250+ pages.

Here's a thread of my top 10 takeaways:

1. Performance

It is a delicate matter to find the balance between demanding that your people perform at their best and not instilling in them the fear of failure.

We must instill in our people a fail fast and learn faster mentality.

2. Humility

At work and in life, you will earn the respect and trust of the people around you if you sincerely acknowledge your mistakes.

There's nothing bad in being wrong, but an error becomes a mistake unless you refuse to correct it.

3. Awareness

Be aware of what you don't know and trust what you do.

There is nothing that inspires less confidence than a person who pretends to know something they don't. True leadership and authority come from knowing who you are and not pretending to be someone you are not.

4. Leadership

We all like to believe that we are indispensable. You have to be realistic enough not to cling to the idea that you are the only person who can do the job.

Great leadership is not about being indispensable, but about helping others to be ready to take your place.

5. Ego

Don't let your ego stop you from making the best decision possible.

Ego is about who's right. Truth is about what's right.

6. Network

Surround yourself with people who are good as well as being good at what they do.

Never underestimate the power of a group of people working towards a shared vision.

7. Negotation

In any negotiation, there is no short-term advantage worth the loss of confidence that occurs in the long term, when you lose the expectations that you initially created.

Promise on what you can deliver extraordinarily.

8. Success

Hold on to that awareness of yourself, even if the world tells you how powerful and important you are.

The moment you start to believe it too much, the moment you look in the mirror and see a title inscribed on your forehead, you will have lost your way.

9. Reputation

Always demand integrity both from your people and products, for they are your company's reputation.

What people think of you is what they will think of your company. How you do anything is how you do everything.

10. Excellence

If you dedicate yourself to doing something, make it great.

Always strive for excellence.