



THE EVEREST *Leadership Academy*

*“Embracing Leadership Principles”  
By Raymond Sozzi, Sr.*

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THE EVEREST *Leadership Academy*

## Foreword

- “You must climb the mountain yourself – but you don’t have to climb it alone
- It’s the journey that matters
- The mission of the Academy is to help people scale new heights and enjoy the climb

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- “What we think, or what we do, or what we believe is, in the end, of little consequence. The only consequence is what we do”
- “The thing that is really hard – giving up on being perfect and beginning the work of becoming yourself”
- There are more important things than things – the focus on acquiring things too often results in taking shortcuts and skipping the steps necessary to grow inside



- Success comes from seizing opportunity and matching it with your own relentless effort
- “Your attitude, not your aptitude, will determine your altitude”
- “The pessimist complains about the wind. The optimist expects it to change. The Leader adjusts the sails”



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# Chapter 1

What is The Everest Leadership Academy?

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## The Founding Concepts

- Academic Excellence
  - The relentless pursuit of academic excellence
  - Nothing is more vital to a successful future than a high-quality education
  - Read, read, and read and then read some more. Keep learning and never let your brain be idle.



## The Founding Concepts

- Personalized e-Learning
  - Beyond the classroom walls and after the last bells of the school day, personalized e-learning can complement traditional brick-in-mortar institutions so that learning opportunities are no longer constrained by space and time



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## The Founding Concepts

- Mentoring and Role Models
  - The greatest mountain climbers rely on Sherpas, the savvy guides who know the path and show the way to the goal

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## The Founding Concepts

- The Enduring Qualities of Leadership
  - Leadership can be learned and developed
  - The IQ vs. EQ debate

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## The Tools We Need for a Successful Journey

- Love of self – we must believe in ourselves
- Education – master subject matter skills and develop a lifelong passion for learning
- Hard work – a work ethic that promotes passion and pride
- Persistence – it takes failure to succeed. Setbacks are essential to success
- Respect for others – every individual is worthy of respect
- Mentors – help overcome many obstacles by reinforcing the right values, providing a sounding board on major issues

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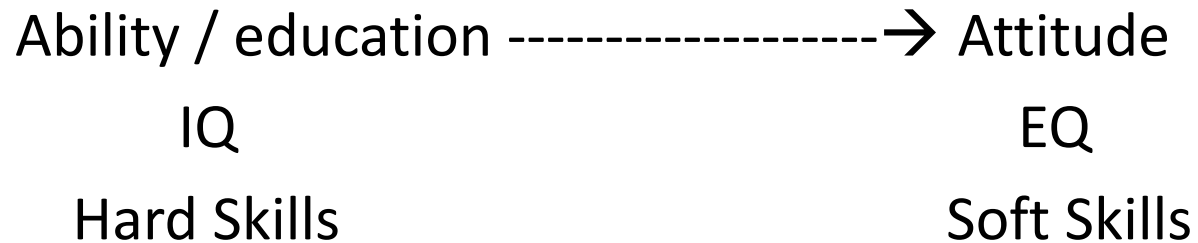
## The Result of Life

- Ability + education x effort x attitude
- Attitude is the most important factor that shapes character

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## The Formula





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## Chapter II

### The Climb

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- The formative years are critical in defining our future
- A first generation American I managed to overcome many obstacles
- Never once did I ever feel sorry about myself or feel like a victim
- I started working at the age of eight and had as many as five jobs as a teenager

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## Chapter III

Seize the Initiative: Entrepreneurship

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- All of us are born with the ability to take smart risks, think creatively, and challenge conventional wisdom
  
- Most, if not all, entrepreneurs are leaders – they are inspirational
  - They are problem solvers
  - A high motivation to succeed
  - Very competitive – seeking out leadership roles in sports and just about every aspect of their lives
  - They have a bullet proof resistance to failure:
    - Failure doesn't take them out of the game - it's simply a detour to a better answer
    - Sir Winston Churchill – “Success is the ability to go from one failure to another with no loss of enthusiasm”

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## Chapter IV

### The Relentless Pursuit of Academic Excellence

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- Derek Bok, the former president of Harvard University: “If you think education is expensive, try ignorance”
- Without an education, a child’s options are dramatically fewer and smaller

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## Chapter V

### The Game Changer of Personalized e-Learning

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- Access to internet connectivity increases educational success at all levels
- Google – the digital library of the world
- Technology can enhance what students learn and the ways in which they learn it
- Video games can spur learning if used properly

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## Chapter VI

### The Crucial Importance of Mentoring & Role Models

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- Scaling a world class mountain – helps to have a guide
- We learn from their mistakes and we learn from their successes
- A mentor should help you get the most out of your abilities and your situation

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- Two key issues:
  - Trustworthiness – chemistry and integrity
  - Experience – essential for a mentor to have a track record of success
  
- Hard won lessons and experience create a great deal of confidence and unmatched credibility
  
- “Been there and done that”



## Mentoring

- Plays an invaluable role in your life
- Develops self-confidence
- Expands network of friends and co-workers
- Improves leadership skills
- Avoids common pitfalls, especially in the early years





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## Chapter VII

### The Enduring Qualities of Leadership

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- Leaders are born or made?
  - Both
- What is leadership?
  - It is not having the answer to every question at every moment
  - Having the right questions – What if? Why not? How come?
- Combines emotional intelligence with the courage to raise the tough questions, challenge people’s assumptions – and risk losing their good will
- A commitment to serving others



- Leading and inspiring others
  - Empathetic Toughness (Peace Corps / Marine Corps)
    - You first have to be caring enough about people to demand their very best
    - Beyond mere compliance with authority
- IQ is important, but judgement (EQ) is more important
  - Common sense solutions
- To be an effective leader you have to “know what you don’t know”
  - Play to your strengths / reach out to others who complement your weaknesses
  - Relate to people with respect and fairness



- You must be willing to make yourself vulnerable by trusting other people
  
- One-size-fits-all / not applicable
  
- Two common traits:
  - A firm handshake
  - A sincere smile



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- Leadership Principles for Academy student members:
  - Know who you are and be who you are
  - Be honest
  - Honor your commitments
  - Be empathetic
  - Don't fail for the wrong reasons
  - Be responsible

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## Chapter VIII

Principles to Embrace and Words to Live By

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## THE EVEREST *Leadership Academy*

- Live consciously – be aware of what you are doing
- Be self-accepting – be respectful and compassionate toward yourself
- Be self-responsible – author your own choices and actions
- Be self-assertive – stand up for your convictions, values, feelings
- Live purposely – take responsibility for your goals
- Live with integrity – keep your promises and honor your commitments

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## Character

The measure of true character is not how we deal with the happy moments in life, but how we cope with the inevitable hardships and setbacks

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