

BRIEF OUTLINE OF: POWER OF FASTENAL PEOPLE 1999 by R. SCHENKAT

Some Key Ideas: 11 Organization is a group for common purpose 15 Should join business because believe in its purpose 17 Can't have sub groups off on own 23 Organizations succeed to the extent they bring out creativity in everyone- socialism and Fortune 500 companies don't 31 Rely on moral codes taught be parents, program of chaotic communications, and leaders know how to get answers

Chapter 5 Leading vs. Managing

Manager vs.	Leader	can be a good manager and not good leader
40 controls	challenges	
41 separates with office	stays among the team	
43 tells people what to do	pushes creativity	
45 takes the accolades	rewards the team	
47 focuses on procedures	focus on attitudes	
49 speaks	listens	
51 abets office politics	develops trust	
52 listens to a vocal few	notes the silent majority	
55 avoids problems	gives support in hard times	
57 pigeon holes people	develops people	
59 is secretive	is open	
62 demands respect	earns respect	
64 pushes communication rules	pushes open communication	
64 frowns on mistakes	encourages risk taking	
68 thrives on hindsight	is visionary and proactive	
70 focuses on pay	focuses on total reward	

Chapter 6 How You Can Become a Better Leader

- 74 #1 Start seeing people for their unique humanness
- 78 #2 Develop empathy
- 84 #3 Learn to suppress your ego
- 90 #4 Understand the learning process: provide opportunities to learn, lift your expectations, recognize and reward progress, engage in self learning, be patient, understand learning priorities
- 101 #5 Try to think ahead, be visionary

Chapter 7 Pitfalls to Your Path

- 106 #1 Keep the team goal consistent with that of the main organization
- 108 #2 Don't get too far ahead of the rest of the team
- 110 #3 Keep reminding yourself how little you know

A WORLD WHERE THIS IS UNIVERSALLY PRACTICED 114 Ten Rules:

Challenge rather than control, treat everyone as your equal, stay out of the spotlight, share the rewards, listen rather than speak, see the unique humanness in all persons, develop empathy, suppress your ego, let people learn, remember how little you know.