

**What I Wish  
I Had Known  
as a New  
Leader**

# **Knight Campbell**

**Helo Pilot**

**Researcher**

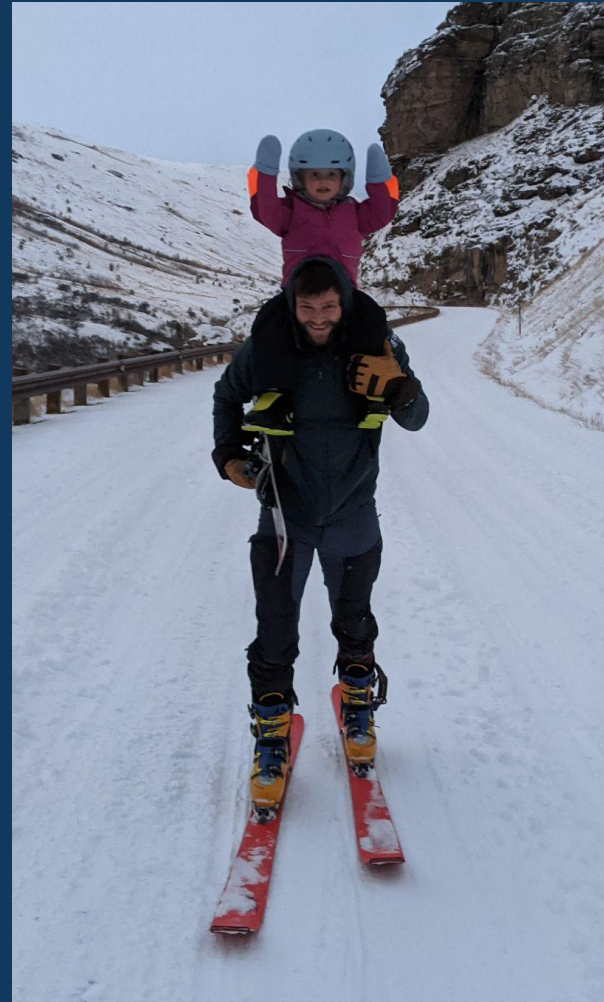
**Guide**

**Coach**

**Entrepreneur**

**Husband**

**Father**





Asking the right questions makes you smart

Asking the right questions shows you care - ask them twice!

You're boss is usually right - mostly

You likely can't get the big picture

Over communicate and simplify





Work life balance does not exist  
Systems thinking exists  
Everyone has imposter syndrome  
You can't adapt your leadership style often  
The more you "fit in" the less respect you'll earn  
Decision making is a privilege  
Take the easy decisions

Leadership is planting seeds  
you'll likely not see them grow

Embrace who you are, strive for  
who you can be

Know your bandwidth

Expand your bandwidth

Understand your team's  
bandwidth

Purpose, Mastery, and Autonomy





Don't be angry until you hear both sides

Risk management is core

Planning is essential to good leadership

Performance mgmt is essential to leadership

Be explicit about building culture

Focus on revealing culture

Hard conversations are your  
currency as a leader

Leadership is all about power

Wrap your head around politics

Self care is your duty

People crave high standards

Bring your personal life to work and  
your employees' too





# Climb Your Mountains!



Internships

Marketing opportunities

Adventures