

NOTES FOR GEORGIA TECH PRESIDENT G. WAYNE CLOUGH
Masters Series Lunch, January 28, 2004

- Pleased to welcome you to the Master Series Program.
 - You are a select group; you went through a competitive selection process to get here.
 - You were chosen because you have demonstrated your leadership potential.
 - We believe that an opportunity to improve your leadership abilities will benefit both the Institute and you personally.

- The purpose of the Masters Series is to help Georgia Tech develop our own internal executive leadership talent.
 - We want to develop the next generation of technology leaders who will help us gain a competitive advantage in a global economy.
 - We need to take the same approach to developing the next generation of leaders for Georgia Tech, because having competent leaders is the ultimate competitive advantage.

- As President, I placed priority on providing funding from my own budget for this program, because I believe it is important for Georgia Tech to cultivate our own leadership talent.
 - We can hold on to top-notch employees by preparing them for advancement opportunities here at Tech.
 - We can build bench strength and depth for when today's leaders retire. (Lots of gray hair at the senior level today.)
 - We can increase the diversity in our management ranks. If you look around at your fellow participants, you can see the diversity of this group – men and women, minority and white, academic and administrative.

- The Georgia Tech Masters Series will give you an opportunity to:
 - Learn more about the breadth of the Institute outside the particular unit where you work and about its overarching goals and ambitions.
 - Hone your skills in leading teams, managing projects, and making presentations.
 - Learn from mentors and senior leaders at Tech
 - Evaluate your personal skills and see how they line up with opportunities.

- What makes a leader?
 - Hard work: Branch Rickey said, “The harder I work the luckier I get.”
 - Good decisions: Nobody makes it on hard work alone; good decisions are essential. Nobody is 100% at making good decisions, but to succeed you have to make mostly good decisions and be ready to recognize and fix the bad ones quickly.
 - Vision: Be able to see past the immediate challenges and chaos of the day and set a steady direction toward long-term goals.

- People skills: Every problem and every opportunity is the result of something someone has done and will be addressed by what someone does.
- Servant leadership
- Quality has always been very important to Georgia Tech.
 - It's how we got into the top 10 public universities in the nation
 - Our goal continues to be to increase the excellence of our programs and our operations.
 - That requires talented employees with leadership skills.
 - The Masters Series will help us identify and cultivate those leaders.