

J. Michael Locke Musings

#32: No Dolly Parton Executives April 23, 2020

Go to <https://gilesrichard.com/> for past musings.

With the passing of the Gambler (RIP Kenny), we have seen lots of Dolly Parton lately and have heard some old songs like *Working 9 to 5*. Sorry, but if you want to be successful, there is no working 9 to 5. Successful leaders and organizations simply work harder than others.

It is like the athlete who practices harder. Kobe Bryant's off-season workout was called the 666 program because he spent 2 hours running, 2 hours on basketball, and 2 hours weightlifting (for a total of 6 hours a day, six times a week, for six months). I bet his teammates weren't working as hard. The old adage is that the leader should be the first one in and the last one to leave. I am old school and still believe in that.

As parents, don't you miss the kids being able to have a newspaper route or a job detasseling corn (central Illinois humor)? Fortnite does not teach our young ones the work ethic they need like these traditions.

Working really hard at your job makes your holistic life more difficult and you need your partner to be on board. You also need to develop the skill of integrating your work/home life without never being present. So coach the little league team, don't check email from the pitcher's mound as you do, just get back online after the kids are asleep. Don't underestimate the difficulty of this task.

If you are intellectually engaged, the need to work shouldn't feel forced. You are thinking about key company strategies or issues in the middle of the night. You don't "turn off."

In this crisis, I am seeing the hard working teams step up and move faster. They are doing calls at night and on weekends. They will be better prepared and ahead when the storm passes. Think about it literally. If we have a two month shutdown and one management team works every weekend and one does not, the hard working team has an extra 16 days so roughly 56 vs 40 – 40% more has been accomplished!

Be safe. Work hard.

Jml

Second Thoughts

A couple days ago I wrote about the First 90 and referenced the importance of handshakes. CBS news just ran a story on it. Watch it [here](#).

Here is small excerpt:

Anthropologist David Givens, of Gonzaga University in Spokane, Washington, described the handshake as "a very primal sort of a connection, very emotional." He said the handshake reaches back 60 million years: "Chimpanzees and gorillas do much the same thing. They long for tactile contact. They basically reach out with the forelimbs, and especially with the palm." "So, it's not an accident that we greet each other by shaking hands?" asked Rocca. "No. Because hands have all the neurological circuitry and the emotional parts that we need to make good contact with our fellow humans."