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# **Foundations *of* Leadership**

**Jeff Zakaryan**



**To my Dad and Paul Wegeman  
who first taught me  
leading people is one of life's  
greatest callings**

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Dana Point, California 92629



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# Prologue



**A 12-year old boy** went to camp and his life was changed forever.

Amid the pine forests of Southern California's local mountains, the Junior Red Cross sponsored a week-long program to introduce young people to the art and science of leadership.

He first learned about the concept from his father and a teacher, but it wasn't until leadership camp that everything clicked into place.

All progress, the boy discovered, depends on someone taking the lead.



As he began his descent to the city after camp, the boy knew he would never see the world in quite the same way.

That young boy was me.

Ever since that time I have dedicated myself to learning everything I can about what it takes to become an effective leader.

In school, sports and boy scouts I got my first tastes of leadership responsibility. The opportunities continued throughout a 28-year corporate career; another 10 as founder of an



executive coaching and leadership consulting firm and as president of a professional society.

Those experiences along with observing hundreds of leaders in action, reading scores of books, attending conferences and engaging in numerous discussions with academics, executives, consultants and colleagues have furthered my leadership education.

Among many lessons learned, one clearly stands out: holding a leadership position and leading effectively are two distinctly different things.