

# PHL|HP Consulting Group

Building & Sustaining High Performing Organizations



## A Message From Dr. Philip Levy, Founder & President

### From Entrepreneur to Leader

As an entrepreneur you've been successful at imagining, innovating, creating and inventing new concepts, products and industries. Your skill set is invaluable as you blaze new landscapes, forge new directions, pioneer new industries, and build highly successful companies that redefine how business is done and lead the way for the future. Now that you have engineered new paradigms, your challenge is to solidify and lead a company that will reflect your values, vision, principles, beliefs, and objectives.

Entrepreneurs may be stars at what they do, but as they assume positions of leadership, or wind up owning their own companies, they may be confronted with the reality that they lack the requisite leadership skill set to lead others and build a strong foundation of support within their companies. STOP; this is not to say that you are not a star at what you do, but it also doesn't mean that you will be as effective a leader as you are an innovator. Why should we expect Michael Jordan to be a great sports executive? We shouldn't, any more than we would expect that a great sales professional, architect, accountant, or lawyer be a great CEO, managing partner or owner.

There are specific skills one must bring to leadership; these can and must be learned and nurtured over time. As an owner or C-level executive, you must implement systems that will bring you and your company from the embryonic conceptualization phase to the emergence of an established organization, from the product development stage to the productivity stage.

Easier said than done, you say. Not when you invest in your own skills enhancement. Here are a few requisite skills that will benefit you as you begin your journey from entrepreneur to effective leader:

1. Your staff needs to be inspired by you. Help them understand your vision and your dream and urge them to achieve greatness of their own.
2. Engage, empower and encourage others to be free thinkers and provide opportunities for them to share their ideas.
3. Create a safe and positive environment in which people will have the courage and confidence to risk, strive for excellence, think outside the box, and grow.
4. Communicate!!! Almost every other skill depends on your ability to communicate your vision, values and goals.
5. Be a team builder. Remember: "There is no I in Team".
6. Be consistent, transparent, authentic, and predictable. This leads to trust which leads to people taking responsibility and ownership.
7. Be a cheerleader. Reward, reinforce and support.
8. Show that you care. Exude warmth, empathy, and concern.
9. Be passionate, self confident, but not arrogant. Humility trumps hubris.
10. Hire the right people for the right positions, evaluate regularly, provide feedback, and make changes when necessary.

These are only some of the skills that are essential to becoming as effective a leader as you have been a pioneer and trendsetter.

How to achieve this??

Many entrepreneurs are passionate and inspired by innovating, creating, and building a business, but they find the implementation and leadership phase to be too slow-paced and tedious. When that is the case, it is time to redefine your role and invest in your and your team's professional development and the company's leadership. Provide coaching, mentoring, training, peer support, and team building opportunities. This demonstrates your commitment to the continuous growth, improvement, and evolution of your team and an attitude that leaders are not necessarily born, but can be developed over time.

Remember: Re-inventing yourself can elicit the same passion and excitement as creating and building your business.

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PHL HP Consulting Group at:



[Philip@PHLConsultingGroup.com](mailto:Philip@PHLConsultingGroup.com)

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