

Pronet Webinar Series

Being Resilient in Uncertain Times - Justin Langer

Key Themes

There were so many key one-liners from such a great presentation, we tried to capture as many as we could for you below.....

- Champions do and learn the simple things right
- Managing people is about having great energy and relationships
- Know what you stand for
- Make the people around you proud
- Leadership – know you want to do it before you start
- Behaviour – culture is behaviour, as a leader be on top of behaviour good and bad, when it is bad look them in the eyes and say so, when good acknowledge and pat on the back
- Lead the way with how you act
- Praise publicly and criticise privately
- Have the courage to take on feedback
- Five keys:
 - Elite professionals – do the little things really well
 - Elite in honesty – look people in the eye and tell the truth
 - Elite learning – always room to get better (Constant and Neverending Improvement)
 - Elite mateship – glue that keeps people together in good times and bad
 - Elite humility
- 4 books on his desk 3 facing him, Steve Jobs, Legacy & Alex Fergusson - one facing away The No Assholes Rule
- Leadership is learnt and you get better at it. Leadership is a skill – you aren't born with skills, nobody is a born leader – you learn it and you train it and you get better at it all the time.
- “you are the change room you walk into”
- Treat everyone differently, as everyone is different
- When in a spiral, you need to let it out, we don't talk enough nor give each other enough support (especially men)
- Key lessons are learnt in tough times and from tough people
- When things are tough you have two options either quit or get better. It is always a choice
- Men don't talk enough
- Hang in there, talk it out remember why you are doing it
- Having a difficult conversation - You don't drop them you just have to tell them they are dropped, they drop themselves, look them in the eye and tell the truth, they know, then you have to follow it up with empathy and support
- Head coach is all about 'man management', there is very little technical training. Same with being the head of the business or head of the family, it is all about the people.
- Leadership is about making people feel special, care for people, culture stems from the Latin word for care
- Great leadership is about backing people privately and publicly
- It is not about what people say, its about what people do, do they:

- Show up
- Walk the talk
- Do they have loyalty and support you behind your back
- Its about doing not talking
- If you preach excellence and walk mediocrity you're nothing but a common liar
- Cricket has been JL's vehicle to pursue excellence, make people proud, and learn about people
- Tim Ford did the re-integration and healing for 9 months before those that exited "in disgrace" walked back into the team. Having done all the preparation out of the public eye, the re-integration was seamless.
- Pay due respect for the things that are important i.e. relationships
- Cricket is a mental game
- If he could do it all again he would worry less
- Don't worry about the things that you cannot change, don't worry about what you can change, just change it
- Control the controlables
- Mental Health - One piece of advice for young people especially – no social media – you don't need strangers to tell you how good you are or how bad you are.
- "As long as you know who you are and your mates know who you are the rest can go and get F!^*@ed" Kerry Packer
- Control what you can control and let the rest go. It doesn't do you any good to worry about it.
- One added extra he wanted to say and forgot on the night - The pain of discipline is nothing like the pain of disappointment. The effort is ultimately worth it.