



"The indispensable first step to getting the things you want out of life is this: Decide what you want."

Ben Stein

In late December 2009, it was decided. We wanted better access to leadership theory. It seemed that leadership resources we divided into two camps: pop and theory. The pop camp produced mostly motivational garbage. Often the experience of a sole chief executive or consultant was packaged into an anecdotal "lesson" on leadership. These resources are easily digestible (which explained their ready presence at airport bookstores) but provided little substance. The theory camp, on the opposite spectrum, provided a nutrient rich source of research and theoretical models. These resources were far more than anecdotal musings; they represented an evidence-based approach to leadership. But they were difficult to digest.

LeaderLab was founded as a third camp: pop theory. The mission of *LeaderLab* is to promote the practice theory. *LeaderLab* is theory with a focus on practice. *LeaderLab* is intellectual without putting our nose in the air. Really, *LeaderLab* is the protein shake of leadership resources: easy to digest, but highly nutritious. *LeaderLab Quarterly* is an extension of this endeavor. The goal is to produce a variety and let leaders choose how they want to receive the information.

This issue features an article by Michael Petty for strategic leaders on how to respond to the current economic upheaval. Angelia Arrington explores the connection between leadership style and motives. As a millennial myself, I've contributed a piece on how leaders can respond to the rise of millennials in the workforce. In our feature article, Eddy Shigley provides leaders with a new perspective on the importance of organizational design.

So now it turns to you: What do you want as a leader? Decide what it is...then create it.

Decided,

A handwritten signature in black ink, appearing to be 'Paul', written in a cursive style.

