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Recent surveys indicate that as the economic turnaround takes hold, a majority of executives are looking to loosen their grip on the gravitational pull that has held them in their current positions. This will present significant challenges to corporate leadership who will now have to identify, attract and retain quality talent, and plan for leadership succession. With that in mind, the following excerpt from Jim Collins, “**Good to Great**” is a good reminder of what real leadership is all about.

*“The great irony is that the animus and personal ambition that often drive people to positions of power stand at odds with the humility required for Level 5 leadership.\* When you combine that irony with the fact that boards of directors frequently operate under the false belief that they need to hire a larger-than-life, egocentric leader to make an organization great, you can quickly see why Level 5 leaders rarely appear at the top of our institutions.”*

*“I believe that level 5 leaders exist all around us, if we just know what to look for, and that many people have the potential to evolve into Level 5.”*

**\*Level 5 Leaders:** Builds enduring greatness through a paradoxical blend of personal humility and professional will.

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