

EgonZehnder

Reflecting on 20 Years at Egon Zehnder

LUIS GIOLO



Reflecting on 20 Years at Egon Zehnder



Luis Giolo

luis.giolo@egonzehnder.com

On the 20th anniversary of a successful partnership with the Firm I chose as my second home, I confess that on one hand it seems like a really long time, because it is the age of my son. On the other hand, it seems like only yesterday when I joined as the fifth member of a team of 15 people on the penultimate floor of the iconic Dacon building, just before the fateful attack on the Twin Towers. Since then, a lot has changed, inside and outside the Firm, the world has undoubtedly become faster, bigger and more complex. But the essence of our Firm has not: the values, the sense of purpose and creating a positive impact by strengthening leadership for a better world.

After some reflection, I share with you the lessons I have learned throughout this career.

Avoiding specific acknowledgments, I want to thank my wonderful clients who have provided me to meet more than 15,000 excellent professionals so far, impacting almost 350 families with better opportunities (to the most part, and sorry to those who I made a mistake), to my coaches, colleagues who helped me on this journey, and my family who put up with a lifestyle where the prime time for meetings encompass all the meals and end of the day, but still have the patience to listen to the stories I learn from them.

To Dr. Egon Zehnder, my special thanks for being the great architect of my prosperity and many others.

1

Treat everyone well – employees, partners, suppliers, customers and, in our profession, candidates (mainly by giving them feedback and process updates) because the roles can change over time.

2

Always have someone you can talk to in real life because life doesn't just happen according to your own perspective.

3

Be open to the new, and never say no to a possible opportunity without carefully evaluating it. I confess that this career has chosen me, but be ready and always prepared to make good decisions!

4

Work with people better than you, where you can have good role models and mentors and learn.

5

Be curious, willing to get out of your comfort zone. The butterflies in your stomach must be there to enable you to grow.

6

Build a good work environment based on openness, transparency, meritocracy, justice, and diversity, where everyone is heard, recognized and wants to give their best for themselves, for you and for the company.

7

Be a protagonist – speak up, considering the best form and audience. If you understand the subject and click with each other, you will do business together. If not, then you didn't waste any time.

8

Hire people better than you, and not only learn from them but help them on their learning curve. Then delegate because as Jeff Bezos says, "It doesn't make sense to hire a lot of exceptional people and tell them what to do."

9

Remove the "rotten oranges" quickly. They cause more damage than you think.

10

Don't linger on defeats or mistakes. As in sports, after a defeat, there is always a next game.

11

Take more risks, and venture into areas you never imagined.