

Harry Potter and the Presentation of Secrets

7 Leadership and Development Lessons from Harry Potter

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Spoiler Alert!!!



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Who was Harry Potter?

- World's greatest wizard?
- A dark wizard with tremendous powers?
- The cleverest wizard of his year?
- The greatest seeker in Quidditch?
- A boy who survived by luck alone and the sacrifices of others?



The Seven Lessons

- You will Grow Through Failure
- Find the Right Teacher
- Play to Your Strengths
- You Must Adapt to Change
- It's the Choices We Make that Define Us
- Perseverance is Needed to Overcome Adversity
- Individuals Complete Tasks, Teams Win Battles



You will Grow Through Failure

Was Dumbledore the least responsible adult putting Harry in danger?

- Sorcerer's Stone
- Chamber of Secrets
- Triwizard Tournament
- Dumbledore's Army
- Search for Horcruxes



You will Grow Through Failure

- Dumbledore knew Lord Voldemort was coming back one day.
- The Prophecy meant Harry must fight Voldemort.
- Dumbledore let Harry "stretch his wings" so that he could face the coming confrontation.



You will Grow Through Failure

- Volunteer for new challenges.
- Don't be afraid to fail.
- Delegate to your team, even if you could do a better job.





Find the Right Teacher

- *Harry: "You did listen to what I said about a load of it being luck, didn't you?"*
- *"Yes, Harry," said Hermione gently, "but all the same, there's no point pretending that you're not good at Defense Against the Dark Arts, because you are. You were the only person last year who could throw off the Imperius Curse completely, you can produce a Patronus, you can do all sorts of stuff that full-grown wizards can't..."*



Find the Right Teacher

- Lupin taught practical, hands-on defense.
- Mad Eye Moody trained students to shake the Imperious Court.
- Theory vs Application: In the DA, Harry taught the spells that helped him the best.



Find the Right Teacher

- Look for ways to learn by applying lessons.
- Find a variety of mentors or coaches.
- When teaching, don't demonstrate or do it for them, rather guide the person do it themselves.





Play to Your Strengths

- *Professor Moody:*
"Play to your strengths? ... You're a damn good flier from what I heard."
- *Harry:* "But I'm not allowed a broom. I've only got my wand..."



Play to Your Strengths

- In the Triwizard Tournament, Harry didn't have the same maturity as the other contestants.
- He had to find ways of completing the tasks within his abilities.



Play to Your Strengths

- What are the 3 things you do uncommonly well that the average person in your role doesn't?
- Find ways to shift challenges to leverage your strengths.
- We tend to avoid or neglect tasks that go against our strengths.





You Must Adapt to Change

- *Snape: "The Dark Arts are many, varied, ever-changing, and eternal. Fighting them is like fighting a many-headed monster, which, each time a neck is severed, sprouts a head even fiercer and cleverer than before. You are fighting that which is unfixed, mutating, indestructible."*



You Must Adapt to Change

- Harry rarely knew exactly what challenges he was going to face.
- When talking about the fighting, he described how you don't have time to think, just react.
- Harry leveraged his skills, bravery, and took action.



You Must Adapt to Change

- Don't focus only on tasks and short term outcomes.
- Build your skills and support network to be able to adapt to any change.
- *"It's not the strongest of the species that survive, nor the most intelligent, but the one most responsive to change."*
-- Charles Darwin



It's the Choices We Make that Define Us



- *"It only put me in Gryffindor," said Harry in a defeated voice, "because I asked not to go in Slytherin..."*
- *"Exactly," said Dumbledore, beaming once more. "Which makes you very different from Tom Riddle. It is our choices, Harry, that show what we truly are, far more than our abilities."*



It's the Choices We Make that Define Us

- Harry asked the sorting hat not to put him in Slytherin.
- Harry chose Ron over Malfoy.
- Harry accepted his fate and walked into the Forbidden Forest.



It's the Choices We Make that Define Us

- Short Term:
Anyone could handle
90% of our day.
Recognize the
moments where you
can use your super
power.
- Long Term:
Setting your Destination
Postcard and Scripting
the Critical Steps.

[Switch: How to Change Things
When Change Is Hard
by Chip Heath and Dan Heath](#)



Perseverance is Needed to Overcome Adversity



- *"He made seven Horcruxes?" said Harry, horror-struck... But they could be anywhere in the world - hidden - buried or invisible -"*
- *"I am glad to see you appreciate the magnitude of the problem," said Dumbledore calmly.*



Perseverance is Needed to Overcome Adversity

Hunting Horcruxes:

- Harry had to overcome Dumbledore's "secrets and lies".
- Ron made the decision to come back.
- Hermione hid her parents.



Perseverance is Needed to Overcome Adversity

- Develop coping mechanisms so you don't become jaded.
- Find quick wins. (e.g. paying the lowest balance first to reduce debt)
- Learn to recognize "Death March Projects".



Individuals Complete Tasks, Teams Win Battles



- *Harry: "I reckon there are other things guarding the stone apart from Fluffy, loads of enchantments, probably, and Quirrell would have done some anti-Dark Arts spell that Snape needs to break through -"*



Individuals Complete Tasks, Teams Win Battles

- It took the combined efforts of Harry, Ron, and Hermione to save the Sorcerer's Stone.
- The first thing Dumbledore did after Voldemort returned was to reunite the Order of the Phoenix.
- The core DA members stood together in the Department of Mysteries and Battle of Hogwarts.



Individuals Complete Tasks, Teams Win Battles

- Harry always had help, and so do you. Build a strong support network.
- Leverage teammates who are best suited for the task.
- Don't give everything to your high performers. Find opportunities for teammates to develop skills in new areas.



Our Choices Make All The Difference in the World



- *"But, sir," said Harry, "it all comes to the same thing, doesn't it? I've got to try and kill him, or -"*
- *"Got to?" said Dumbledore. "Of course you've got to! But not because of the prophecy! ...
... Imagine, please, just for a moment, that you had never heard that prophecy! How would you feel about Voldemort now? Think!"*
- *"I'd want him finished," said Harry quietly. "And I'd want to do it."*
- *But he understood at last what Dumbledore had been trying to tell him. It was, he thought, the difference between being dragged into the arena to face a battle to the death and walking into the arena with your head held high. Some people, perhaps, would say that there was little to choose between the two ways, but Dumbledore knew — and so do I, thought Harry, with a rush of fierce pride, and so did my parents — that there was all the difference in the world."*



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Your Acceptance to Hogwarts

- What lessons will you try to apply?



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