7 Leadership Secrets from Ender Wiggin

(Ender's Game by Orson Scott Card)

Hans Eckman | EckmanGuides.com | @HansEckman

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➢ **Ender's Game** [movie], copyright 2013 Summit Entertainment

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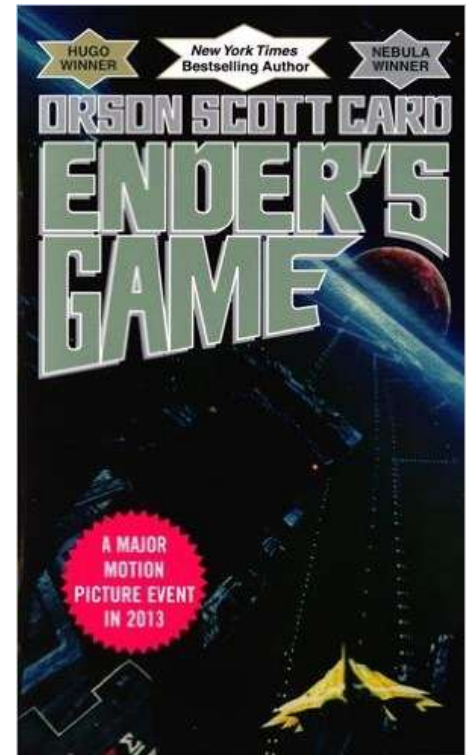
Ground Rules

➢ **These are tricks and tips that worked for me, but might not be right for everyone or every situation. Please consult a coach or physician to find a program that is best for you.**

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Management vs Leadership

➢ **Management:**
  o "Getting the right things done on time"
    – Dusty Rhoades
  o HR and/or financial responsibility
 o "Boss" usually means bad manager

➢ **Leadership:**
  o Set the vision and goals
  o Communicate constraints
  o Decide how to achieve goals
  o Align teams to goal and help clear obstacles

http://blog.startwithwhy.com/refocus/2015/07/management-vs-leadership.html
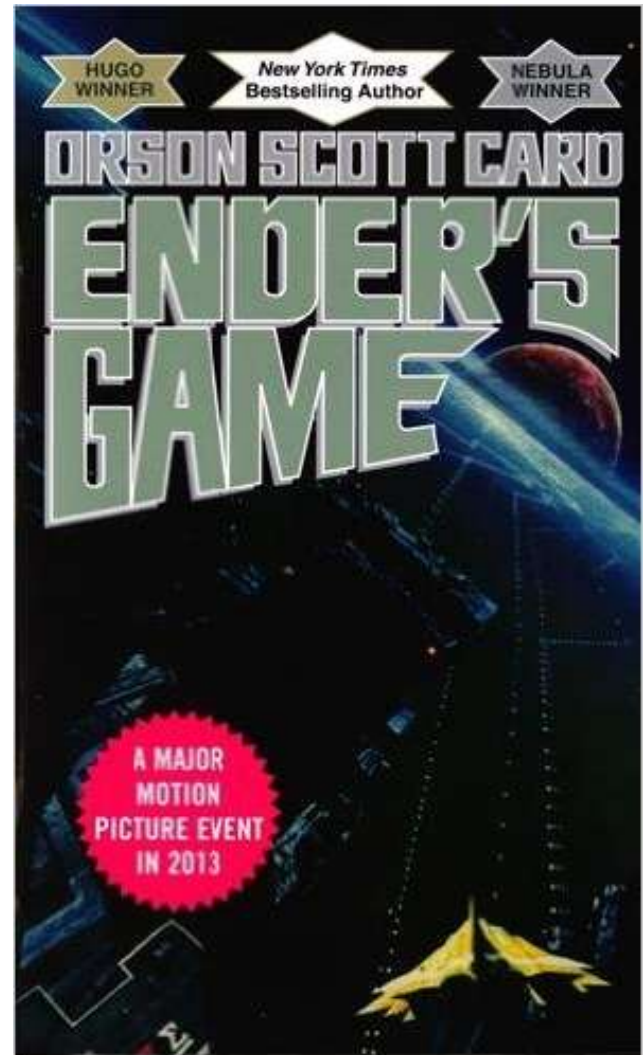
Why Should I Care About Being a Leader?

- ➢ **More opportunities and career control**
- ➢ **Never ending growth challenge**
- ➢ **Increased compensation**

- ➢ **Drive: The Surprising Truth About What Motivates Us by Daniel H. Pink**
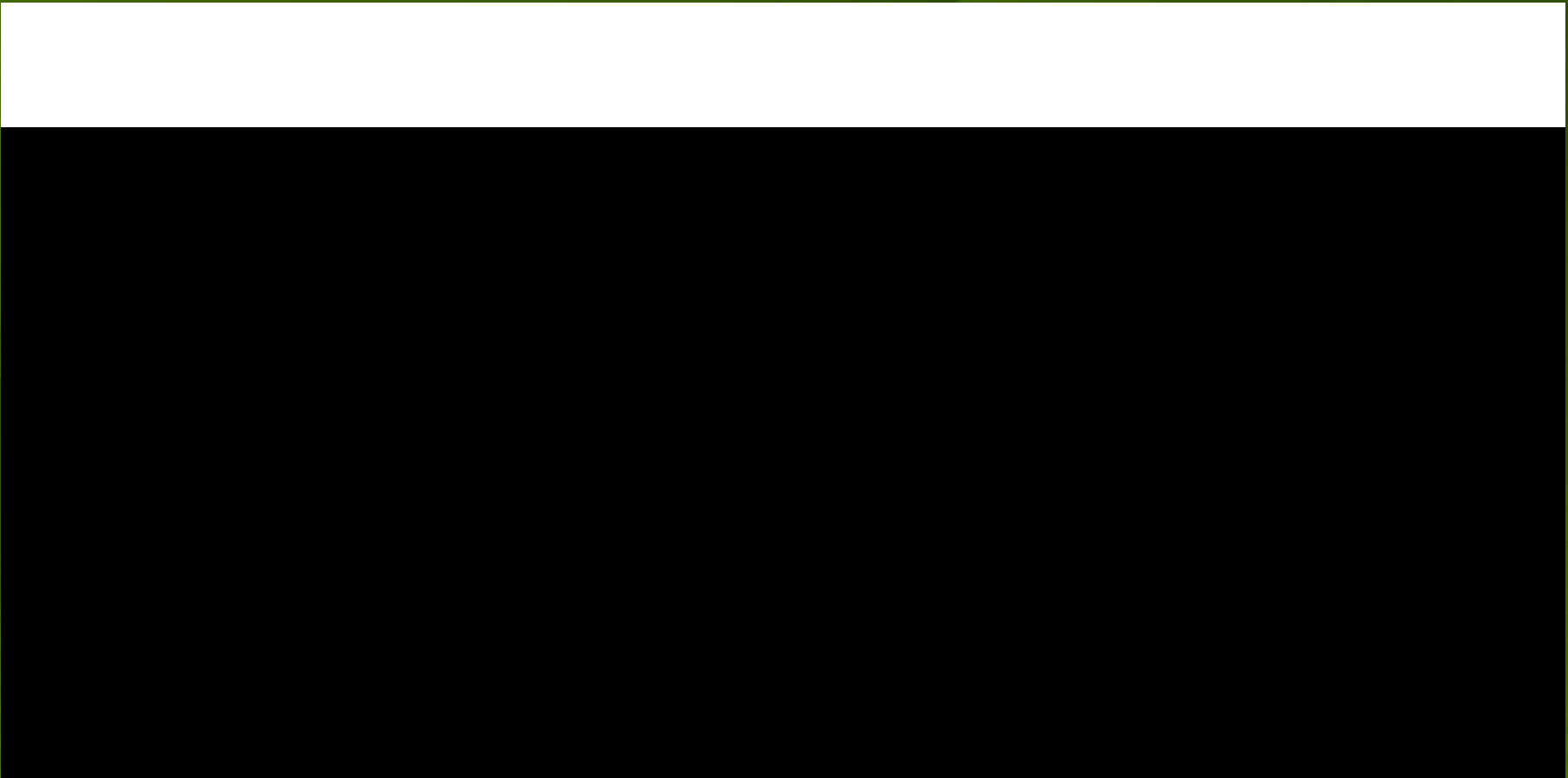 **http://www.ted.com/talks/dan_pink_on_motivation?language=en**

Autonomy

Mastery

Purpose
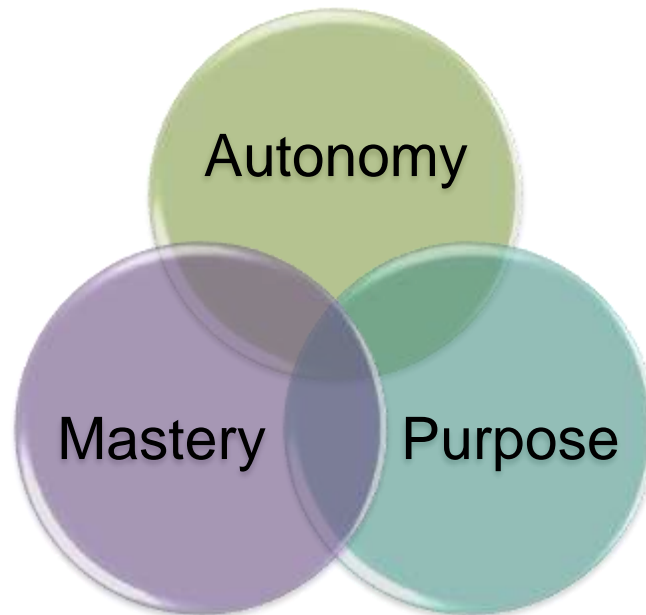
Mastering Leadership by Ender Wiggin

- ➢ **The Enemy's Gate is Down**

- ➢ **Learn Local Patterns and Customs**

- ➢ **Know Your Team - Socrates**

- ➢ **Trust Your Team Leads**

- ➢ **Use Guerrilla Tactics, not Formations**

- ➢ **Proactive Leadership beats Reactionary Tactics**

- ➢ **Don't Over Utilize Your "A Team"**

HUGO WINNER — New York Times Bestselling Author — NEBULA WINNER

ORSON SCOTT CARD
ENDER'S GAME

A MAJOR MOTION PICTURE EVENT IN 2013

Ender's Game – Movie Preview

Ender's Game – A Little Background

➢ **Earth is threatened by an extraterrestrial invasion of Buggers. There have been two previous Bugger wars, and Earth is preparing for a third war that could happen any time.**

➢ **Best a brightest children at age 7 taken to Battle School to learn how to become the next generation of soldiers.**

➢ **The story follows Andrew "Ender" Wiggin who is believed to be our last hope to lead our armies in the next Bugger war.**

➢ **Students start as launchies, then move into small armies to compete in games in the Battle Room.**

➢ **At Command School, Ender and his toon leaders use a simulation game to control fighter groups in mock battles.**

http://ansible.wikia.com/wiki/Battle_Room#The_Battle_Room

1. The Enemy's Gate is Down

From Ender's Game:

➢ In null gravity, orientation is what you choose.

➢ Travelling "under" stars was a problem for soldiers who kept the orientation of gravity in the hall.

➢ It's easier to "fall" toward your target.

http://conceptartworld.com/?p=28623

Lesson:

➢ Shift your perspective so that your goal is always clearly in front of you. Your past perspective can trap you.

Applied:

➢ Restate the goal at every meeting.

➢ Use the goal to challenge suggestions: "Will that help us achieve X goal?"

➢ Identify where past perspectives are hindering progress.

http://conceptartworld.com/?p=28623

2. Learn Local Patterns and Customs

From Ender's Game:

➢ Use of uniforms and rigid procedures to promote conformity.

➢ Use of bed assignments to show status

➢ Slang language patterns to break from structured environment

http://ansible.wikia.com/wiki/Ender's_Game_(Movie)

Lesson:

➤ Take time to learn "Tribal Knowledge" and use when appropriate.

Applied:

➤ All in a name: FRD vs BRD/SRS example

➤ Define when you will follow the pattern (buy in),
or deliberately break the pattern (stimulate new thinking)

➤ Use stories to imply group membership

http://ansible.wikia.com/wiki/Ender's_Game_(Movie)

3. Know Your Team - Socrates

From Ender's Game:

➢ Dragon Army was all untrained launchies

➢ Sorted members by skill level, developed tiered training, and used peer mentoring

➢ Identified soldiers with unique skills and creates special teams and roles

http://www.realstylenetwork.com/celebrities/2013/11/enders-game-is-a-thought-provoking-ride/

3. Know Your Team - Socrates

Lesson:

➢ Create an environment where everyone contributes to the end goal.

Applied:

➢ What would success look like? How would people behave?

➢ Make it personal; look beyond roles

➢ Lead by example, always

http://www.realstylenetwork.com/celebrities/2013/11/enders-game-is-a-thought-provoking-ride/

4. Trust Your Team Leads

From Ender's Game:

➢ Traditional teams followed instructions of commander

➢ Ender created 5 (vs 4 traditional) toons with half toons, and one special operations unit; 11 possible autonomous units

➢ Ender structured simulator battles by blending group coordination with localized decisions

http://www.screeninsults.com/enders-game.php

4. Trust Your Team Leads

Lesson:

➢ Think globally, act locally.

Applied:

➢ Constantly realign group focus, teams, and priorities based on changing conditions

➢ Use team leads to execute plans in each area

➢ Create a cross-functional team to evaluate work and find innovative solutions

http://www.screeninsults.com/enders-game.php

5. Formations vs Guerrilla Tactics

From Ender's Game:

➢ Traditional armies couldn't adapt to Ender's 5/10 independent units making command decisions

➢ Against the Buggers, Ender created a hybrid approach taking the best of one "hive" mind with localized decisions

➢ Formations work best when facing overwhelming odds

http://collider.com/enders-game-review/

5. Formations vs Guerrilla Tactics

Lesson:

➢ Too much structure limits performance and adaptability.

Applied:

➢ Teams must have enough structure to remain aligned to a common goal

➢ Structure can help overcome external chaos

➢ Repeat what works, try new things

http://collider.com/enders-game-review/

6. Reactionary vs Proactive Leadership

From Ender's Game:

➤ Ender saw that traditional training produced predictable armies that could be easily defeated

➤ Other toon leaders directed all action, which prevent team leads from saving lost battles

➤ Simulator groups: Alai vs Bean

http://collider.com/enders-game-review/

6. Reactionary vs Proactive Leadership

Lesson:

➢ Don't build a team with processes for every problem, rather build a team that will adapt and overcome.

Applied:

➢ Do you prioritize your day from your inbox?

➢ Start every meeting with the meeting outcome

➢ Try mental role playing prior to conflict encounters

http://collider.com/enders-game-review/

7. Over Utilizing Your "A Team"

From Ender's Game:

➢ Other toon leaders were slow to develop new members

➢ Petra and the nearly lost battle

➢ Rotating squad leaders during Bugger battles

http://ender.wikia.com/wiki/Petra_Arkanian

7. Over Utilizing Your "A Team"

Lesson:

- ➤ Sometimes the best person for the task isn't the best person for the task.

Applied:

- ➤ Individual "star" contributors throttle work and can reduce team productivity
  (5 Dysfunctions of a Team)
- ➤ Promote delegation of lower tasks and encourage mentoring
- ➤ The best leaders are master delegators

http://ender.wikia.com/wiki/Petra_Arkanian

Mastering Leadership by Ender Wiggin (written by Orson Scott Card)

- ➢ **The Enemy's Gate is Down**
  - o **Keep the team focus on a common goal**

- ➢ **Learn Local Patterns and Customs**
  - o **Match for alignment, disrupt for change**

- ➢ **Know Your Team - Socrates**
  - o **Match for alignment, disrupt for change**

- ➢ **Trust Your Team Leads**
  - o **Empower decisions at the lowest level**

- ➢ **Use Guerrilla Tactics, not Formations**
  - o **Break work into smaller sprints.**
    Use structure to protect against external chaos.

- ➢ **Proactive Leadership beats Reactionary Tactics**
  - o **Build teams that adapt easily to change**

- ➢ **Don't Over Utilize Your "A Team"**
  - o **Watch for burnout, develop future talent**
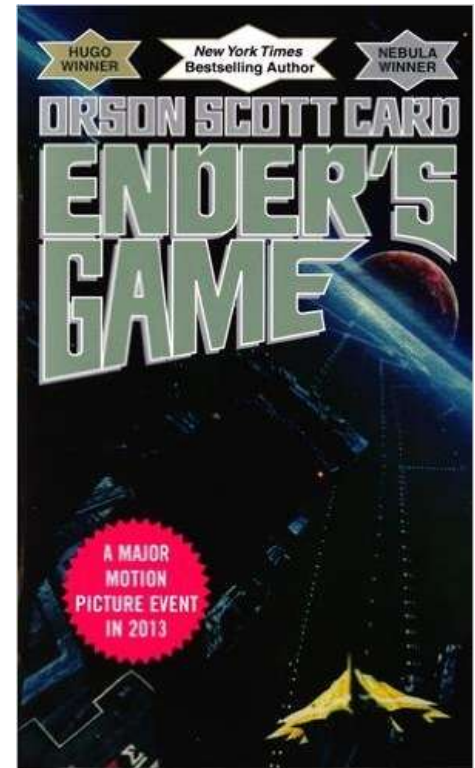
Stay Connected – Stay Flexible – Lead On

➢ **Hans Eckman**

  o http://EckmanGuides.com

  o Hans@HansEckman.com

  o http://www.linkedin.com/in/hanseckman

  o @HansEckman

http://wallpaperswide.com/enders_game_2013_sci_fi_movie-wallpapers.html

Mastering Leadership by Ender Wiggin

Know Your Team

Use Guerrilla Tactics, not Formations

Trust Your Team Leads

Learn Local Patterns and Customs

The Enemy's Gate is Down

Proactive Leadership beats Reactionary Tactics

Don't Over Utilize Your "A Team"

8. Bonus – The Loneliness of Leadership

From Ender's Game:

➢ Ender discovers he isn't part of social group anymore

➢ His team keeps expecting Ender to find a way to win, but he has no one to turn to for support

➢ Ender is no longer part of the team gossip and play

http://blog.acton.org/archives/62058-enders-game-and-neo-malthusianism.html

8. Bonus – The Loneliness of Leadership

Lesson:

➤ Teams must bond outside of their leadership.

Applied:

➤ Give your teams time to trash talk and complain

➤ Limit your social time with your teams

➤ A leader is just outside the friend zone

http://blog.acton.org/archives/62058-enders-game-and-neo-malthusianism.html