

The background of the slide features a repeating pattern of light gray icons. These icons include gears of various sizes, wrenches, and screwdrivers, arranged in a grid-like fashion. The overall aesthetic is clean and technical.

The Bear: The Recipe for Camp Leadership

Andy Pritikin & Eric Wittenberg

**THE
ORIGINAL
BEEF
OF CHICAGOLAND**

THE
RECOUNT



“Yes, Chef”

- Everyone

Principle: Create
Everyday Language
That Casts a Vision
of Who You Want
Your People to Be



Do: Yes Chef

- **Glorify the Front Line (Group Leader)**
- **Act As If You're Saying "Yes, Director"**
- **Front Line People Are "The Product"**
- **Give Respect & Get Respect**
- **Promise Keepers**

Don't: Yes Chef

- **Create Confusion With Crazy Titles and “Class Structure”**
- **Expect a Title to Equal Training**
- **Generate Major Changes In a Vacuum**
 - **Reference: 73 Creative Job Titles (+/-)**



**“Everyday is
the Freakin’
Super Bowl”**

- Garrett

The background features a repeating pattern of light gray gears and speech bubbles on a white background. The text is centered and reads:

Principle: Create &
Keep a Culture That
Upholds Your
Highest Standards



Do: Copy Garrett

- **Garrett's Eyes = Trust but Verify**
- **Garrett's Confrontation = Direct & Persistent**
- **Garrett's Red Line = Respect > Kool-aid**
- **Garrett's Acceptance = The Reset**

Don't: Avoid Trust

- **Expect Performance Above Your High Standard**
- **1 Hyper Overworked A-hole ≠ High Standards**
- **Wait For the Moment When Someone NEEDS to Step-Up, Create it.**
 - **“5 Dysfunctions of a Team” - Lencioni**

A+ = C-

- Everyone, Sometimes, Maybe Even You

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Principle:
You Can't Do A+
Until You See it





Do: Model, Teach, Send

- **Develop In-House, a Lot, Then Outsource**
- **\$200 to Nordstroms**
- **Become an ACA Visitor**
- **Go to Denmark (metaphorically)**

Don't: Believe Hype

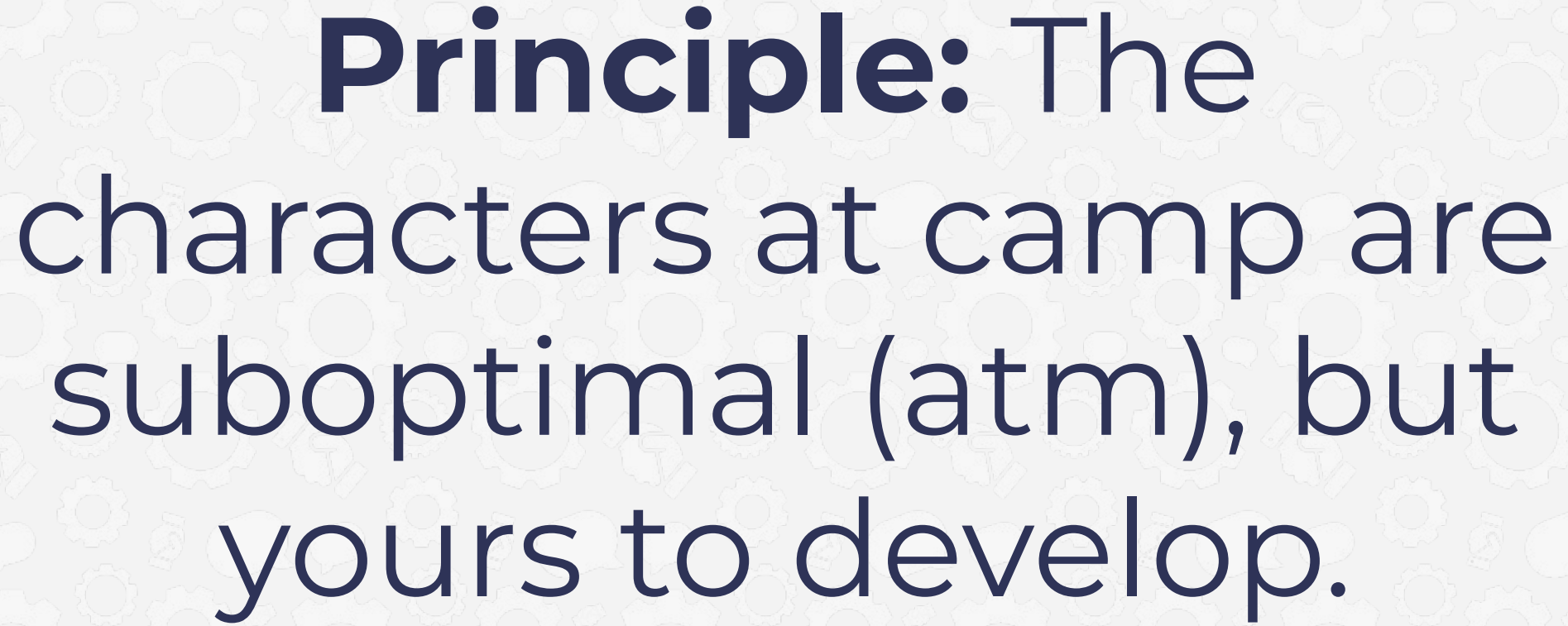
- You Are Fully Capable Alone
- It Will Work for Everyone
- Your Feelings about Team Failures (Not Personal)
 - “Blue Ocean Strategy” - C. Kim and R. Mauborgne

“It’s a Fragile Eco-System”


- Richie on the Beef, gangsters, customers etc.

Flawed & Redeemable

- How You Should View Each Person On Your Team

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Principle: The characters at camp are suboptimal (atm), but yours to develop.



You two look like
you joined a dumbass cult.



Mrs. [redacted]
Light







Do: Re-Frame & Reform

- Expect upsets & expect disruptions w/everyone
- “Once you master the rules, you can bend them”
- Give: Listening Ear, Tenderness & Grace
 - “Hidden Potential” by Adam Grant

Don't: Give Up

- **Answer “No” for others**
- **Expect to Get the Right Person, Right Bus, Right Seat on the First Try, Everytime.**
- **Let Your Reptile Brain Bring a Gun Instead of a Sandwich.**

Honorable Mention

- **Freezer Lock:** Lock Yourself in the Freezer to See People Step Up
- **Why Are We Here?** Each individuals vision must align with the grand vision, even if not asked.
- **Every Second Counts-** Camp is performance art. Take advantage of every moment. Be in the moment.
- **Get Great at Running Notes:** Intel is Wealth
- **Be Ready to Move on from Forks:** Strengths + Opportunity = Pushed off the Ledge
- **Problem Hunting** - Be proactive in your thinking, and searching for problems before they find you
- **The Secrets to Coping with Stress** (as in have secret codes) to slow things down before you're an a-hole...when every second counts, you need to avoid meltdowns.
- **Prayers or Predators:** You have people betting on you, invest in the relationships, so that when trouble hits, there is trust in the bank..
- **To Lead is to Serve:** Richie turns from false prophet to servant leader
- **The Key Ingredient: Tenderness** - NerdWriter



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