

## Women in Leadership Highlights September 17, 2010



**Charles Huddleston**

CIO and SVP for CompuCredit. Guido also serves on the TAG Bd.; chaired the GA CIO Leadership Association; was recognized as one of ComputerWorld's Premier 100 IT Leaders. In addition, Guido is a graduate of Leadership ATL and is an avid supporter of WIT - serving as a judge for Women of the Year Awards.

### **“Men With Vision: How & Why They Support Women” –**

featuring Charles Huddleston and Dr. Guido Sacchi. Charles is a shareholder in the Labor & Employment Dept. with Baker Donelson. A trial lawyer for 30 years, he chaired the State Bar's Diversity Program; received the first “Men for WIN” award for supporting female political candidates; co-chaired AWF's Men with Vision Campaign; and in 2008 won the Community Service Award from the Tip Off Club for helping hundreds of young women earn college basketball scholarships. Dr. Sacchi (Guido) is Managing Director at Slalom Consulting, a leading business and technology consulting firm. Previous positions include CEO of Moneta and



**Guido Sacchi**

Key learnings and take-aways from Charles Huddleston:

- Has helped over 400 girls get basketball scholarships – girls who otherwise would not have been able to attend college
- Has worked with many outstanding women leaders throughout his career, e.g., Johnetta Cole & Shirley Franklin
- Cites example of one of the top football coaches (first African American to coach in and win a SuperBowl): “He has quiet strengths; doesn't swear at his team, but rather encourages them and builds their confidence which leads to top performance.”
- Defines leadership as “action, not a position.”
- Says that the movers and shakers in Atlanta earn credibility and their “seat at the leadership table” by giving their time to serve in the community. Sets Atlanta leaders apart from other cities.
- Thinks women are in many instances, beating men at their own game (leadership) and definitely bring new understanding to the table.
- Believes women leaders often exemplify the phrase “your people don't care what you say until they know that you care...”
- Shared “secrets of success” from speech given by The Home Depot's CFO, Carol Tome (summarized below)

From Dr. Guido Sacchi

- First lesson, in how to properly pronounce his last name. It's “sa-ki” because in the Italian alphabet there is no K so CH is like a K. (In his humorous style, Guido encouraged everyone to impress others by using this knowledge to order in an Italian restaurant!!)
- His personal mantra: he loves life, his family and the community.
- His formula for leadership: Character X Results X Your reaction to / ability to handle what's not in your control
- Using several amusing and thought provoking excerpts from *Alice in Wonderland*, the audience was encouraged to ask questions of themselves, e.g, “Who are you?” Consider that you/ we are leaders first, not just women leaders or men leaders.

- Also consider the broader implications of the question. To really know yourself is to understand what makes you tick, what motivates you, what you stand for, etc. (both personally and professionally). It's more than a title or position.
- Another question from Alice's journey: "Where are you going?" Some people seem to know from an early age what they want to be, where they want to go in life, etc. Others (like Guido) have enjoyed the opportunity to explore. Some would say that if you don't have a destination in mind, you won't know when you get there, but at least you should have some criteria by which to gauge your journey and to guide your decisions.
- Very important: to have a moral compass and to stay true to your values. Also, be adaptable; change is constant and you need to adapt.
- Recommendation: keep a record of the decisions you make and then analyze the consequences (good way to learn from your successes as well as your mistakes!)

Four Success Secrets from The Home Depot's Carol Tome (as shared by Charles Huddleston)

1. Do not check your personality at the door. Be yourself, not someone else (e.g., women used to think they needed to "act like" the male leaders in their organizations). Authenticity is the attribute of a good leader.
2. Network! You need to connect both inside and outside your organization to let others know who you are, what you have to contribute, etc. There are lots of ways to do this including getting involved in the community through volunteer opportunities, serving on boards, being part of a speakers' bureau, etc.
3. Get outside your comfort zone. Practice running towards new opportunities, risk, etc. Be the person who says YES when asked to take on a new project or assignment especially when it's outside your comfort zone. It will add "new tools" in your toolkit.
4. Support others, including other women. A career isn't about you, it's about how you help and work with others. Success begets success. Women are stronger when they come together.