


August 3rd, 2017

Various Handwritten Notes Regarding Peter Drucker

C. William Pollard

Follow this and additional works at: https://digitalcommons.spu.edu/pollard_papers

 Part of the [Business Administration, Management, and Operations Commons](#), and the [Leadership Studies Commons](#)

Recommended Citation

Pollard, C. William, "Various Handwritten Notes Regarding Peter Drucker" (2017). *C. William Pollard Papers*. 213.
https://digitalcommons.spu.edu/pollard_papers/213

This Note is brought to you for free and open access by the Work and Faith at Digital Commons @ SPU. It has been accepted for inclusion in C. William Pollard Papers by an authorized administrator of Digital Commons @ SPU.

Brecher lessons

① What is your business
- people work for cash

② What is your priority
- ~~to~~ - yesterday's bread will
~~not~~ ~~be~~ ~~known~~ ~~and~~ ~~you~~

~~know~~
Legal
Business
and

③
↓ what is your cash and
+ what value - time
reliability

③ Who are you + what do
you want success

Know
yourself

Success

- value + intention

51

1994
1938
56

Look to Jesus

my
Counselor
advice

- what is your business?

- what should it be -

my self

what should it not be

The future that has already happened

myself

know my self -

know (of me)

- know + do it

pract

set example for

friend

- my son

my

best

Japan

Government

my friend
- my wife as a business leader
- as a teacher has been a great role model
- as a parent has been an education model
- as a friend

December

- 9

month

A cherished friend, A valued member,
A respected counsel

- A friend who had a ~~been~~ ^{was} involved
not only in my business, but also my
personal + family life - who ~~deceased~~ ^{was}
related to issues of ^{and then} values and ~~issues~~ ⁱⁿ family
~~issues~~ and very ~~in~~ ^{was} in ~~the~~ ^{the} ~~same~~ ^{same}
way for a wife and family

A mentor who is much ~~an~~ ^{an} example
- A word taught me and inspired me
to serve as I lead and to seek humility
in accomplishment

- A counselor who could always relate
an experience or event of the past to present
and the future - with ^{accuracy} ~~accuracy~~ ^{ability} ~~ability~~
to identify the generic and strategic ~~as~~
~~and~~ with a focus on ~~the~~ ^{the} ~~priority~~ ^{priority} ~~of~~ ^{of} ~~the~~ ^{the} ~~work~~ ^{work}
and the important understanding what
it would take to effectively implement -

*Reminding
us of the importance*

~~Drucker~~ All in about Drucker + Drucker ✓

→ Drucker considered that one of his most important contributions in life was ~~to~~ ^{to} establish ~~the~~ ^{the subject} the study of management as

- A discipline or learning

- A discipline that would focus on getting the right things done through the ~~efforts~~ subordinated efforts of people

- A discipline that would recognize the importance of understanding the nature of our human condition and focus on who people were becoming in their work environment and first what they were doing. - And as such

What makes up our

MANAGEMENT WAS TRULY ~~THE~~ LIBERAL ART!

→ Drucker's writings and case studies were an important part of our learning in the early development of Servotronics

- When I assumed leadership responsibility of the Company in the early 1980's, I determined that we needed the benefit of Peter's personal involvement and advice. We ~~were~~ growing ~~fast~~ We were on a growth curve of doubling in size every 3 to 3 1/2 years and expanding our business internationally

- In my first meeting with Peter, he spent most of our time together questioning me about our mission - our corporate objectives - To Honor God in all we do - To keep people developed, to pursue excellence and to grow profitably. The first two were end goals the second two were means to goals.

- He had done his research on the firm and realized that we did not use that just objective as a basis of exclusion but it was the reason for our promotion of diversity. As different people with different beliefs were all part of God's mix and it was the reason for our desire to develop people in the to treat people as the subject of work not just the object of work to design the job and create a work environment in a way that would contribute to their dignity & worth and development as a person's.

Although we had not discussed it as such, Peter concluded that we were seeking to implement his management as a liberal act. He thought there was much more that we could do. Over the years his encouragement, prodding and advice were of great help in our process of continuing to improve on the implementation of our mission. For me Peter was an idealist - He was a mentor, and because of freedom

to improve
to meet
others
or

years
1990

time

Let me share one example how
he taught us and franked us to
grow in implementing Management
As a liberal act

- Near the ~~end~~ⁱⁿ the 1980's and the beginning of 1990
we were in a planning mode seeking to develop
a strategic direction for the next 5 + 10 year period -
and adding new business & new markets

- During this period, we invited Peter to
come and share his thoughts with our B/D

- What is your business

SUM this is your core competence -
develop your growth plans for the future strategy
focusing on this core competence This should
be your first priority in selection - ~~what~~ what new
markets or business you enter -

- He then moved ~~to~~^{to} discuss with us
about how we were measuring and seeking
to improve the firm as a learning organization
His focus was on the development manager as
a teacher/learner - His reminder was that
the purpose of success was to think that what
we did yesterday will be sufficient for tomorrow
People are always in the process of learning
growing and becoming - we were continuing to add
and make a positive direction in that growth?

most intention about development
- He then moved to a new subject
of character development - had challenges
as to become a culture of character
development - as we sought to develop
the whole - person -

- ↳ people development is a core competency,
(1) the firm as a learning/teaching/learning organization, and
(2) seeking to become a culture of character development
were all part of what Peter was talking
about as to spoke to the importance of
management as a liberal art

- Examples - define the job or task -
- develop the tools
- Expand the ~~mind~~ mind covered work
- Develop relationships - first name basis
- Story of alpin & nisha

- Fowler/learning - Messages of success - Messages of
inquiry - Executive learning
Fowler/learners - Teachers & Search - Books

- The Valley Shirley Jackson
- Pigeon feathers - John Updike
- How much wood
does a woodpecker

- The Fox Closing of America mind - Blood
The Power of the Academy
World split apart
Falgun

~~Can business~~

Can a business firm create wealth for STH
produce generally goods + services for customers need
also be a moral community for the development
of human character yes ~~sure~~ Peter would
say - yes - not only can create wealth

Drucker quotes

Size

An organization gets too big when it can no longer identify size as a benefit to customer

- Expanded need for - expansion of management like, like, size

Future

The future that has already happened

Quality products

Quality & price through improved products

Innovation

- Change which brings or creates a new dimension of performance

Leadership

Lead or mislead / measure of ignorance

Strategy roadblocks

A dead course doesn't smell any better the longer you keep it moving - organized abandonment

Freedom based

management as a lifetime job

Preparation of team / frequency of

- mission as driving principal / people work for ^{interest} not just for distinction of work - post job world more work to where the worker is -

- difference between star performer & average nearly the same / development cycle