



---

# JIM HARSHAW.net

---

*You Can't Get Pinned When You're on Top*

## **Wrestling with Greatness Podcast**

Action Plan

from the interview with David Pottruck

**In this eighth episode of Wrestling with Greatness, host Jim Harshaw, a former Division I All American and Division I head wrestling coach, interviews New York Times best-selling author and former CEO of Charles Schwab David Pottruck.**

**David shares insights into how we can create breakthrough change in an organization as well as leadership skills and his personal success habits. A former wrestler at the University of Pennsylvania, the 1973 Maccabiah Games champion in Greco and honorary captain of the 2000 USA Freestyle Olympic Team in Sydney, he credits much of his success to his experience as a wrestler. He also shares insights into his new book, *Stacking the Deck: How to Lead Breakthrough Change Against Any Odds*.**

**About the book:** A lot of companies are focused on incremental change but incremental change is not enough. In today's world you need to be thinking about bolder moves that can really change the future prospects of your company.

**How to apply Dave's lessons for corporate change to your own job:** There are many lessons to do with teamwork, leadership and building momentum in a business. Leading breakthrough change is all about really good leadership and really good management and how you build a team of talent.

**Regarding bouncing back from failure:** "I fell back more on my experience as a coach than as a wrestler. I told myself, 'Pull yourself together. No more feeling sorry for yourself. How do we figure out where the next opportunity comes from?'"

**Dave recalling Jack Nicklaus giving a speech regarding his mindset on failure:** (paraphrased) "I don't recall ever missing a putt that determined the outcome of a tournament. The point is, I don't remember it... I've wiped it out of my memory." -Jack Nicklaus

**What's the number 1 leadership skill that the listener should learn?**

Communication skills. As a leader you have to be able to communicate, to connect with people. Most executives get promoted based on their competency- accounting, marketing sales. Now they're running a team of people.

**What's one habit that David Pottruck does that the average person doesn't do:**

I like to start my day with the first victory being getting up earlier than everyone else. I usually use that early morning time to workout.

**Book recommendations:**

*Leading Out Loud* by Terry Pierce

*The Five Dysfunctions of a Team* by Patrick Lencioni

*Stacking the Deck* by David Pottruck

**Website:** <http://www.davidpottruck.com/>

**Buy Stacking the Deck:**

<http://www.amazon.com/Stacking-Deck-Breakthrough-Change-Against/dp/1118966880/>