



# TAKING THE LEAD ...



## Meet **Peter Hill, LE' 19** Director, Specialty Business Strategy & Transformation CareFirst BlueCross BlueShield

A graduate of Leadership Essentials (LE) 2019, Peter initially served as Class Rep to the LHC Board prior to being nominated in July, 2019 to serve his current term. He brings a thoughtful, analytical and passion for purpose approach which has been beneficial to both the LHC Board and broader organization.

### ***How do you define leadership?***

- ◇ The courage to do the right thing BECAUSE it's the right thing.
- ◇ The persistent aura of contagious AND credible optimism for the future.
- ◇ A duty to serve, not an award for high performance.

### ***What leader inspires you?***

Baltimore Ravens Head Coach, John Harbaugh. When he came to Baltimore in 2008, John Harbaugh did not have the name recognition or personality of his younger brother, Jim, and he had been "doing what's right" as an assistant coach for more than 20 years, before finally getting his first job as head coach. Since then, he's had 10 winning seasons, 11 playoff wins, 4 AFC championships, won a Super Bowl, and was named Coach of the Year. Harbaugh has shared his "faith, family, football" priorities in many interviews and has demonstrated his commitment to work ethic, character, and building positive relationships with his players and in the community. And it goes beyond football—weather he's leading the weekly bible study with other coaches, or leading team discussions on racial and social justice. The Ravens have been consistently recognized as having one of the strongest team cultures in the NFL—and having nine of his assistant coaches go on to head coaching positions of their own. Because of the kind of leader he is, I think those are the parts of his legacy that he's most proud of.

### ***What is your favorite leadership quote?***

"A good leader is a person who takes a little more than their share of the blame and a little less than their share of the credit."

- John C. Maxwell

### ***In your opinion, what is the best trait a successful leader should have?***

I don't know if the word is "best", but the most essential trait must be character. General Norman Schwarzkopf once said, "Leadership is a potent combination of strategy and character. But if you must be without one, be without the strategy." We all make mistakes, take wrong turns, and our plans occasionally don't turn out the way we intended. But to lead effectively, character and integrity are non-negotiables.

***What is your favorite thing about being a leader?***

Having the ability to contribute to someone else's happiness and success. When you have the privilege of seeing another person, team, or group succeed, it's a great feeling. On Christmas morning, I've never enjoyed a gift as much as I enjoy the joy and excitement my kids have for a gift. If you love to cook (like I do), you may know that feeling of seeing someone else enjoy a dish you spent time and effort to create.

When you have the privilege of seeing another person, team or group succeed, it's a great feeling.

***What leadership advice would you give a new emerging professional?***

Getting started in your career can be stressful, and there's a lot of emphasis on technical skills, educational experiences, and who you know. We've probably all seen that list of "10 things that require zero talent" (...Google if you haven't); as much as it sounds cliché, people who do all ten things well aren't as common as you may think. If you focus on developing those soft skills, you'll surprise yourself with what you can achieve. Also, check out Leadership Essentials – you'll love it!

***What is your go-to hobby or pastime?***

It used to be team sports—any league or pickup opportunity I could find. I now have three young kids and they all love camping so, we've been doing as much of it as we can. I also get my "fix" by biking around with all three kids loaded up on a 21-speed. It's really a sight to behold—the youngest in the safety seat over the handlebars, with the other two in a tow-behind trailer.

***What was your most memorable vacation?***

I studied abroad one semester in college, and in the few weeks leading up to the program, a few of my best friends and I traveled from London to Rome via train, bus, and bicycle, with some amazing pit stops along the way. We were able to experience so much with so little money, planning or logistical headaches.

***If you were not in your current role, what would your dream career/job be and why?***

That's a tough one for me—either coaching youth sports, operating heavy machinery, or hosting an economics podcast (any other planet money fans out there ??)

***What would you say to someone considering getting involved in LHC?***

The way I think of the organization is simple: Leaders helping leaders help others.

That's an exciting concept to me. If it sounds interesting to you, I'd encourage you to reach out to any board member or graduate of one of the programs to hear about their experience and learn why they continue to stay engaged!