

Short list of sample interview questions www.victoryprinciples.com

COL. Leonard Kloeber, Jr

Author: Victory Principles: Leadership Lessons from D-Day

About the Author:

Q. Tell me about your background?

R. I graduated from the US Military Academy Class of 1971 and spent the next five years on active duty with service in the Third Infantry Division in Germany and the 101st Airborne Division at Ft. Campbell, KY. I transferred to the Army Reserves and then retired as a colonel with over 30 years of service. I also obtained a law degree and an MBA, and then had a business career as an executive for 25 years. I am now an author and consultant.

Q. Why did you write the book?

R. I wrote the book to share my experiences on leadership from over thirty years as a leader with younger leaders who could benefit from these lessons. I also wanted to share the amazing story of D-Day which occurred 65 years ago.

About the Book:

Q. Can you tell us about the book?

R. The book is about the history of the Allied invasion of France during World War II and some leadership lessons that contributed to the Allied victory. The book is written in three parts:

- First it tells the story of D-Day, June 6th 1944 - what lead up to the landings, what happened on D-Day, and what happened afterwards.
- Second, it illustrates seven bedrock leadership principles which I call the Victory Principles. Although they are explained through the story of D-Day these are universal leadership principles that can be used to lead any organization, not just the military. Each letter of the word VICTORY stands for one of the lessons and there is a chapter on each one.
- Finally, the last chapter is a tour guide to the Normandy area and what you will find there today.

About D-Day:

Q. Can you tell us a little about D-Day?

R. D-Day was on June 6th 1944 and was the date of the Allied invasion of France to liberate Europe and defeat the German army to end World War II. It is an amazing story that was years in the making. Troops and supplies were built up in England for over a year prior to the landings; then on D-Day a huge armada of over 5,000 ships and supported by 10,000 planes landed 156,000 solders on five beaches that stretched over fifty miles along the northern coast of France. Within a matter of weeks the Allied forces had grown to over a million men, and by the end of August, they had routed the Germans and liberated Paris.

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Q. Why is D-Day important?

R. It was one of the most complex military operations every undertaken, and was the critical event that led to the defeat of the German army and the end of WWII in Europe. Many of our WWII veterans are not with us any longer, and it is important for the younger generations to know what these men did for us.

About Leadership:

Q. Why is leadership important?

R. Leadership is obviously one of the keys to success for any organization whether it is a military, business, or non-profit organization. When we face massive problems today dealing with our economy, energy, global warming, war, and disease, it will take strong leaders at all levels to solve these problems.

Q. Can you give us an example of one of the leadership principles?

R. The first one is the letter V which stands for "Vision." All leaders must have a vision of where they want to take their organization and be able to inspire others to rally in support of the vision. This is a simple concept to talk about, but it is difficult to accomplish. On D-Day, General Eisenhower had a vision for how he planned to accomplish his mission. Likewise, leaders of other well known organizations had an inspiring vision for their organizations such as when Ray Kroc had a vision to grow McDonalds or Sam Walton had a vision to grow Walmart or Fred Smith had his vision to grow Fedex. Similarly visionary leaders started organizations like the Special Olympics and the International Red Cross. So all good leaders must have a vision for where they want to take their organizations or people will not follow them.

Q. Can you give us another example?

R. Let's talk about the letter "Y" which stands for "Your Team." When you see a good leader, they almost always put the team first above their own personal interests. In the army they have a saying that "the commander is responsible for everything that their unit does or fails to do." General Eisenhower lived by this rule. The D-Day landings were a high risk operation because they could have easily been pushed back into the sea before they got enough men and equipment ashore. Eisenhower had written a short press release to take responsibility for the failure if that had occurred, but of course it did not happen. He also had a high level of concern for the troops to make sure they had what they needed and he visited them often. In fact, on the cover of my book is a famous picture of Eisenhower visiting the paratroopers of the 101st Airborne Division just before they jumped into Normandy. So all good leaders take responsibility for their team's success, they make sure they have what they need, that they are well trained, and that they are clear about what is expected.

Q. Where can they get a copy?

R. At all major bookstores online: Amazon, Borders and Barnes and Noble or order one from your local bookstore. You can find out more at www.victoryprinciples.com