

THE HARD THING ABOUT HARD THINGS

By Ben Horowitz

Most Powerful Lesson(s)

1. The most important value is hiring. Hire the right people then stay the f*ck out of their way.
2. The struggle, when you wonder why you started [insert pursuit here] in the first place, is perfectly normal. It's a part of the process of not only being a CEO but in trying to be great in any pursuit. There will always be down cycles. It's natural. Accepting, rather than fighting, this is quite powerful.
3. Things always go wrong. Accept it. There's no silver bullet or 'easy' button. The only way is the hard way. Putting in the ground work.
4. Minimize office politics. Direct speak is better for business.
5. We all feel fear. Especially those with the most on the line (ie. the CEO of a business). Taking action in the face of fears is where true leadership is shown. Doing what has to be done when it has to be done. Whether that is with or against popular opinion.
6. There are two types of CEOs and it's rare to find both types in one individual. A peacetime CEO knows that proper protocol and strategic thinking -to- action leads to winning. A wartime CEO did not inherit this level of comfort and thus knows that sometimes protocol has to be violated to win.
7. Business fluctuates. The market changes. This is guaranteed. What's also a guarantee is that the approach will have to be adapted. Different people will prove valuable (or less so) at different times. The needs of the business will change. It's natural.

Most Powerful Quote

Mark Cranney walks up to the podium, looks at the crowd of fresh new recruits, and says, 'I don't give a fuck how well trained you are. If you don't bring me five hundred thousand dollars a quarter, I'm putting a bullet in your head.'

Most Powerful Question

What would really going for it, really laying it on the line, feel like and/or be for me? Why not be more direct and *really* go for it?

In *The Hard Things About Hard Things*, Ben Horowitz shares his experience in managing startups and companies through both good and hard times. The book contains tips on how to manage employees, build relationships, and how to work as an effective CEO. A great read with many valuable lessons. When Things Fall Apart. The secret behind successful CEOs is the ability to focus and make the best move when there are no good moves. When faced with the Struggle 535 quotes from *The Hard Thing About Hard Things: Building a Business When There Are No Easy Answers*: "Every time I read a management or self-help book" "Every time I read a management or self-help book, I find myself saying, "That's fine, but that wasn't really the hard thing about the situation." The hard thing isn't setting a big, hairy, audacious goal. The hard thing is laying people off when you miss the big goal. The truth about *The Hard Thing About Hard Things* is that Ben Horowitz's honest description of what makes a good CEO is inspirational and motivating. 12 Month Reading Challenge: *The Hard Thing About Hard Things* Review. Garrett Michael Carlson. January 30, 2020. , 11:59 am. , Entertainment. "I've always considered myself to be a bit of a reluctant leader. As a college student, I became the de facto leader when it came to group hangouts, organization of sports teams, and even just campus lunchtimes. But I also knew I wasn't really good at it, and during my time as an educator, I started to really understand my shortcomings. We work hard to protect your security and privacy. Our payment security system encrypts your information during transmission. We don't share your credit card details with third-party sellers, and we don't sell your information to others." Keep it handy. "I've had those moments and I wish I'd had it. *The Hard Thing About Hard Things* has a whole lot of information packed inside it. You can read it from cover to cover and get a lot of value. Or, you can think of it as a series of conversations with bosses and mentors. " Ben Horowitz in *The Hard Thing About Hard Things*. Just because there is no formula doesn't mean things are hopeless. Advice and experience can help guide us. But that's the difference between Ben's book and most: he shows you what it's really like to make hard decisions, without offering you a three-step formula. Horowitz walks you through his considerations, deliberations, thoughts, mistakes, regrets, difficulties. Through that journey, we learn.