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The Golden Rule Marble

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Late last year, we lost one of our most inspirational leaders with the passing of Mary Kay Ash. You may remember her as lady that gave out Bumblebee pins and Pink Cadillacs to her sales people as the founder of Mary Kay Cosmetics in Dallas, Texas. During the 1980's, I had the privilege of working for her as a Manager in R&D and Cosmetic Manufacturing. I remember her as a unique and inspirational leader.

Mary Kay had a series of principles that we used throughout the business. Some will sound like others you have heard elsewhere:

- 1. You Build with People (Good people are a companies most important asset);*
- 2. Praise People to Success (Let people know they are appreciated);*
- 3. Good Managers are Good Listeners;*
- 4. Enthusiasm moves Mountains;*
- 5. The speed of the Leader is the Speed of the Gang;*
- 6. An Open-Door Philosophy;*
- 7. Be a Risk-Taker (encourage your people to do the same);*
- 8. Work and Enjoy It! (It's OK to have fun while you work);*
- 9. Never hide behind Policy or Pomposity;*
- 10. Develop People from Within*

The difference at Mary Kay Cosmetics was that these principles actually worked because everything we did was based on one rule, The Golden Rule. "Do unto others as we would have others do unto us." She insisted that there was no place for two moral codes, one for work and one for Sunday. The measure was to conduct yourself in the workplace with the same scruples you would want your children to observe in their lives.

The philosophy was embodied in a simple device that every new Mary Kay Cosmetics' manager received personally from Mary Kay, The Golden Rule Marble. It actually was a marble inscribed with the Golden Rule. We kept it at our desk. On many occasions, when making what seemed like difficult business decisions, consulting that simple rule made the answer so clear! I still have my Golden Rule marble on my home office desk and often find myself consulting it for help. Thank you Mary Kay. You will be missed but never forgotten.

Thanks,

Harry Gribnitz

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PS: Thank you for your continued support of my business by continuing to refer friends, relatives and co-workers

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