

Here’s a look at modern business leaders who embody these seven "E" leadership attributes, creating lasting impacts through their mental agility and strategic approaches:

- Satya Nadella, Microsoft**
 - **Ethics:** Nadella fosters a transparent, inclusive culture at Microsoft, known for his commitment to accountability and ethical practices.
 - **Envisioning:** He redefined Microsoft’s mission to "empower every person and every organization on the planet to achieve more," steering the company toward a cloud-first, AI-focused future.
 - **Endurance:** Nadella led Microsoft through several industry shifts, especially transforming it into a dominant player in cloud computing, demonstrating resilience.
 - **Excellence:** Nadella’s “learn-it-all” mindset drives continuous improvement and innovation across teams.
 - **Encouragement:** He emphasizes a growth mindset, creating a supportive culture that fosters collaboration and open communication.
 - **Enablement:** By empowering teams to innovate, Nadella provides the tools and autonomy needed to fuel Microsoft’s growth.
 - **Effectiveness:** His long-term focus on cloud and AI has led to sustained growth, making Microsoft one of the most valuable companies in the world.
- Mary Barra, General Motors**
 - **Ethics:** Barra is renowned for her commitment to integrity and safety, taking decisive actions to address GM’s past safety issues and ensuring ethical decision-making at every level.
 - **Envisioning:** She’s focused on a future vision of "zero crashes, zero emissions, and zero congestion," directing GM toward electric and autonomous vehicles.
 - **Endurance:** Barra has led GM through challenging transformations, including navigating global supply chain issues, while pushing for sustainable automotive innovation.
 - **Excellence:** She promotes a disciplined approach, ensuring each team at GM aligns with the company’s overarching vision of sustainability.
 - **Encouragement:** Barra fosters an inclusive culture, encouraging diverse perspectives and open communication.
 - **Enablement:** She has empowered GM teams with the resources to pioneer electric vehicle technologies and adapt to rapid industry changes.
 - **Effectiveness:** Barra’s vision for a sustainable future has guided GM to become a leader in electric vehicles and autonomous technology.
- Indra Nooyi, former CEO of PepsiCo**
 - **Ethics:** Nooyi championed integrity and social responsibility, promoting transparency and ethical business practices during her tenure.
 - **Envisioning:** She led PepsiCo with the vision of “Performance with Purpose,” balancing financial growth with positive societal impact.
 - **Endurance:** Nooyi’s resilience helped PepsiCo navigate industry disruptions and introduced more health-focused products.
 - **Excellence:** Her disciplined leadership ensured PepsiCo achieved both profitability and sustainability goals.
 - **Encouragement:** Nooyi fostered a collaborative culture, advocating for employee empowerment and the importance of work-life balance.
 - **Enablement:** She provided teams with opportunities for growth and innovation, particularly by supporting women in leadership roles.
 - **Effectiveness:** Nooyi’s strategies positioned PepsiCo as a socially responsible and financially thriving organization, a legacy that endures.
- Jeff Weiner, LinkedIn**
 - **Ethics:** Weiner championed a culture of compassion and transparency at LinkedIn, focusing on ethical and socially responsible leadership.
 - **Envisioning:** His vision of "creating economic opportunity for every member of the global workforce" guided LinkedIn's growth as a professional network.
 - **Endurance:** Leading LinkedIn through significant challenges, including its acquisition by Microsoft, demonstrated Weiner’s resilience and adaptability.
 - **Excellence:** Weiner’s disciplined focus on LinkedIn’s mission led to continuous growth and innovation in products and services.
 - **Encouragement:** He built a culture of kindness and mentorship, fostering collaboration and open communication.
 - **Enablement:** Weiner empowered employees to contribute to LinkedIn’s growth, especially through innovative features like LinkedIn Learning.
 - **Effectiveness:** His strategic leadership made LinkedIn the premier global professional network, with long-term impacts on professional networking and development.
- Howard Schultz, Starbucks**
 - **Ethics:** Schultz has long emphasized Starbucks’ commitment to ethical sourcing and corporate social responsibility.
 - **Envisioning:** His vision transformed Starbucks into a “third place” between work and home, focusing on customer experience and social impact.
 - **Endurance:** Schultz led Starbucks through various crises, showing resilience and adaptability as he restructured the company to meet changing customer needs.
 - **Excellence:** His disciplined leadership and focus on quality standards elevated Starbucks’ global brand.
 - **Encouragement:** Schultz created an inclusive workplace culture, emphasizing employee empowerment through programs like tuition assistance.
 - **Enablement:** He provided teams with the resources needed for continuous improvement, particularly in customer service.
 - **Effectiveness:** Schultz’s emphasis on community and quality turned Starbucks into a globally recognized brand, sustaining its impact and market position.

These leaders exemplify the 7 E’s in leadership by consistently aligning their actions with these principles, fostering resilience, adaptability, and excellence within their organizations.