

## R. Wayne Scott (YPO Bermuda): Discovering True Value in Variety



As the Minister of Community, Culture and Sports for Bermuda, [R. Wayne Scott](#) (YPO Bermuda) seems genuinely excited when he describes himself as busy. "I now have responsibility basically for the whole social fabric of the country," Scott explains, citing his involvement and accountability with the Bermuda Housing Corporation; Rent Commissioner; Community and Cultural Affairs; Youth, Sport and Recreation; Financial Assistance; and Child Family Services.

This prominent role in public service has a different set of challenges than those Scott faced when he served as CEO of CCS Group, a technology business that served as the primary Cisco distributor on the island. "It's always a goal from a leadership perspective to gain consensus and have people working together, but as CEO of a company it's always from a base of 'I make the call and what I say goes,'" Scott explains. Having been appointed to this position after being elected to Parliament, however, he has discovered he needs to take a different approach. "For strategic planning and the like, it involves truly trying to lead from behind, subtly directing where conversations go and really trusting the process so that the team has come up with the next steps that are absolutely critical. I inherently know they need to happen, but it is a huge relief to see them get to the same conclusion and with total buy-in."

Although not always easy, incorporating a new approach to leadership is something that has naturally developed from Scott's proficiency at considering different points of view. In fact, he credits one powerful memory from his childhood in Bermuda for solidifying his understanding of the world's truly wide spectrum of experiences. "I distinctly remember as a little child catching the bus to school and looking out the window at the guys on the side of the road and thinking, 'What a waste,'" Scott explains. While that moment made an impression, its full impact would come years later. "I was sitting down on the street one morning watching a bus go across, and a little kid with eyes peering out the window made eye contact as this bus went across, and I thought to myself, 'Wow, there goes me!'"

While Scott laughs as he relates this story, it made a serious enough impression that he has kept it in mind throughout his life. "After that, I picked up and went off to school, had a successful career, ended up a YPOer and wound up running an IT business," he says. "So I've been on both ends of the spectrum, and I have always felt it was incumbent upon me to actually give back and try to help. Not many people fully understand that need, coming from having actually 'been there, done that' on both ends of the spectrum."

Scott is driven not only to public service, but also to finding various points of view –those that are both different and similar. The Black YPO Network has offered some great resources and connections for that variety. "When you look at YPO as a whole, there are not too many people who are qualified for YPO, so it is a very exclusive group worldwide," he says. "It is an even smaller group of Black YPO-qualified people, so having that connection and that shared experience is a unique resource." One particularly valuable aspect of the network has been a new emphasis on peer-to-peer sharing. "One of the things we've recently started to do it is to set up a communication matrix which forces you to go out and connect," Scott explains. "That's provided some good experiences and connections with people because we are not just connected in YPO but also in BYPO. It creates that avenue to go out and meet people and have great conversations."

Take the lead from R. Wayne Scott and be sure to use your membership to connect and share with your Black YPO Network members. Like Scott, you'll be glad you did!