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BUSINESS > TOP 100

Top 100 CEOs speak from the heart about what leadership means to them

They value listening, leading by example and keeping a sense of humor.



Reminders of the company's mission cover the wall of a conference room as DFW president Randy McGillem leads a meeting at Chesmar Homes on Aug. 16 in Richardson. McGillem calls his management style "transformational." (Smiley N. Pool / Staff Photographer)



By [Cheryl Hall](#)

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It's a simple fact. Employees want to be led.

Another simple fact? They don't want to be dictated to.

When Elon Musk said my way or the highway, more than a thousand employees hit the road. The world's richest man and biggest corporate bully didn't know what hit him.

Year after year, employees point to leadership as a key element in determining which companies make *The Dallas Morning News'* Top 100 Places to Work.

Employees want their bosses to have vision and to be able to articulate how they intend to accomplish that vision.

On the flip side, employees want to be appreciated, respected and heard.



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Opera is for everyone, The Dallas Opera says

BY **thedallasopera**

This year, our top executives were asked to describe their management styles in a few words to a couple of sentences. Of the 100 top executives polled, 79 responded to this question.

The phrase they mentioned most often was servant leadership, and most of them say they want to create an



Texas Security Bank CEO Craig
Scheef (Texas Security Bank)

“Creating a fantastic work culture begins with a CEO-created, inspiring, life-giving mission statement. Ours is ‘Elevating the champions of free enterprise.’”

Craig Scheef, CEO