

27th Annual Revenue Cycle and Finance Conference
Building Beyond: Leading the Future of Revenue & Finance

**LEADERSHIP: “FROM THE
GRIDIRON TO THE WORKPLACE”**

Greg Thomas, Former SEC Football Official

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hfma[®]

massachusetts-rhode island chapter



Does this relate to my organization?



Officiating = Leadership?



Teamwork = Officiating Crew

Goal Setting = Game Objectives

Accountability = Graded/Evaluated

Communication = Success

Characteristics of a Great Leader

On and off the field!



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Integrity

- Single most important characteristic
- Just 'Do the Right Thing'
- Employees reflect our values
- Get It Right



"Do the right thing. It will gratify some people and astonish the rest."
—Mark Twain

Create a Common Vision

- Use talents & ideas
- Verbalize the Vision
- Be a Compass/Driver
- Team Achievement



*"It's not the will to win that matters, everyone has that.
It's the will to prepare to win that matters."*
—Paul "Bear" Bryant

Create a Common Vision

- Interested or Committed
- Requires hard work
- Small goals = large goals
- Daily Discipline



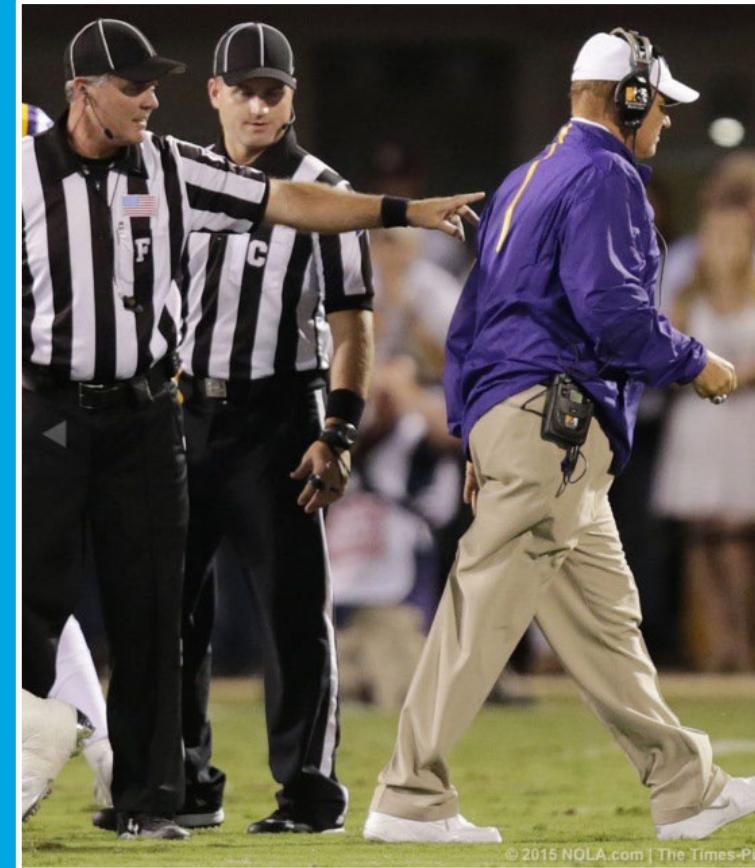
"The quality of a person's life is in direct proportion to their commitment to excellence, regardless of their chosen field of endeavor."

—Vince Lombardi

Display Fairness

- Treat everyone fairly but not necessarily equally
- Level Playing Field
- Equal Voice & Opportunity
- Give appropriate credit

*Perfect objectivity is an unrealistic goal;
fairness, however, is not.*

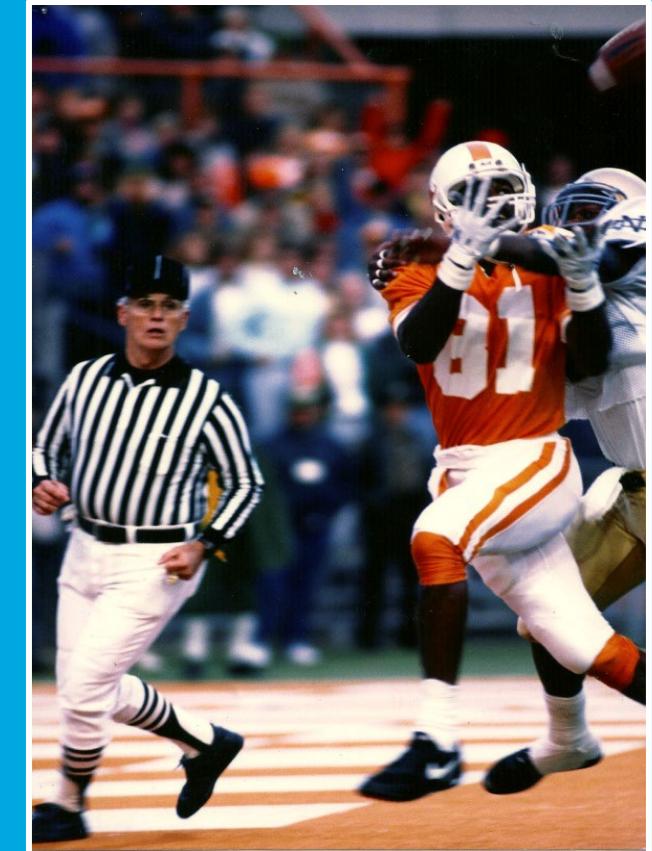




Common Sense

- Some 'old fashioned' things still work
- It's not the only answer
- Trust your instincts
- See the Big Picture

Genius ain't anything more than elegant common sense.



Problem Solving

- Identify the Problem
- Don't focus on blame
- Establish a Goal
- Seek the input of others
- Take the first step
- Evaluate Progress



*The problems you face will either defeat you or develop you,
depending on how you respond to them.*

Good Relationships

- Be Genuine and Approachable
- Be a 'Likeable Leader'
- Respect is earned, Honesty is appreciated, Trust is gained, Loyalty is returned.



Self Confidence

- Confidence is natural and subtle
- You must have confidence to instill confidence
- Not directed at others
- Make tough decisions



Silence can never be misquoted.

Communication

- Actively participate
- Open Environment
- Engaging not Dominate
- Non-Verbal
- Unsuccessful without it



The art of communication is the language of leadership.

Last but certainly not least...



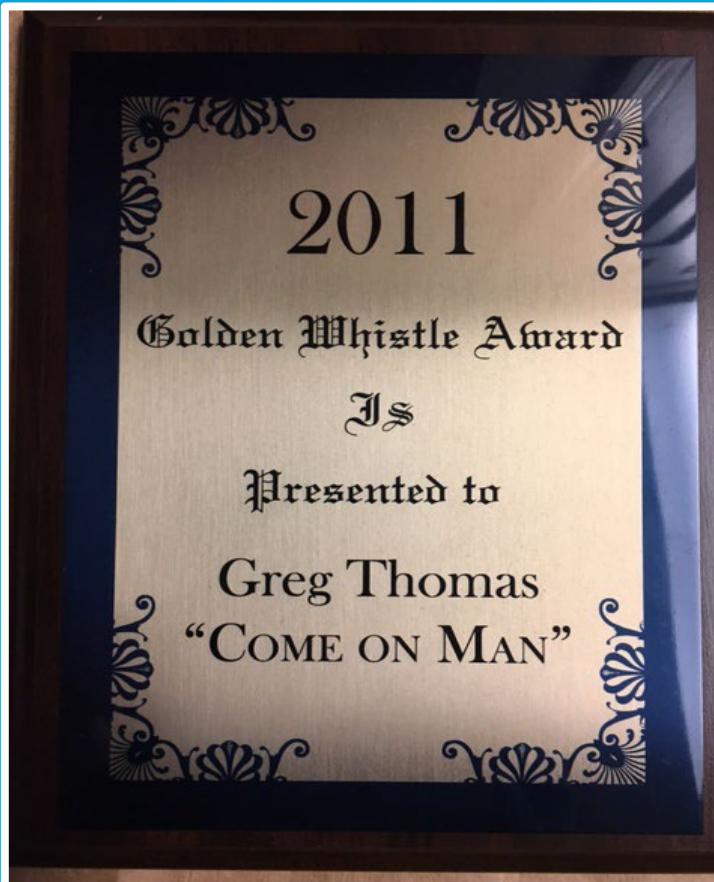
Sense of Humor

- People who can laugh easily, more productive, healthier, happier, etc.
- More approachable
- Take your job seriously, not yourself too seriously



A sense of humor is a major defense against minor problems.

Golden Whistle Award



<https://www.youtube.com/watch?v=mSgzeDSzvoo>

Official Conclusion

- People who can laugh easily, more productive, healthier, happier, etc. Leadership - Know it when you see it
- Leaders in areas other than business settings
- A Title doesn't make a Leader
- Characteristics motivate others
- More approachable
- Take your job seriously, not yourself too seriously



The growth and development of people is the highest calling of leadership.
—Harvey S. Firestone

Q & A



THANK YOU!



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