



# Stanford eCorner

## Hybrid Leaders

Kim Smith, *New Schools Venture Fund*

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Video URL: <http://ecorner.stanford.edu/videos/609/Hybrid-Leaders>

Smith talks about how hybrid leaders are crucial problem solvers because they are able to think outside the box. It is very difficult to have no ideas and instigate change if you have spent your entire career in the same sector. Creativity comes out of this diversity in experience and background.



### Transcript

As I've already mentioned hybrid leaders, folks who cross the sector are crucial problem solvers because by definition, they're thinking outside of the box. It's very difficult to get out of the box if you've spent your whole career in one sector looking at the problem from one angle. So we're really looking for those leaders who have moved across the sector. We joke on our team that we know we found the right candidate when we hire because they're so excited that we think their resume looks great because everybody else thinks they look schizophrenic, but we think they have to move across the sectors to really think creatively.