



Theo Epstein

President of Baseball Operations
Chicago Cubs



When people do things they weren't even sure they were capable of, I think it comes back to connection. Connection with teammates, the organization, and feeling like they belong.

Theo Epstein knows a thing or two about leadership—and winning. He has done the seemingly impossible not once but twice. He engineered two of the biggest comebacks in sports history: turning the Chicago Cubs into World Series champions in 2016 after a 108-year drought and, in 2004, leading the Boston Red Sox to the same title for the first time in 86 years. They clinched the title again in 2007. Earlier this year *Fortune* magazine named the Cubs' president of baseball operations the "World's Greatest Leader."

Mr. Epstein transformed the Cubs by emphasizing a combination of analytics, chemistry, discipline, and character as the team acquired new talent. The 2016 championship was the culmination of a five-year rebuilding program in which baseball operations were completely restructured, and the Cubs have increased their total wins every year under Mr. Epstein's leadership. When he became the general manager (GM) of the Red Sox in 2002, he was the youngest GM in baseball history. Over the next nine seasons, he led the team to six postseason appearances. Before that he served as assistant general manager of the Red Sox and earlier spent five seasons with the San Diego Padres.

In 2009 Mr. Epstein was named baseball's "Executive of the Decade" by *Sporting News* and was third on the *Sports Illustrated* list of the "top 10 GMs/executives of the decade." In 2008 he was named "Baseball America Executive of the Year." In 2003 and 2004, the Boston chapter of the Baseball Writers Association of America honored him as "Major League Executive of the Year."