



Foundational Leadership Principles



Define Leadership

Leadership is...

INFLUENCE

Leadership is...

- A process, not a position.
- Not management or supervisors
- Deals with people and dynamics
- Always moving forward

NOT ABOUT A POSITION

THE 5 LEVELS OF LEADERSHIP

5 PINNACLE

Respect

People follow because of who you are and what you represent.



4 PEOPLE DEVELOPMENT

Reproduction

People follow because of what you have done for them.



3 PRODUCTION

Results

People follow because of what you have done for the organization.



2 PERMISSION

Relationships

People follow because they want to.



1 POSITION

Rights

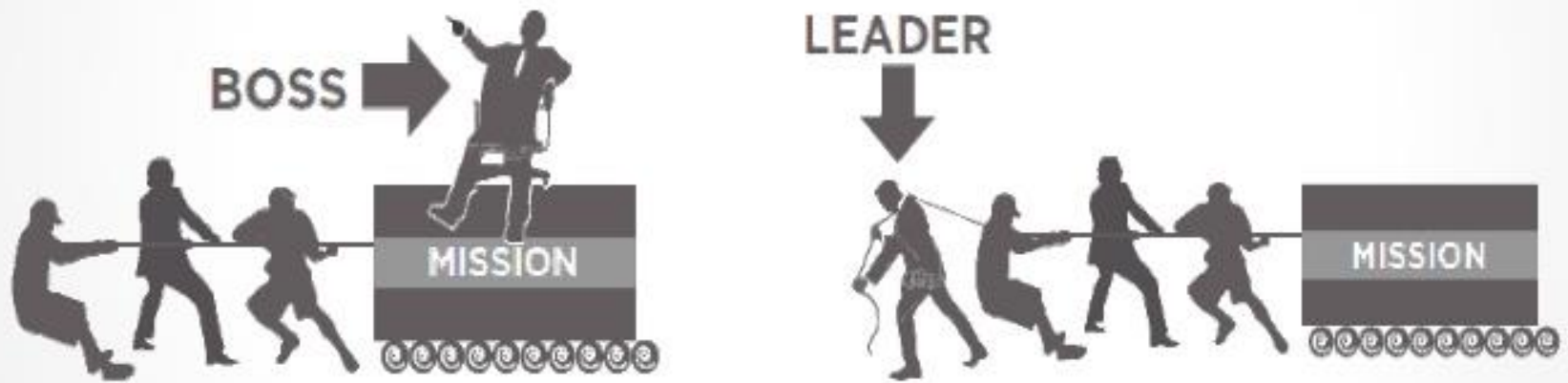
People follow because they have to.

John Maxwell
5 Levels of Leadership



Positional Leadership (rights)

Boss vs. Leader



Are You a Boss or a Leader?

BOSS



A know it all
Talks more than they listen



Gives answers



Criticizes
Point out weaknesses



Directs
Defends their ego
Focuses on themselves



Puts blame on others
Demands results

LEADER



Always willing to learn
Listens more than they talk



Seeks solutions

Encourages



Recognizes natural gifts

Coaches



Reveals vulnerability

Focuses on the team



Takes responsibility

Inspires performance




Permission (relationship)
Position (rights)





Production (results)
Permission (relationship)
Position (rights)



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- **Momentum Makers (positive)**
 - **Momentum Takers (neutral)**
 - **Momentum Breakers (negative)**



People Development (reproduction)

Production (results)

Permission (relationship)

Position (rights)



Leaders...

KNOW THE WAY

GO THE WAY

SHOW THE WAY

“ The function of leadership is to produce more leaders, not more followers. ”

Ralph Nader





Pinnacle (Respect)
People Development (reproduction)
Production (results)
Permission (relationship)
Position (rights)




Without appreciation and respect
for other people, true leadership
becomes ineffective, if not
impossible.

— *George Foreman* —


AZ QUOTES



We manage projects
We lead people



When people feel
they are being
managed like a
project, they will
comply out of
obligation



When people feel
they are being led,
they will follow you
because you **inspire**
them



**Good leaders have
followers**


**Great leaders have
other leaders**



Develop yourself

=

Personal Growth



Develop a team
=
Organizational
Growth



Develop leaders


=

Explosive and

Sustainable

Organizational

Growth and Success



**Leaders Know How
to:**

COMMUNICATE



**Leaders Know How
to:**

INSPIRE THE TEAM



**Leaders Know How
to:**

**LEAD EFFECTIVE
CHANGE**



**Leaders Know How
to:**

**TAKE PERSONAL
ACCOUNTABILITY**



The Law of the NAVIGATION

Anyone can steer the ship,
but it takes a leader to
chart the course

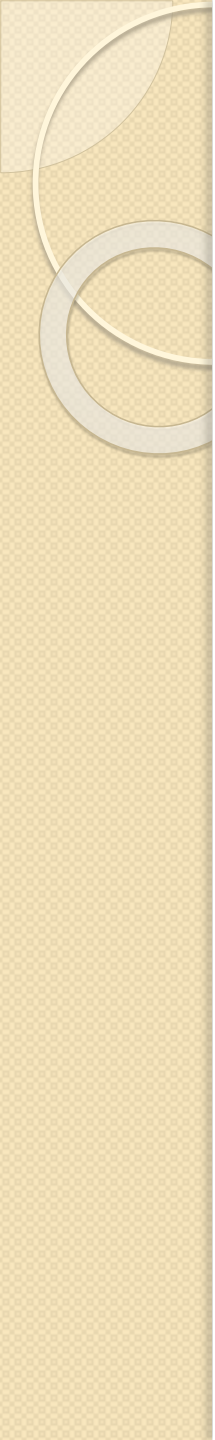




The Law of the PICTURE

People do what people see.
And someone is always
watching!!









The Law of the PICTURE

People do what people see.
And someone is always
watching!!



The Law of the LID

Your leadership ability
determines your level
of effectiveness



The Law of the LID

Leadership Evaluation

Reflection

- Think about the position in which you feel you are the leader
- What level are you now?
- What is your next step to move to the next level?

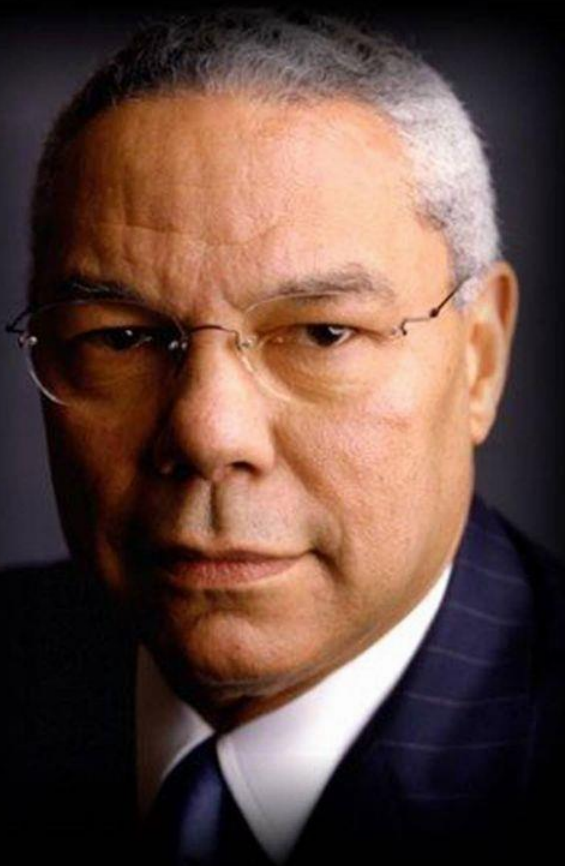


13 Leadership Rules

13 Rules

GEN. COLIN POWELL

- It ain't as bad as you think. It will look better in the morning.
- Get mad, then get over it.
- Be careful what you choose. You may get it.
- Don't let adverse facts stand in the way of a good decision.
- Check small things.
- Share credit.
- Remain calm. Be kind.
- Have a vision. Be demanding.
- You can't make someone else's choices. You shouldn't let someone else make yours.
- Avoid having your ego so close to your position that when your position falls, your ego goes with it.
- Don't take counsel of your fears or naysayers.
- Perpetual optimism is a force multiplier.
- It can be done!



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David's Rules

- 1). Lead yourself first. No one is responsible for you...except you!
- 2). Teamwork makes the dream work.
- 3). Worry about getting it right, not being right.
- 4). Ensure a bias toward action. Get stuff done.
- 5). Success compounds over time. Do the little things now.
- 6). A positive attitude and outlook make all the difference
- 7). Treat others better than you would treat yourself
- 8). Encourage and add value to people daily
- 9). Equip and empower people, and then get out of the way
- 10). Hard work pays off in the end. Anything easy isn't worth doing.
- 11). Credibility and influence in relationships are built on transparency and trust.
- 12). Assume positive intent.
- 13). Change can be challenging. Be intentional and lead it well.