

FIVE LEVELS OF LEADERSHIP



1 Position

This is the entry level of a person to prolong for long time as a great leader. Position is the only way to lead for a person with no leadership experience. It is actually a little power which enables them in a long run.



People will follow a person who is in the leadership position, because they have to. The leader may be demanding or tolerating, people will accept their commands and work according to it. Achieving a leadership position is easy but to retain as a successful leader it takes time to perfect their skills. A person stays in the same position for a long time is limited to reach the goal as successful leader. The next level of leadership can be achieved, when the leader help every team member to see the possibility of growing in leadership beyond their position.

2 Permission

Making the shift from Position to Permission brings a person's first real step into leadership. Leadership is influence, and when a leader learns to function on the Permission level, everything changes. People follow you because they want to and don't just merely comply with orders. Why? Because the leader begins to influence people with relationship, not just position.

Every leader should analyze him whether he is task-oriented or people-oriented. Connecting with others begins with connecting with and growing yourself.

“Understanding that the first person I must get along with is ‘me’, the first person to cause ‘me’ problems is ‘me’, the first person that must change is ‘me’, and the first person that can make a difference is ‘me’.”

When people feel liked, cared for, included, valued, and trusted, they begin to work together with their leader and each other. And that can change the entire working environment.

The old saying is really true: people go along with leaders they get along with. The goal of leaders in the Permission level is achieved to build relationships with the people; it makes the Production level much easier.



3 Production

Production qualifies and separates true leaders from people who merely occupy leadership positions.

Good leaders always make things happen. They get results. They can make a significant impact on an organization. Not only are they productive individually, but they also are able to help the team produce. The people will follow the leader only if the team succeeds and get things done.

Some people never move up from Level 2 Permission to Level 3 Production. Why? They can't seem to produce results.

When that is the case, it's usually because they lack the self-discipline, work ethic, organization, or skills to be productive. In such cases leadership will be less motivated.

The leader should be flexible and modeling then the people will embrace it and continues the journey with him.



4 People Development

On Level 3, the emphasis is on personal and corporate productivity. To reach the upper levels of leadership that create elite organizations, leaders must transition from producers to developers.

Why? Because people are any organization's most appreciable asset.



Good leaders on Level 4 invest their time, energy, money, and thinking into growing others as leaders. How does this emphasis on people and people decisions translate into action?

Leaders on the People Development level of leadership shift their focus from the production achieved by others to the development of their potential. And they put only 20 percent of their focus on their personal productivity while putting 80 percent of it on developing and leading others. This can be a difficult shift for highly productive people who are used to getting their hands dirty, but it's a change that can revolutionize an organization and give it a much brighter future.

“Production may win games, but People Development wins championships.” People development assures that growth can be sustained. Self-centered, insecure leaders neglect this stage in their development.

5 Pinnacle

Leaders at this level understand that the highest goal of leadership is to develop more leaders, not to gain followers or do work. Level 5 leaders develop Level 4 leaders. The individuals who reach Level 5 lead so well for so long that they create a legacy of leadership in the organization they serve. Pinnacle leaders stand out from everyone else.

They are a cut above, and they seem to bring success with them wherever they go. Leadership at this high level lifts the entire organization and creates an environment that benefits everyone in it, contributing to their success. Level 5 leaders often possess an influence that transcends the organization and the industry the leader works in.

With gratitude and humility, pinnacle leaders lift up as many leaders as they can, tackle as many great challenges as possible, and extend their influence to make a positive difference beyond their own organization and industry.

The Five Levels of Leadership

Developing leaders that can in turn develop leaders is hard work and takes a great deal of skill, focus, and a lifetime commitment.

