

Leadership Development

Overview of Leadership Development

1. Great Culture Starts at the Top. Leadership has everything to do with the rise and fall of one's culture.
2. Learning to Lead Better Helps Impact the World Around Us in a Positive Manner.
3. Leadership is about Communication and Influence. Improving your Communication and Improving your Influence Will Help You Lead More Effectively.
4. Leadership is a Process Not a Position. It is an Action Word. Along the way trust is developed.
5. Because you are a Good Manager That Doesn't Necessarily Make You a Good Leader. Management Keeps Things the Same. Leadership Works with People and Their Dynamics.
6. Leadership Creates Change and Facilitates Growth

Where there is no vision, the people perish.

Great Vision Precedes Great Achievement

D.G. Phillip & Associates



5 Levels of Leadership

1. **Position** – Rights
People follow you because they have to.
2. **Permission** – Relationships
People follow you because they want to.
3. **Production** – Results
People follow you because of what you have done for the organization.
4. **People** Development – Reproduction
People follow because what you have done for them.
5. **Pinnacle** – Respect
People follow because of who you are and what you represent.

Level 1 – Position

- This is the lowest level of leadership – the entry level of leadership. This comes with the job description. People at this level are bosses not leaders. This level does not require ability and effort to succeed. Anyone can be appointed to a position.

Level 2 – Permission

- This level is solely based on developing relationships. People follow because they want to. Treating people well because they have value. This level you start to have influence with your associates.

Level 3 – Production

- The temptation is to stop at the Permission Level. Good leaders don't just develop relationships they actually get things done. This means they get results. Now people are following because of what you have done for the

**I will value everyone on this team and their
unique contributions.**

Exercise authority with wisdom and caution.

organization. This is the level where work gets done, morale improves profits go up, turnover goes down, and goals are achieved. Momentum begins to happen in the organization

Level 4 – People Development

- Leaders become great not because of their power, but because of their ability to empower others. That is what leaders do on Level 4. They use their position, relationships, and productivity to invest in their followers and develop them until those followers' become leaders in their own right. Reproduction is the goal and the result. Teamwork goes to a very high level. Because the high investment in people deepens relationships, helps people to know one another better, and strengthens loyalty.

Level 5 – Pinnacle

- The most difficult level of leadership. This level does require a high level of talent. These leaders develop people to become level 4 leaders. Developing leaders to the point where they are able and willing to develop other leaders is the most difficult leadership task of all. They create opportunities that other leaders don't.

Trust is the Key to Unlock Leadership

1. Lose trust you lose influence. Once you lose trust you lose the impact you could have on people's lives at home and at work.
2. Everything of value is built on trust.
3. Employee engagement requires servant leadership which requires trust and influence. This is about WE not ME.

Trust is the Key to Unlock Leadership (cont.)

4. Developing Trust starts with you not someone else. Do what is right, deliver what is promised and be the same every time whatever the circumstances.
5. Mistrust doubles the cost of doing business.
6. Companies with high trust levels generated total returns to shareholders almost 3X's that of companies with low levels of trust.
7. It takes on average 7-months for employees to build trust in a leader but only 2-3 months to lose it.
8. There are two dimensions of trust, Time (Lost in a Short Time) and Depth (Takes a Long Time)
9. From shallow to deep. The deeper the roots the more it can stand adversity. (When trust is broken)
10. Companies with high trust levels outperform companies with low trust levels by 186%
11. Trust can be transferred from one person to another.
12. In a climate of trust people are more Creative, Motivated, Productive, and willing to sacrifice for the TEAM!
13. Your Credit Score is your Trust Score.
14. Many barriers to trust exist in a company, family, organization etc.
15. You must build on the foundation for trust, Character & Competence. Then strengthen the following areas to earn trust:
 - a. Integrity
 - b. Intentions
 - c. Capability
 - d. Track Record

**I will train myself to be generous in both
relationships and resources.**

If great leaders err, they do so on the side of generosity.

Leadership Implementation Process

Adaptive Leadership begins with:

1. One-on-One Meetings with each Leadership Training Candidate
2. Meetings are one-hour in duration and take place off-site. The Leadership Trainer will meet for three different one-hour sessions.
3. The one-on-one session will consist of; Getting to know one another, Leadership Assessments, Fact Finding.
4. These three sessions will paint the picture of the company providing the Leadership Trainer with insight that allows him/her to individualize and deliver the leadership content in the most relevant manner for each Leadership Candidate.

Job Shadow:

1. The Leadership Trainer will spend time inside the workplace shadowing each Leadership Candidate. This will enable him/her to get to know the company, the processes, and the work environment. Seeing how the Leadership Candidate handles their day-to-day obligations in a real-world setting will once again give our Leadership Trainer real, valuable information that allows the Leadership Trainer to better implement the training.

Success requires a singleness of purpose.

To motivate and encourage others to pursue a life of integrity.

Leadership Implementation Process (cont.)

Group Sessions:

1. Bringing all the individuals involved in the Leadership Training together for a hands-on, team building experience
2. Where they will implement what they are learning along the way. This is a hands-on group training environment.
3. The group experience is a fun, fast paced learning environment that allows each candidate to step out of their comfort zones and acquire new skills and confidence.

Practical Application:

1. During the Leadership Training Process each Leadership Candidate will be tasked with the objective to identify one work environment issue that needs leadership to make a positive change in the workplace.
2. Once each Leadership Candidate identifies the area needing improvement or change within their workplace, they will develop a plan with other leaders to lead the charge of implementing the appropriate changes.

Follow-Up:

1. The Leadership Trainer will provide follow up sessions to ensure the leadership principles taught through the training sessions is being implemented throughout each company.