

FIVE LEVELS OF Leadership

BOOK BY JOHN C. MAXWELL

FIVE 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 you because of what you have done for them.

5. PINNACLE RESPECT

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

1 POSITION GREAT PLACE TO VISIT, BUT YOU DON'T WANT TO LIVE THERE

Upside

- Means authority is recognized
- Invitation to grow as a leader

Downside

- Often lonely
- Receive people's least, not their best

HOW TO MOVE UP TO NEXT LEVEL

- Dedicate yourself to growth (find a coach)
- Initiate contact with your team members

2 PERMISSION YOU CAN'T LEAD PEOPLE, UNTIL YOU LIKE PEOPLE

Upside

- Makes work enjoyable
- Opens communications

Downside

- Appear too soft
- Can be taken advantage of

HOW TO MOVE UP TO NEXT LEVEL

- Give people your undivided attention
- Become your team's Encourager-in-Chief

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**“PEOPLE BUY INTO THE LEADER,
BEFORE THEY BUY INTO THE VISION.”**

– JOHN C. MAXWELL

3 PRODUCTION MAKING THINGS HAPPEN SEPARATES REAL LEADERS FROM WANNABES

Upside

- Gives credibility to the leader
- Creates momentum/team building

Downside

- You think you are a leader when you are not
- Requires making difficult decisions

HOW TO MOVE UP TO NEXT LEVEL

- People are an organization's best asset; be their change agent
- Growing leaders is the most effective way to achieve the vision

4 PEOPLE DEVELOPMENT HELPING INDIVIDUAL LEADERS TO GROW EXTENDS YOUR INFLUENCE AND IMPACT

Upside

- Sets you apart
- Empowers others to reach their potential

Downside

- Self-centeredness can lead to neglect
- Can feel threatened

BEST PRACTICES

- Recruit the right people
- Put them in the right position
- Model the behavior you expect
- Empower employees to achieve higher levels

5 PINNACLE THE HIGHEST LEADERSHIP ACCOMPLISHMENT IS DEVELOPING OTHER LEADERS TO LEVEL 4

Upside

- Creates a legacy within the organization
- You create a Level 5 organization

Downside

- Leads you to believe your own press
- Makes you think you have arrived

BEING THE BEST

- Plan your succession/legacy
- Use your leadership success as a platform for something bigger



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