



The Five Levels of Leadership

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The Definition of Leadership

Influence



The Five Levels of Leadership

- Position
- Permission
- Production
- People Development
- Pinnacle



The Five Levels of Leadership

				<p>Pinnacle</p> <p>RESPECT People follow because of who you are and what you represent.</p>	<p>Reserved for leaders who have spent years growing people and organizations.</p>
	<p>People Development</p>		<p>REPRODUCTION People follow because of what you have done for them.</p>		<p>This is where long term growth occurs. Your commitment to developing leaders will insure ongoing growth. Do whatever you can to achieve and stay on this level.</p>
	<p>Production</p>		<p>RESULTS People follow because of what you have done for the organization.</p>	<p>Permission</p>	<p>This is where success is sensed by most people. They like you and what you are doing. Problems are fixed with very little effort because of momentum.</p>
<p>Position</p>	<p>RELATIONSHIPS People follow because they want to.</p>				<p>People will follow you beyond your stated authority. This level allows work to be fun. Caution: Staying too long on this level will cause highly motivated people to become restless.</p>
<p>RIGHTS People follow because they have to.</p>					<p>Your influence will not extend beyond the lines of your job description. The longer you stay here, the higher the turnover and the lower the morale.</p>



Principles for People Development

- Everyone Wants to Feel Worthwhile
- Everyone Needs and Responds to Encouragement
- People “Buy Into” the Leader Before They “Buy Into” His or Her Leadership

Principles for People Development

- Most People do Not Know How to be Successful
- Most People are Naturally Motivated
- Most People Value Relationships
- People Development Takes Time

Thank You!

