

Principle Centred Leadership

Leadership: The capacity to influence others through inspiration generated by a passion ignited by a purpose.

- Myles Munro

Let's begin this way ...

- If your people had a choice, would they voluntarily accept you as their leader?
- Why would anyone ask you to be their mentor?

No man can climb out beyond the limitation of his own character
John Morley

Object of leadership

- Influence
 - People listen with their eyes
- Create other leaders
 - Effectiveness is not in creating good followers
- The good society
 - What makes a good society

Outline

- Principles and leadership
- The Power principle
- Effectiveness and influence

What lies behind us and what lies before us are tiny matters compared to what lies within us - *Oliver Wendell Holmes*

The paradox of leadership

- Pathfinders (Heads)
 - Vision, strategy, pace, goals
- Team builders (Hearts)
 - Create other leaders
 - Helps others get things done
 - Coach
- Gardeners (Hands)
 - Create culture
 - Provide recognition
 - Prune
 - Plan for harvest/Replanting (Succession)

Picasso
Symphony conductor

Discipleship

Principles

- Principles are inviolate laws of the universe
 - Humility and principles; courage and values
 - Law of the farm
 - Harrow, plant, cultivate, weed, water, nurture
- Principles are objective external calibrations
 - Values are subjective internal maps
- A sense of the the “true north”

Principles are the territory. Values are maps. When we value correct principles, we have truth - a knowledge of things as they are. Stephen Covey

Principles and leadership

- A compass
 - An anchor – a beacon to resolve inner conflict
 - Why do I do what I do?
 - Integrity in making our daily choices
- The “unseen space” (a Chinese parable)
- Essence of character building
 - Commitment to cause or purpose
 - Why would you follow someone who does not have a cause?

We need humility to submit to principles, and courage to live our values

Basis of the leader's legitimacy

- Authenticity
 - Genuine, true, reliable
 - Capacity to resolve inner conflict
- Integrity
 - Who you say you are
 - Who others know you to be
 - Who you really are
- Passion
 - Pursuit of meaning – trustworthiness
 - In accord with principles

Maturity is the balance between courage and consideration

Trust is the foundation of leadership



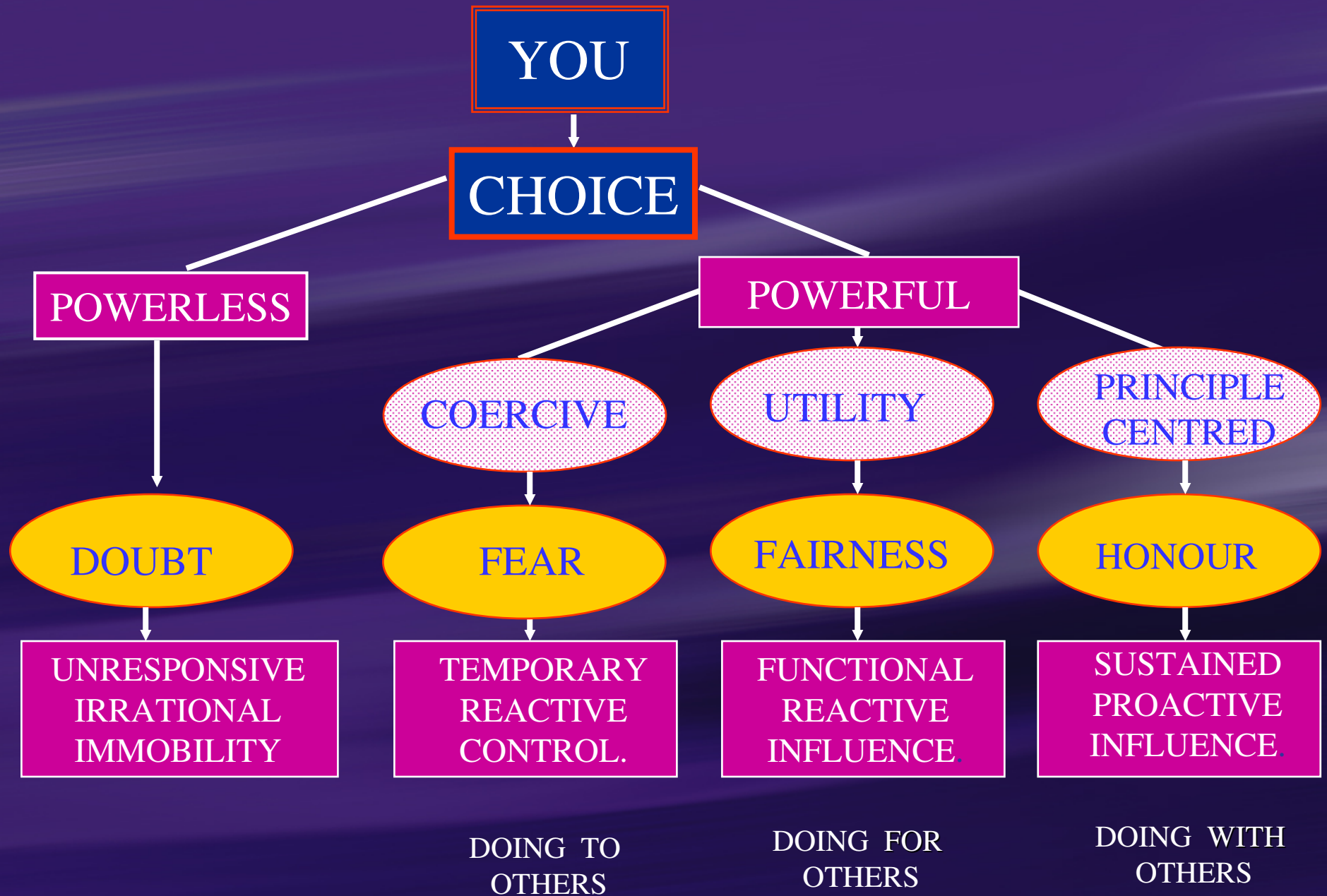
My manager is the lens through which I see the organization

The Power Principle

- Four human endowments
 - Self awareness
 - Conscience
 - Independent will
 - Creative imagination
- AVIRA – a leadership effectiveness tool
 - Awareness, Vision, Imagination, Responsibility, Action

We are born to lead but must become leaders.

The Power Principle

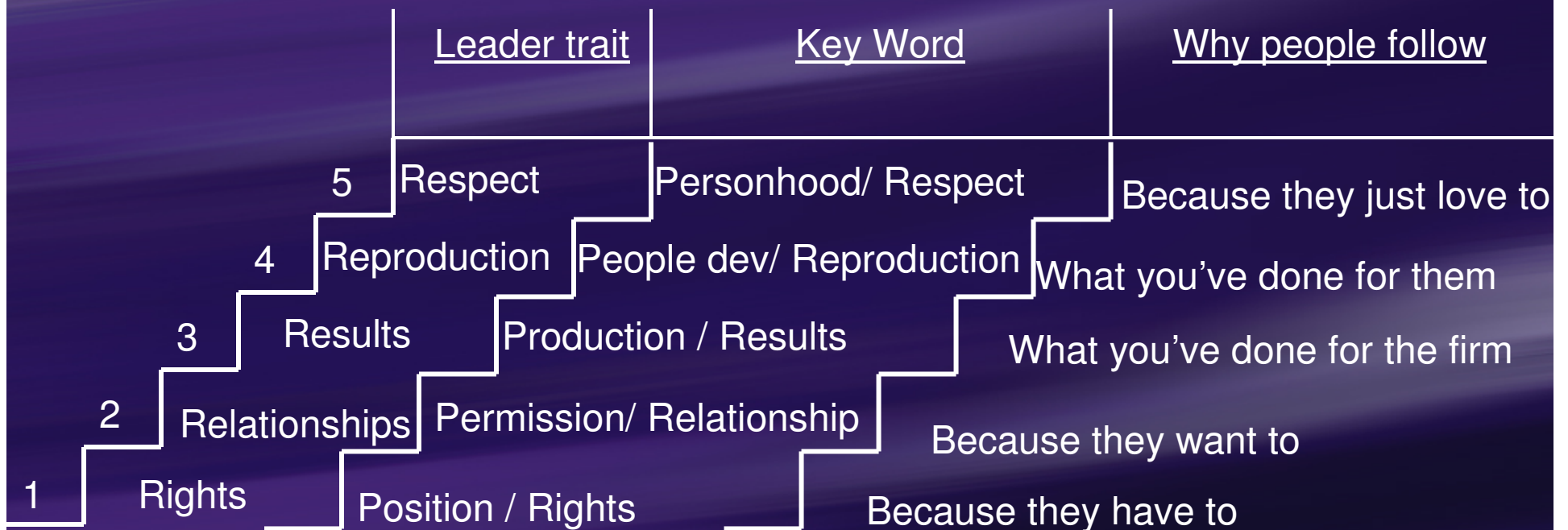


Level 5 leadership hierarchy



Character is that which can do without success. – Ralph Emerson

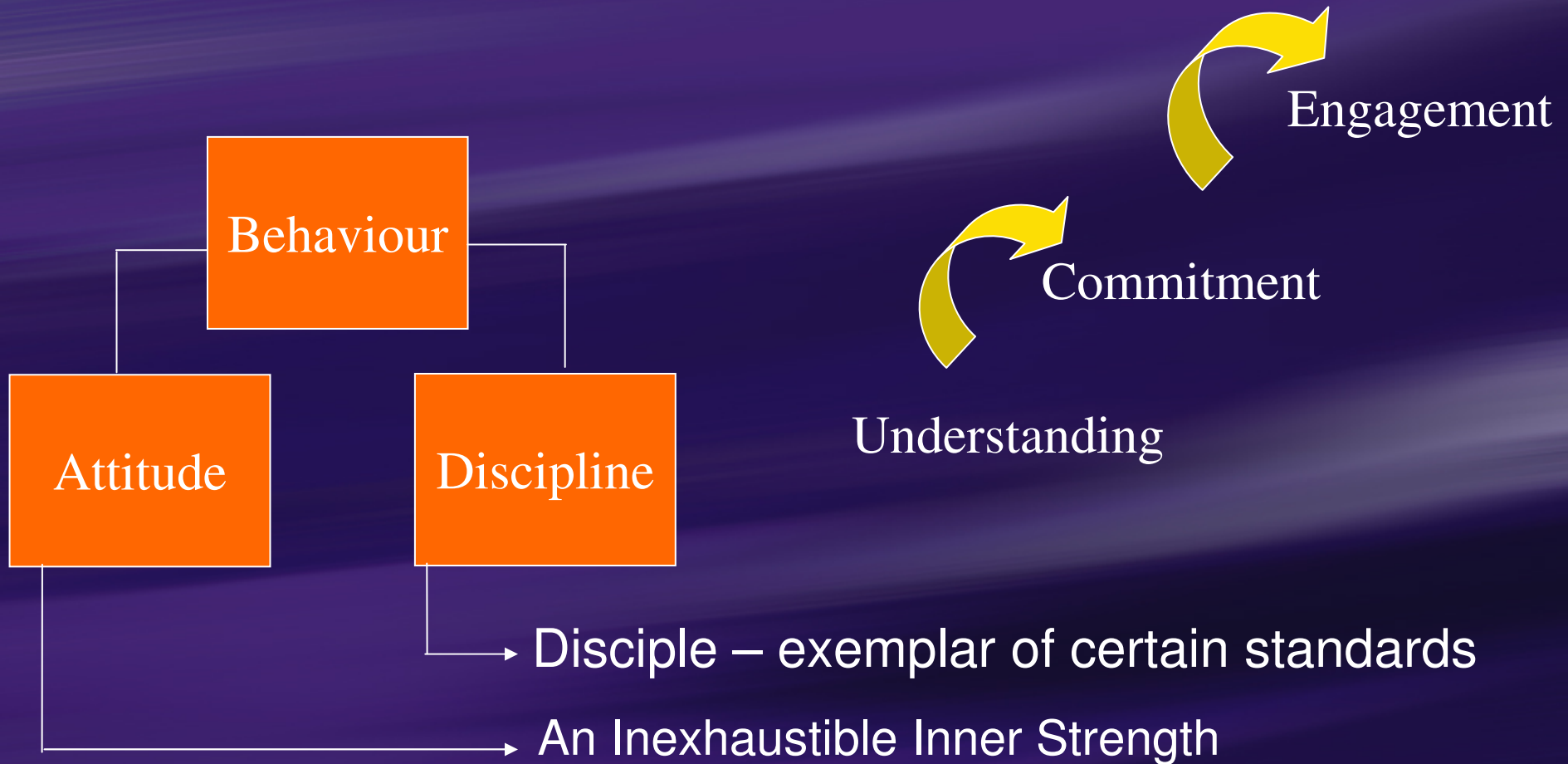
5 levels of influence



People don't care how much you know until they know how much you care

Effectiveness & Influence

Behaviour stands on two pillars



While we are free to choose our actions, we are not free to choose the consequences of those actions

Principle centred leaders stand out

- Growth: ***growing people grow people***
 - Higher self-esteem
 - Willing to change and risk
 - Passion for the full life, and learning
 - Lift the lid on others
 - Radiate positive energy
 - Foster learning environment
 - Rigour for self-renewal and personal growth

There's room at the top

My leadership philosophy:

Follow me I am right behind you

Epilogue – where am I coming from?

- Principles are eternal and emanate from an eternal God
- The ultimate standard of excellence is Godliness
- We were made for dominion
 - “The heavens, even the heavens, are the Lord’s, but the earth He has given to the sons of men” Ps 115:16
- That lost dominion was the essence of Christ’s incarnation

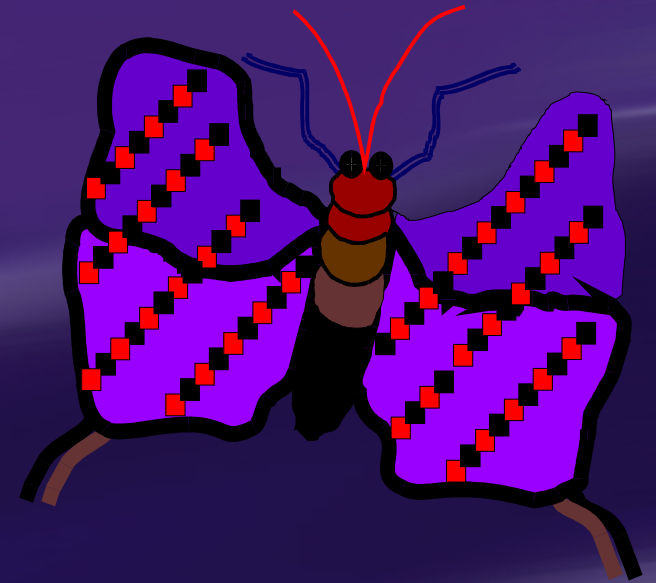
Principle centred leaders stand out

- Streamline
 - Balance in life and living
 - Keep the main thing the main thing
- Organize
 - Weed out interests, lock onto commitments
- Schedule
 - Plan your life around commitments

The sun gives away all its energy for plants to grow. They in turn grow towards the sun

Private victory precedes public victory

NOW... THAT'S
WHAT I CALL
VISION



Not just "improvement", but "transformation"