

The 21 Irrefutable Laws of Leadership

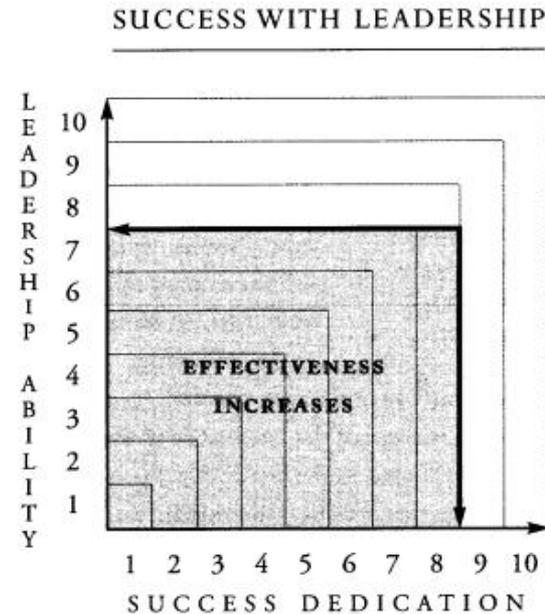
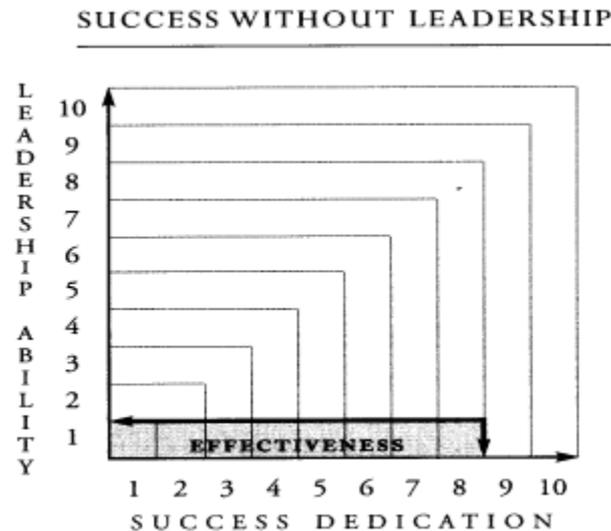
By JOHN C. MAXWELL

Slides by Omar Caceres

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1. The Law of the Lid

- ▶ Your leadership ability always determines your effectiveness and your potential impact on your organization



- ▶ Smart, talented people are able to go so far because of the limitations of their leadership
- ▶ To reach the highest level of effectiveness, you have to raise your leadership lid

2. The Law of Influence

The true measure of Leadership is influence – nothing more, nothing less

The true leadership cannot be awarded, appointed, or assigned. It comes only from influence, and that cannot be mandated. It must be earned.

▶ **Five Myths about Leadership:**

- ▶ Leading and managing are the same
- ▶ Entrepreneurs are skilled at seeing opportunities and going after them
- ▶ Neither IQ nor education necessarily equates to leadership
- ▶ Being a trendsetter is not the same as being a leader
- ▶ Leadership is not based on rank or title

▶ **Factors that make a Leader**

- ▶ Character – Who they are
 - ▶ Relationships – Who they know
 - ▶ Knowledge – What they know
 - ▶ Intuition – What they feel
 - ▶ Experience – Where they've been
 - ▶ Ability – What they can do
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3. The Law of Process

- ▶ Leadership develops daily, not in a Day !
- ▶ Successful leaders are learners, it requires a lot of self-discipline and perseverance

“The secret of success in life is for a person to be ready for his/her time when it comes”

Benjamin Disraeli

- ▶ Phases of Leadership Growth:
 - ▶ I don't know what I don't know
This person doesn't know the importance of leadership and then isn't going to grow
 - ▶ I know that I need to know
The point when the need to learn is discovered
 - ▶ I know what I don't know
If the leadership skills doesn't get better, your career will eventually get bogged down. Develop a personal plan
 - ▶ I know and grow and it starts to show
Daily discipline is helping you to become an effective leader but you still have to think about every move you make
 - ▶ I simple go because of what I know
Your ability to lead becomes almost automatic, you develop great instincts which results in incredible payoffs
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4. The Law of Navigation

Anyone can steer the ship, but it takes a leader to chart the course

- ▶ Give the trip the best chance of being a success...
 - ▶ Draw on Past Experience
 - ▶ Examine the conditions BEFORE making commitments
 - ▶ Listen to what others have to say
 - ▶ Make sure their conclusions represent both faith and fact
- ▶ Have a strategy...
 - ▶ **P**redetermine a course of action.
 - ▶ **L**ay out your goals.
 - ▶ **A**adjust your priorities.
 - ▶ **N**otify key personnel.

 - ▶ **A**llow time for acceptance.
 - ▶ **H**ead into action.
 - ▶ **E**xpect problems.
 - ▶ **A**lways point to the successes.
 - ▶ **D**aily review your plan.



5. The Law of Addition

Leaders add value by serving others ...

▶ Adding Profits by Adding Value

The bottom line in leadership isn't how far WE advance ourselves but how far we advance OTHERS

Are you making things better for the people who follow you?

▶ Adding Value, Changing Lives

▶ Truly value others

▶ Make yourself more valuable to others

▶ Know and relate to what others value

... people will achieve more, develop more loyalty and have better time getting things done



6. The Law of Solid Ground

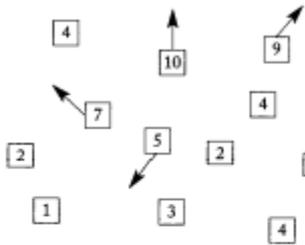
Trust is the foundation of leadership

- ▶ Leaders cannot repeatedly break trust with people and continue to influence them
- ▶ Your people know when you make mistakes
- ▶ Build trust by consistently exemplifying competence, connection and character
- ▶ No leader can break trust with his people and expect to keep influencing them
- ▶ Character communicates...
 - ▶ Consistency
 - ▶ Leaders without inner strength can't be counted on day after day...
 - ▶ Potential
 - ▶ Weak character is limiting
 - ▶ Respect
 - ▶ Leaders earn respect by making sound decisions, admitting their mistakes and putting what's best for their followers and the organization ahead of their personal agendas

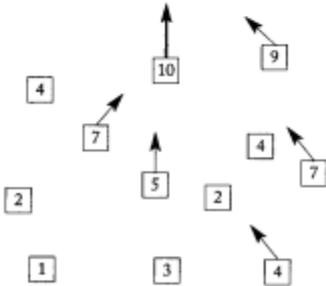


7. The Law of Respect

LEADERS GO THEIR OWN WAY WHEN
A GROUP FIRST COMES TOGETHER



SOON PEOPLE CHANGE DIRECTION TO
FOLLOW THE STRONGEST LEADERS



Ways to gain others' respect:

1. Natural leadership ability
2. Respect for others
3. Courage
4. Success
5. Loyalty
6. Value added to others

People naturally follow leaders stronger than themselves...

8. The Law of Intuition

Leaders evaluate everything with a leadership bias

- ▶ This law is based on facts coupled with instincts plus other intangible factors (employee morale, organizational momentum, relationship dynamics)
 - ▶ ... Separates the great leaders from the merely good ones
- Without intuition, leaders get blindsided
- ▶ Great leaders should be able to
 - ▶ **Read their situation**
 - ▶ Pick up details ignored by others.
 - ▶ **Read trends**
 - ▶ Sense it first and find data later to explain it. Keep few step ahead...
 - ▶ **Read their resources**
 - ▶ Always think in terms of resources and how to maximize them
 - ▶ **Read people**
 - ▶ Sense what's happening among people and know their hopes, fears and concerns
 - ▶ **Read themselves**
 - ▶ Knowing their own strengths and weaknesses, but also their current state of mind is critical
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- ▶

9. The Law of Magnetism

Who you are is who you attract

You draw people to you who possess the same qualities you do...

If you want to attract better people, become the kind of person you desire to attract !



Picture from: [5 Tips for creating a stronger leadership image](#)



10. The Law of Connection

Leaders touch a heart before they ask for a hand

- ▶ You can't move people to action unless you first move them with emotion.
 - ▶ You develop credibility with people when you connect with them and show that you genuinely care and want to help them
 - ▶ Successful leaders take the first step and make the effort to continue building relationships
 - ▶ Learn names, make yourself available, tell them how much you appreciate them, and most important: Listen to Them
 - ▶ To lead yourself, use your head; to lead others, use your heart.
- ▶ How to connect with people:
 - ▶ Connect with yourself first
 - ▶ Communicate with openness and sincerity
 - ▶ Know your audience
 - ▶ Live your message
 - ▶ Go to where they are
 - ▶ Focus on them, not yourself
 - ▶ Believe in them
 - ▶ Give them hope



11. The Law of Inner Circle

The Leader's potential is determined by those closest to him

- ▶ Nobody does anything great alone, nor do leaders succeed alone.
 - ▶ Once you've reached your capacity in time and energy, the only way you can increase your impact is through others.
 - ▶ Surround yourself with high performers that extend your influence beyond your reach and help you to grow and become a better leader.
 - ▶ People around you are great candidates for your inner circle if they:
 - ▶ Have high influence with others
 - ▶ Bring a few key people into my inner circle who possess strengths in your areas of weakness
 - ▶ Hold a strategic position in the organization
 - ▶ Add value to me and to the organization
 - ▶ Positively impact other inner circle members
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12. The Law of Empowerment

Only secure leaders give power to others

- ▶ You have to be willing to empower others in exchange for your own success.
- ▶ Once you've reached your capacity in time and energy, the only way you can increase your impact is through others.
- ▶ Surround yourself with high performers that extend your influence beyond your reach and help you to grow and become a better leader.
- ▶ Strange as it sounds, great leaders gain authority by giving it away.
- ▶ Leaders fail to empower others because:
 - ▶ Fear of losing what they have; weak leaders worry about great performers in their teams
 - ▶ Resistance to change
 - ▶ Lack of self-worth; they can't give power to others because they feel that they have no power to themselves

“The best executive is the one who has sense enough to pick good men to do what he wants done; and the self-restraint enough to keep from meddling with them while they do it”

Theodore Roosevelt



13. The Law of the Picture

People do what people see

- ▶ Followers will copy good or bad examples
- ▶ Great leaders are both highly visionary and highly practical.
- ▶ Leaders possess and understanding how:
 - ▶ Mission provides purpose – Why?
 - ▶ Vision provides a picture – What?
 - ▶ Strategy provides a plan – How?
- ▶ As you strive to become a better example, remember:
 - ▶ Followers are always watching what you do
 - ▶ It's easier to teach what's right than to do what's right
 - ▶ We should work on changing ourselves before trying to improve others
 - ▶ The most valuable gift a leader can give is being a good example

“Leaders are paid to be dreamers”

Hans Finzel



14. The Law of Buy-In

The leader finds the dream and
then the people.

The people find the leader and
then the dream

- ▶ Having a great vision and a worthy cause is not enough to get people to follow you
- ▶ You must get your people to buy into you; that is the price you have to pay if you want your vision to have a chance of becoming reality

People buy into the leader,
then the vision



15. The Law of Victory

Leaders find a way for the team to win

- ▶ Victorious leaders share an unwillingness to accept defeat. They figure out what must be done to achieve victory
- ▶ The best leaders do everything in their power to achieve victory, in their view:
 - ▶ Losing is unacceptable
 - ▶ Passion is unquenchable
 - ▶ Quitting is unthinkable
 - ▶ Commitment is unquestionable
 - ▶ Victory is inevitable
- ▶ Leaders have a Plan B, that is why they keep fighting and continue to win
- ▶ Three factors that contribute to a team's dedication to victory:
 1. Unity of vision
 2. Diversity of skills
 3. A Leader dedicated to victory and raising players to their potential

Unity of vision doesn't happen spontaneously.
The right players with the proper diversity of talent don't come together on their own.

It takes a leader to make those things happen



16. The Law of Big Mo

Momentum is a Leader's best friend

- ▶ If you can't get things going, you will not succeed, you're dead in the water as a leader
- ▶ When you have no momentum, even the simplest tasks seems impossible.
- ▶ When you have momentum on your side, the future looks bright, and obstacles appear small.
- ▶ Truths about momentum
 - ▶ Is the great exaggerator
 - ▶ Makes Leaders look better than they are
 - ▶ Helps Followers perform better than they are
 - ▶ Is easier to steer than to start
 - ▶ Is the most powerful change agent
 - ▶ Is the Leader's responsibility
 - ▶ Begins inside the Leader



17. The Law of Priorities

Leaders understand that activity is not necessarily accomplishment

- ▶ Leaders never advance to a point where they no longer need to prioritize

Busyness does not equal productivity

- ▶ Prioritizing requires leaders to continually think ahead
- ▶ Apply **The Pareto Principle**, focus your attention on the activities that rank in the top 20% in terms of importance to achieve 80% of return on your effort

- ▶ The 3 R's

- ▶ What is Required?

- If I'm doing something that is not necessary, I should eliminate it.

- If I'm doing something that's necessary but not required of me personally, I need to delegate it

- ▶ What gives the greatest Return?

- Get out of your comfort zone but stay in your strength zone

- ▶ What brings the greatest Reward?

- Life is too short not to do the things you love. Your personal interest energize you and keep you passionate

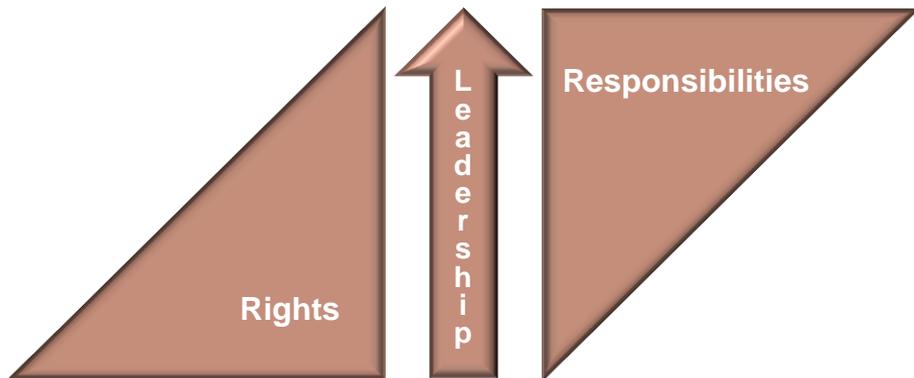


18. The Law of Sacrifice

A leader must give up to go up

If you desire to become the best leader you can be, then you need to be willing to make sacrifices in order to lead well.

- ▶ There is no success without sacrifice
- ▶ Leaders are often asked to give up more than others
- ▶ You must keep giving up to stay up
- ▶ The higher the level of leadership, the greater the sacrifice



19. The Law of Timing

When to lead is as important as what to do and where to go

- ▶ Every time a leader makes a move, there are really only four outcomes:

	Wrong Time	Right Time
Wrong Action	Disaster	Mistake
Right Action	Team will become Resistant	Success

- ▶ Good leadership timing requires many things:
 - ▶ Understanding
 - ▶ Maturity
 - ▶ Confidence
 - ▶ Decisiveness
 - ▶ Experience
 - ▶ Intuition
 - ▶ Preparation

20. The Law of Explosive Growth

To add growth, lead followers – To Multiply, lead leaders

If you really want to help your organization reach its potential, you need to develop leaders

Every time you develop leaders and help them increase their leadership ability, you make them capable of influencing an even greater number of people

Leaders who attract followers but never develop leaders get tired.



21. The Law of Legacy

A leader's lasting value is measured by succession

Our ability as leaders will not be measured by the building we build, or institutions we established.

We will be judged by how well the people we invested in carried on after we are gone.

“A life isn't significant except for its impact on other lives”

Jackie Robinson

- ▶ How to leave the legacy...
 - ▶ Know the Legacy you want to leave
Most people simply accept their lives – they don't lead them
 - ▶ Live the legacy you want to leave
If you want to create a legacy, you need to live it first
 - ▶ Choose who will carry on your legacy
A legacy lives on in people, not things.
People live on after we are gone, everything else is temporary
 - ▶ Make sure you pass the baton
No matter how well you lead, if you don't pass the baton, you will not leave the legacy you desire

