



**BECOME THE LEADER  
THAT MAKES A DIFFERENCE**

**ELITE + EXECUTION + EVERYDAY**

1

# THE DRIVING PRINCIPLES OF LEADERSHIP

# THERE ARE FOUR DRIVING PRINCIPLES TO BECOME THE LEADER THAT MAKES A DIFFERENCE:

1

## **Leadership development is continuous self development**

- Becoming a leader that makes a difference is not a “one and done” event
  - He or she is continuously growing, developing and learning
- 

2

## **Primary and secondary research are both of value**

- Conduct your own primary research whenever and however you can
  - Secondary research is extremely valuable because there are a lot of good ideas about leadership from a lot of very good thinkers and writers
- 

3

## **Leading is a collaborative process**

- Leaders that make a difference collaborate with others based on a clear sense that they cannot “do it alone”
- 

4

## **Real leadership is transformational**

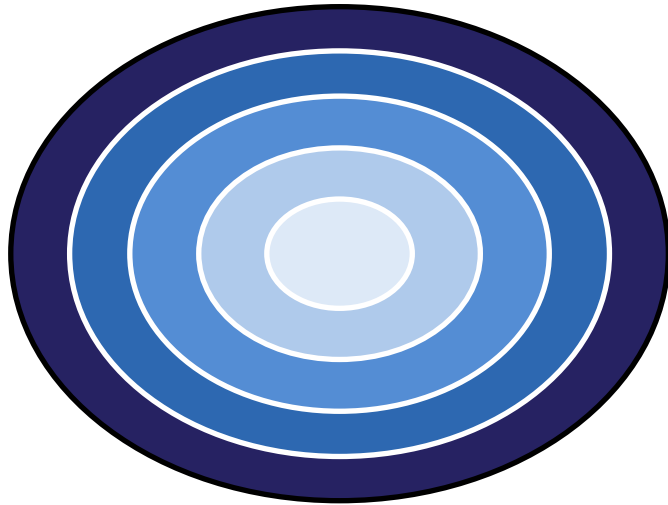
- Leaders that make a difference
  - Drive change in individuals and systems
  - Create valuable and positive change in their followers
  - Are consumed by the goal of developing followers into leaders



2

## DESIGNING YOUR LEADERSHIP APPROACH

# DESIGN YOUR PERSONALIZED PATH / APPROACH



## General Framework

The Performance Plus General Framework for Leadership Understanding and Action is the organizing design that enables you to begin, or accelerate, your leadership development **(Figure 1)** →

---

## Personalizing the Framework

As the leader becomes familiar with each segment of the general framework he or she begins to define and build their own personalized understanding of each segment **(Figure 2)** →

**FIG 1 —**  
General Framework for Leadership Understanding and Action



## FIG 2 —

# One Leader's Example: The Learning Organization

- Productive Workplaces
- Third Wave Practice Theories
- Systems Thinking
- The Culture Code



- Self Leadership
- Covenantal Relationships
- Team Learning
- Self-directed Work Teams
- Collaboration
- Personal Mastery

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart
- Self-Leadership
- Mental Strength
- Leading from the Emerging Future
- Presence Based Leadership

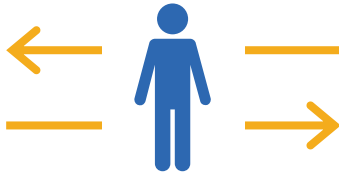


3

# BECOMING A TRANSFORMATIONAL LEADER



# TRANSACTIONAL VS. TRANSFORMATIONAL LEADERS



## TRANSACTIONAL

- Supervision
- Organization
- Process Efficiency

vs.



## TRANSFORMATIONAL

- Drives change in individuals and social systems
- Creates valuable and positive change in the followers
- All changes are directed at the goal of developing followers into leaders

# CHARACTERISTICS OF TRANSFORMATIONAL LEADERS

Transformational leaders know and demonstrate the following:



**A HEART POSTURE** that values human **BEINGS**  
for who they truly are

---

That **WHO YOU BECOME** forever and always eclipses  
**WHAT YOU ACHIEVE**

---

Transformational leaders have nothing to prove, only  
**LOVE** to give

---

**The transformational leader knows:**

- What they say matters
- What they do matters
- How they do it matters even more

# CHARACTERISTICS OF TRANSFORMATIONAL LEADERS

Transformational leaders know what is required for success:



Authentic vulnerability

---

Linguistic intentionality

---

A willingness to do the dirty work no one likes to do

---

Putting first things first

---

People above profits and winning

---

Builds authentic relationships based on **LOVE**

---

Helps build people into becoming everything they are capable of becoming

---

Becoming a better you

---