

## THE STAGES OF LEADERSHIP GROWTH & DEVELOPMENT

## STAGE ONE

### EARLY CAREER LEADERSHIP

Scared

Bewildered

Now What???!!!

How Do I Act, Lead?!!!

What is Expected of Me???!!!

Look Calm Externally / Anxious Internally

“I’m in Charge” Syndrome

Observe How More Senior Leaders Act / Get Things Done

Identify the “Right” Mentors

## STAGE TWO

### MID-LEVEL CAREER LEADERSHIP

More Comfortable in the Role

Developed Some Good / Not So Good Habits

Learned From Observing Others What to Do / What Not to Do

Identified Changes in Leadership Style That Need to Occur

Have Experienced "Learning Opportunities"

Developed, Defined and Practiced Your Leadership Style

Assured That Personal & Professional Priorities Are Aligned / Not Conflicting

Have Learned the Importance of Work / Life Balance

Attempt to Make the Most out of Ineffective Decisions Made / Actions Taken

Learned to Adjust to Different Work-Related Cultures

## STAGE THREE

### SENIOR LEVEL CAREER LEADERSHIP

Create the Right C.U.L.T.U.R.E.

Self- Confident While Staying Humble

Comfortable Being on the Radar with Staff Watching What You Say, Do & How You Act (Especially When Under Pressure or Stressful Situations)

Consistent Performance Standard You Hold Others and Yourself Accountable For

Lead By Example & Be a Role Model for Staff

Assure That Your Leadership is Defined by (3) Characteristics: Integrity, Credibility & Trust

Have a Team That Has Strong Principles and Values Both Personally & Professionally

Talk Last, Not First. Need Other Perspectives, not "Parrot" Comments on What You Said

Take Responsibility When Things Go Wrong and Give Others Credit When Things Go Well

Create a "Learning Opportunity" Environment & Celebrate "Lesson Learned"

M.B.W.A.

Thank Staff at All Levels Daily for Their Contributions to The Organization and Let Them Know That They Are Appreciated and Considered "Value Added"

Delegate Authority and Responsibility, Not Accountability

Ask Staff Daily: "How Can I Assist You Today"?

Allow Staff to View You as Being Approachable, Not Un-Approachable

Quickly Admit When You Are Wrong, Apologize as Necessary, and Change Course ASAP

Always Do "What is Right" Not What is Popular or Beneficial to You or The Organization Regardless of The Consequences

Be at Peace with The Consequences or Ramifications of Making "The Right Decision"

Be a Mentor to Others and Develop a "Succession Plan" for Key Positions (Even Yours)

Never Stop Learning

PERSPECTIVE / MINDSET THAT LEADERS REGARDLESS OF LEADERSHIP CAREER LEVEL  
(EARLY, MID-LEVEL OR SENIOR) MUST HAVE REGARDING THEIR VOCATION

What I do is “ministry work” not “just a job” with ultimate accountability for actions and decisions

I make being at a higher level (my Creator) than either my Supervisor, Manager, CEO or Board of

Directors. This “higher” standard will set parameters and guide my actions, behavior and decisions

on a daily basis.