



MANAGEMENT OUTLOOK



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REACHING THE PEAK: JOHN MAXWELL'S LEVEL 5 LEADERSHIP MODEL

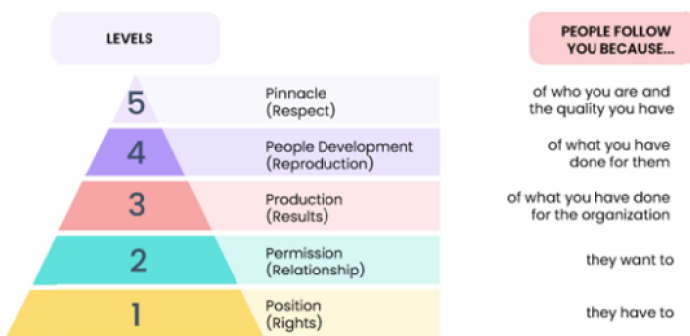


by Muhammad Aleem Habib

Leadership, like any other skill, requires dedicated effort and continuous improvement. John Maxwell, a renowned leadership expert, devised a framework known as the "5 Levels of Leadership" to help individuals understand and climb the ladder of leadership effectiveness. Maxwell's 5 Levels of Leadership is arguably the most popular leadership phenomenon.

According to him, every leader progresses in their lifespan to reach the pinnacle of leadership. Leadership is about growth – for yourself, your relationships, your productivity, and your people. To lead well, you must embrace your need for continual improvement, and the 5 Levels provide a leadership GPS to help you with your journey. You must know where you are, to know where you're going.

5 Levels of Leadership (Maxwell)



LEVEL 1: POSITION (RIGHTS)

Level 1 is the starting point of leadership. At this stage, people will follow you because they must as you're the boss. Leaders of this level mostly get their work done through positional power. Some managers and supervisors stay at the Position level for the span of their careers. They rely on company rules, policies, and regulations to influence their employees.

It's not the position that makes the leader; it's the leader that makes the position.

– John C. Maxwell

LEVEL 2: PERMISSION (RELATIONSHIPS)

Permission is the second stage where people will follow you because they want to. People here aren't forced to follow you, but instead, they follow as a personal choice. At this level, you realize that leadership is more than just authority. You understand the importance of personal connections to develop influence.

Becoming a good listener, you are able to connect with others on more levels and develop stronger deeper relationships.

– John C. Maxwell

LEVEL 3: PRODUCTION (RESULTS)

At this stage, people will follow you because of what you have done for the organization. At this stage you have spent enough time with your team to deliver specific, measurable results at the production level. Your leadership at this level starts to gain credibility. Productive people attract people to be effective.

Nothing speaks like results. If you want to build the kind of credibility that connects with people, then deliver results before you deliver a message. Get out and do what you advise others to do. Communicate from experience.

– John C. Maxwell

LEVEL 4: PEOPLE DEVELOPMENT (REPRODUCTION)

At level 4, people will follow you because of what you have done for them. They will follow you because their careers will advance as a result of your leadership abilities. To gain a higher leadership position, you should know how to help other people become

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leaders. People Development leaders invest their energy, time, and money to improve the leadership skills of others. Leaders at this stage begin to commit to developing people to increase their capabilities. They begin to identify what people are good at and provide training for the skills they lack.

To lead well, you must embrace your need for continual improvement.

– John C. Maxwell

LEVEL 5: PINNACLE (RESPECT)

At this stage, people will follow you because of who you are and the quality you have. They follow you because they respect you. Unlike all the previous levels, level 5 leaders achieve their success through others' success. In other words, the pinnacle of leadership is about creating a new generation of leaders who are better than you. It is fueled not by personal ambition but by a selfless desire to mentor others. At this level, you spread the gospel of leadership—you coach managers who will achieve success themselves and train the next generation.

“When people respect you as a person, they admire you. When they respect you as a friend, they love you. When they respect you as a leader, they follow you.”

– John C. Maxwell

5 KEYS TO BECOME A LEVEL 5 LEADER

1. Take responsibility

Responsibility is an important virtue to help leaders overcome these 5 levels. They need to be ready to take responsibility for failure or mistakes. This presents the courage, value, and strength of a leader. Blaming just makes the situation more difficult and time-consuming. In addition, employees will gradually lose admiration and trust in a leader who always blames others.

2. Cultivate humility

In fact, the arrogance and complacency of leaders can destroy the whole business. A sense of humility will help the leader be aware of problems and proactively conquer the situation. Besides, employees tend to show great respect to a humble leader and voluntarily accompany the business for a long time. The sense of close-knit between leaders and employees seems to be the reason for their behavior.

3. Ask for help

Asking for help is not a sign of weakness. In fact, this is the motivation to achieve the highest level of the 5 levels of leadership. According to Guy Kawasaki, “A” players hire “A+” players. While the B-ranker likes to win the C-rank under the command, the A player will recruit and cooperate with better ones. With the help of these talents, the leader can grow, and the business can rise.

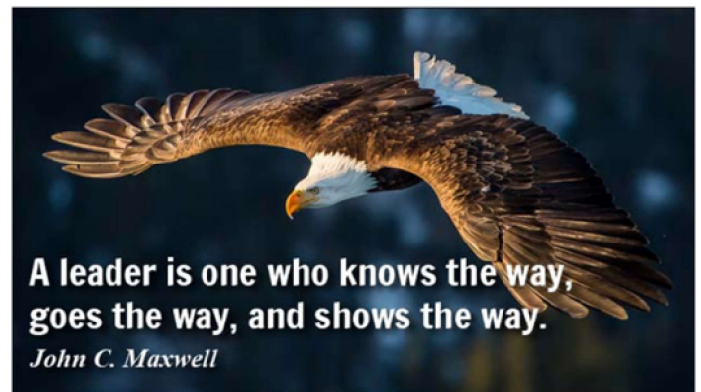
4. Develop discipline

Discipline is a must-have for leadership. Discipline does not mean loss of freedom. In fact, leaders and employees should be more comfortable when they can work freely under the right direction and clear principles. Without a sense of discipline, everyone will easily become slaves to their emotions, moods, and illusory desires. Therefore, discipline is needed for leaders to control themselves as well as inspire subordinates.

5. Lead with passion

Passion is a key factor for leaders to reach the top of the 5 levels of leadership. Passion creates great motivation for leaders, thereby inspiring employees to work more effectively. Usually, strong passion from a leader will positively impact the subordinates and generate optimistic behaviors from them. Therefore, internal strength developed by leaders is important to self-grow and inspire employees.

Level 5 leadership model is a very powerful tool to transform you from an operational manager to an inspirational leader. Now it's your turn to find out which level you are at and what skills are required currently to move forward.



THE SOLDIERS AND THE TRENCH

There was a man on horseback who saw a group of exhausted soldiers digging a trench. On the side is their section leader who was barking orders.

The passerby asked the leader why he isn't helping his team. The leader just said that he is in charge and tells his people what to do.

The man decided to pitch in and help the soldiers dig until the trench was finished. After that, he approached the commander on foot and told him that the next time their rank prevents them from supporting his men, he should notify the top command –

and that he will give a permanent solution to it.

The section leader then realized that the person he was talking to was none other than the historical figure, General Washington.

Moral of the Story:

The best leaders are eager to help and give aid to their followers. In the context of work, this might mean reaching out to their employees to check in and do actual work.

They also adopt a progressive mindset instead of being attached to being in charge.

KNOWING THYSELF-ALWAYS A CHALLENGE

by **Muhammad Syed-ul-Haque**
Executive Director



Self-understanding is an endeavor as old as human consciousness. From the beginning of philosophy to contemporary psychology, the difficulty of knowing oneself has been a major theme in the pursuit of wisdom, fulfillment, and personal development. Self-discovery is a complex, multifaceted, and frequently complex process that digs deep into our motivations, emotions, thoughts, and behaviors. The difficulties in knowing oneself, the value of self-awareness, and the steps to a better comprehension of our inner landscapes will all be discussed in this essay.

It is paradoxical that the process of self-discovery is both natural and difficult. The difficulty of facing our prejudices, blind spots, and the layers of conditioning that mold our identities is at the heart of it. A major obstacle is the propensity for self-deception. We frequently create self-narratives shaped by cultural norms, societal expectations, and individual preferences. These stories can distort our understanding of who we are by hiding the actual nature of our emotions, motivations, and thoughts. "Knowing your own darkness is the best method for dealing with the darkness of other people," psychologist Carl Jung once said. But admitting this darkness within ourselves can be difficult, demanding reflection and a steadfast dedication to self-honesty.

In addition, outside factors like family dynamics, peer pressure, and cultural norms can seriously hinder our capacity to reflect on and understand who we really are. There's often a dissonance between who we really are and who we feel we have to be because of the pressures to fit in with society's expectations. Internal conflicts and a feeling of estrangement from our true feelings and thoughts can result from this dissonance.

Emotions themselves also present a barrier to self-awareness. They are intricate, multidimensional, and occasionally incoherent. We frequently react in ways that even seem puzzling to us because we are ignorant of the underlying causes of our feelings. It takes a high degree of emotional intelligence and introspection to be able to understand the underlying causes of our emotional reactions.

Apart from emotional intricacy, the human mind is a maze of ideas and convictions. Our perceptions of the world and ourselves are shaped by deeply rooted beliefs, preconceptions, and cognitive biases. These mental models can operate as obstacles, impairing our capacity to see past our prejudices and self-imposed restrictions.

Nevertheless, in spite of these difficulties, the quest for self-awareness is extremely important for one's growth and general well-being. The foundation of emotional intelligence, resilience, and authentic living is self-awareness. It helps people to make well-informed decisions that are consistent with their goals and values. Psychologically, having a stronger sense of control over one's life through self-awareness facilitates better stress, emotion, and relationship management.

One can use a variety of resources and techniques to start the process of self-discovery. Journaling, therapy, introspective

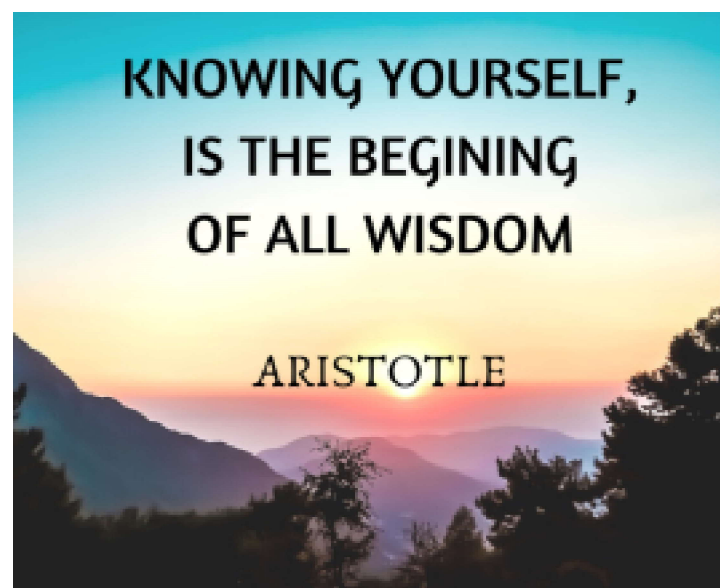
exercises, and mindfulness meditation are helpful techniques that support introspection and self-examination. In particular, mindfulness promotes the non-judgmental observation of thoughts and feelings, which helps people develop a deeper comprehension of their inner experiences.

Furthermore, getting input from reliable people can reveal important details about our personalities that we might not otherwise notice. Others' constructive criticism and observations can act as mirrors, reflecting back to us various viewpoints on our actions, mindsets, and blind spots.

Activities that push us outside of our comfort zones can also reveal sides of ourselves that we were previously unaware of. Venturing into uncharted ground, accepting novel experiences, and facing anxieties can reveal latent abilities and shortcomings, resulting in a more thorough comprehension of oneself.

The path to self-discovery is a continuous, lifetime adventure characterized by introspection, development, and adaptation. Taking on the difficulties that come with becoming aware of oneself calls for bravery, humility, and a readiness to face hard realities. It entails removing the many layers of prejudice, conditioning, and preconceptions from society in order to expose the true self.

To sum up, the task of understanding oneself is a complex and diverse undertaking. It entails sifting through layers of prejudices, ideas, feelings, and cultural influences in order to discover one's true identity. Gaining self-awareness is a difficult but necessary path towards emotional intelligence, personal development, and leading a happy life. Individuals can cultivate a stronger connection with their true identities by gradually deciphering the intricacies of their inner selves through practices such as introspection, mindfulness, seeking feedback, and accepting new experiences. "Know thyself" is still a timeless call to begin this age-old journey of self-discovery, as Socrates so sagely stated.



INSPIRATIONAL QUOTES

I do not believe in taking the right decision, I take a decision and make it right.
– **Muhammad Ali Jinnah**

Once we accept our limits, we go beyond them.
– **Albert Einstein**

I like to listen. I have learned a great deal from listening carefully. Most people never listen.
– **Ernest Hemingway**

Karachi

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Dec 04-05	NEGOTIATION SKILLS
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Dec 18-19	INVENTORY MANAGEMENT AND WAREHOUSING
Dec 18-19	HANDLING DIFFICULT PEOPLE
Dec 18-20	TRAINING TECHNIQUES FOR TRAINERS
Dec 20-21	ASSERTIVENESS SKILLS
Dec 26-27	MANAGERIAL TRANSITION: FROM OPERATIONAL MANAGER TO STRATEGIC THINKER

Lahore

Dec 04-05	TRAIN YOUR MIND: THINK POSITIVELY
Dec 04-06	HUMAN RESOURCE MANAGEMENT
Dec 04-05	DEVELOPING ORGANIZATIONAL POLICIES AND PROCEDURES
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Dec 11-12	PERFORMANCE-BASED MANAGEMENT
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Dec 13-15	PROBLEM-SOLVING AND DECISION MAKING SKILLS
Dec 14-15	ENHANCING LEADERSHIP SKILLS
Dec 18-19	UNDERSTANDING PPRA RULES
Dec 18-19	MIND OPENERS FOR MANAGERS
Dec 21-22	MANAGING MULTIPLE PROJECTS
Dec 26-28	EFFECTIVE COMMUNICATION SKILLS
Dec 28-29	DEVELOPING MANAGERIAL COMPETENCIES

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Dec 07-08	PROJECT MONITORING, EVALUATION AND CONTROL
Dec 11-12	OFFICE RECORD MANAGEMENT
Dec 11-15	CERTIFIED LEAN SIX SIGMA GREEN BELT
Dec 20-22	DEVELOPMENT COURSE FOR SUPERVISORS
Dec 26-27	E-LEADERSHIP
Dec 26-27	PROCEDURES OF CONDUCTING EMPLOYEE ENQUIRIES

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3.	Arabic Language Level-02	23-12-2023	Saturday 2pm to 8pm	3 Months	41,000
4.	Diploma in Income Taxation – Income Tax	06-01-2024	Saturday 3pm to 8pm	3 Months	41,000
5.	Diploma in Management and Leadership	13-01-2024	Saturday 11am to 4pm	3 Months	41,000
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