



# MANAGEMENT OUTLOOK



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

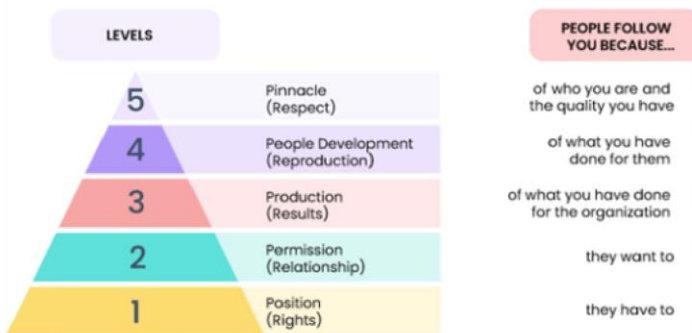


by Muhammad Aleem Habib

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 a 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.