

## 5Ps of Leadership

Build on previous levels and expand your leadership, influence and effectiveness

The greater the level, the greater the influence!

	Level 1 - Position Level	Level 2 - Permission Level	Level 3 - Production Level	Level 4 - People Development	Level 5 - Pinnacle
Focus	<b>LEARN</b> how <b>TO SHAPE</b> and <b>DEFINE</b> your leadership	Connecting and relating to people - <b>LISTEN</b> well, <b>OBSERVE</b> and learn how to <b>SERVE</b> your people better. <b>ASK</b> great questions	Develop credibility and <b>PROVE</b> yourself to be a producer	<b>RECRUIT</b> well, <b>POSITION</b> well and <b>EQUIP</b> well. Make developing people your TOP priority and make sure you too develop yourself.	Be a <b>MODEL</b> that everybody can follow
Qualities for success	Know your role description thoroughly, perform it with consistent excellence and do more than expected.	Possess genuine love for people and make those who work with you more successful. Make everything win-win.	Initiate and take responsibility for becoming a change agent for growth, know and do the things that give high return and communicate the strategy and the vision to your people.	Place a priority on developing people as they are your most valuable asset. Focus on the top 20%, invest in them, expose them to growth opportunities and learn how to attract other producers to the organisation.	
Behaviours	People follow you because they <b>HAVE</b> to, they have no choice.	People follow you because they <b>WANT</b> to. People <b>LOVE</b> you.	People follow you because of what you <b>HAVE DONE</b> for the organisation. People <b>ADMIRE</b> you.	People follow you because of what you <b>HAVE DONE</b> for <b>THEM</b> . People are <b>LOYAL</b> to you.	People follow you because <b>WHO YOU ARE</b> and because of <b>WHAT YOU REPRESENT</b> .
Situation	Once people see that they have no choice and they have to follow you, they start to work out the least amount of effort they have to give you to keep their jobs. People hold back their effort and energy. They cannot wait to leave at 5pm!	People begin to give you their energy and their time. They follow you because you are their supervisor and they like you. They know that you care for them and that if they follow you, you can help them. They trust you. They are willing to come in early and stay late.	When you start to produce, you gain momentum. With momentum you start to solve problems. The organisation has good morale and good bottom line profits. People are feeling good about themselves because they are producing results. 3 things are key for this level: 1 - you lead by example (people do what people see), 2-create momentum (it is the speed that knocks the problems down, momentum is leader's best friend), 3 - you begin to attract better people to your company (this is because you are better leader, we attract who we are)	When you develop leaders you begin to multiply. People are committed. You celebrate the success experiences together and have stories to tell. 3 key things to do at this level: 1 - recruitment (who is coming in and who is going out? Have a clear picture of what good looks like); 2 - position people well (put people where their strengths are); and 3 - equip well - train your people by following this 5-steps process - do it yourself, do it with them watching you, let them do it so you watch and coach them and do it with somebody else watching, so others are trained.	You have done so well, with so many for so long that after a while you will find that they are lifting you on their shoulders. People will declare for you that you have reached level 5 only if you do well at all other 4 levels.
Warning	Just because you have position of a leader, it does not make you a good leader. You must develop further to avoid being stuck. This level is the foundation of your influence, not the end.	Most leaders focus on the vision and hope to get followers. People do not care how much you know until they know how much you care. This is most often skipped level.	A lot of companies stop at this level.	Ask yourself the question 'Am I taking taking the leaders up the levels with me?' Your inner circle will determine your success and will keep you there.	
Key word	<b>POSITION</b>	<b>RELATIONSHIPS</b> - are proven glue for much staying production power	<b>RESULTS</b>	<b>REPRODUCTION</b>	<b>RESPECT</b>