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This was the first book I've ever read for John C. Maxwell, and I really enjoyed it! This little book is only about 100 pages long and I read it in one session, but it took several hours because almost every page I had to pause and take notes on the different principles and insights that he taught that I thought was really very powerful and in some cases profound. Here are the notes I took, some are prisons or paraphrase from the book and others are just thoughts that came to my mind as I read. This was the first book I've ever read for John C. Maxwell, and I really enjoyed it! This little book is only about 100 pages long and I read it in one session, but it took several hours because almost every page I had to pause and take notes on the different principles and insights that he taught that I thought was really very powerful and in some cases profound. Here are the notes I took, some are prisons or paraphrase from the book and others are just thoughts that came to my mind as I read. Your leadership abilities – for better or worse – always determine your effectiveness and potential impact on your organizationPersonal success without leadership capabilities resulting in only limited efficiency. Personal influence is only part of what it could be with good leadership. The higher you want to climb, the more you need leadership. The greater the impact you want, the greater your influence. Leadership is always the cover for personal and organizational efficiency. If the management is strong, the cover is high. But if it is not, then the organization is limited. My thought: family justice will never exceed the righteousness of its father. To achieve the highest level of efficiency, you have to raise the lid. The most important thing [becoming a leader] is what you do every day over the long haul... If you constantly invest in your management development by allowing your assets to connect, the inevitable result is a process that requires a lot of time and effort. Leadership depends on self-discipline. You will never become a great leader without becoming a self-taught type.3 Ways to increase self-discipline:1 Remove excuses2 Remove rewards until the work is done3 Focus on prizes. If you focus on hardship work you will become discouraged and develop self-pity rather than self-discipline. The key to leadership is the discipline of priority and the ability to set and meet goals. Pareto principle: the top 20% of your priorities will give you 80% of your. Discipline yourself and focus on some of the most important things. Example: 20% of the organization's population will respond to 80% of the organization's success. Leaders launch, followers respondLeaders spend time planning and anticipating problems, then spend time living everyday responding to problems. Leaders invest time with people, followers spend time with peopleThemest to fill calendars by priority, followers fill calendars with requestsWhen figuring Out How best to use your time: Ask yourself: What should I do that noone but can I do? These things must be a high priority. Distinguish between what you personally have to do and what can be delegated. Ask yourself: who gives the greatest return in your time? Ask yourself: what is the most rewarding? Our best work happens when we enjoy it. Priorities never stay raised. Often you have re-evaluated, delegated and carefully evaluated and budgeted your time. Good is the enemy of the best. Cruelly cut irrelevant from your life and focus on what truly matters most. Stay focused on the goal of the organization. Too many priorities lead to paralysis. You must learn to say no to a good say yes to the best. Deadlines help us to set priorities. Create your own if you have. Trust is the foundation of leadership. Trust is the basis of trust. Character, connection and competence are the basis of trust. Nature communicates consistency, potential and respect for those you lead. You build trust by achieving results, always with integrity and in a way that shows true personal respect for the people with whom you work. Leaders earn respect by making informed decisions, acknowledging their mistakes, and putting what is best for their followers and organization before their personal agenda. If you violate your people's trust you are through as a leader because by breaking trust you lose your influence with them. Vision is a completely indispensable leader. Vision drives the leader and sparks fuel and fire time. The vision comes from within, builds on their history, is far-reaching, meets the needs of others and adds value to them and their lives, and dwells on people and resources to the cause. Teach a vision to your people and help them feel its meaning and difficulty. Inspire them and draw your drive to do it. The vision comes from listening to the inner voice in time. It must come from a place of deep desire in your soul. Pay attention to the status quo. Noticing what doesn't work and trying to change it is a great catalyst for vision. Mentor's can help you sharpen your vision. As a leader you still have to be following an even bigger leader. A true measure of leadership is influence – nothing more, nothing less. If you have no influence you will never be able to guide others. True leadership comes from influence. Management is about people, leadership is about maintaining systems and processes. Leaders can bring about positive change. Stewards can't. Being a leader is more than being a guy from the front, it's actually being respected. Being a leader is an example of who followers voluntarily choose to model themselves afterwards. People must consciously follow his lead and act in accordance with his vision. In a voluntary organisation, only people who really have influence can be effective leaders. In other organizations, the rank and name can sometimes provide a small degree of impact, regardless, but this effect is temporary. The essence of all power influence is to get the other person to participate. Real leadership is about over with authority. It is about being a person that others willingly and confidently follow. Bosses manage employees, managers coach them. Bosses depend on the authority, managers depend on goodwill. Bosses inspire fear, leaders inspire enthusiasm. Boss says, I, the manager tells us. Boss determines the blame for the breakdown; the driver determines the distribution. When leaders lack trust, followers lack commitment. Leadership flourish with meaningful relationships. If you cannot build a stable, lasting relationship you will not be able to maintain effective long-term management. You can't guide people without loving them. The driver is great, not because of his or her power, but because of his or her ability to empower others. It is the job of the leader to develop others to do the job. A true leader can be recognized because his people will consistently demonstrate an outstanding performance.5 Leadership levels:1- Position. People follow because they have it. Your only influence comes with a name. Security based on name, not talent. The level obtained from appointments, not abilities. People will not follow the positional leaders outside of his announced authority. Positional leaders find it harder to work with volunteers, white-collar workers and young people. Level 2 - Permission/Relationship. People follow because they want to. This kind of leader gives time, energy and focus on the needs and preferences of his follower, focusing on the personal development of the follower. He loves people more than procedures. Makes those who work with you more successful. Do win-win or don't do it. Deal wisely with hard peoplein this level follower loves leaderLevel 3 - Production. People follow you because of what you've done in the organization. You bring people together to reach their goal and get results. Leaders at this level must take responsibility for growth. A clear set of objectives must be developed and respected. Responsibility for results should be developed, starting with yourself. You need to know and do things that give a high return.Communicate the vision and strategy of the organization. Become a positive agent of changeMake difficult decisions that This level follower admires the leader. Level 4: human development/reproduction. People follow because of what you have done for them. At this level the follower is a loyal leader. The leader wins the hearts of people, helping them grow personally. Once you are at this level of leadership one of your greatest must be to develop other leaders to influence followers beyond your personal reach. You should put your leadership efforts in the top 20% of your people. At this level, the leader must understand that people are their most valuable asset. The driver must have a model to be followed by others. You must expose the leaders to key growth opportunities. You have to attract other winners/producers to the overall goal. You have to surround yourself with an inner core that complements your leadership. Level 5: Personhood/Respect. People follow you because of who you are and what you represent. At this level your followers are loyal and sacrificial. You've spent years mentoring and molding leaders. You've become a statesman/consultant, and you're looking for others. Your greatest joy comes from watching others grow and grow. You exceed the organization. When climbing these steps: the higher you go, the longer the timeso you go, the higher the level of commitment required by the driver and followers. The higher you go, the easier it is to drive. The higher you go, the more growth. You never leave the baseline level. The levels are based on each other. If you lead a group of people, you will not be on the same level as everyone. In order for your leadership to remain effective, you need to take other influencers in the group to the highest level. You need to know what level you are at this point. Everyone is a leader because everyone affects someone. The question is, what kind of leader are you going to be? Do you use your leadership skills to better humanity? EMPOWERING OTHERPeople under the influence of empowering a person is like a paper in the hands of a talented artist. No matter what they are made of, they can become treasures. Empowering gives its influence to others for personal and organizational growth. It shares with itself – your influence, position, power and opportunities with others to invest in your life so that they can function as much as possible. It is seeing people's potential, sharing your resources with them, and showing them that you believe them fully. Empowering others in an act changes lives, and it is a win-win situation for you and the people you acquire. Empowering others increases the chances of others not retaining themselves. To empower someone else, you must be the office of authority, the relationship with that person, with mutual respect, you must be faithful, have the right attitudeWhen you believe in people, care for them and trust them, they know it. And that inspires them to want to follow where you lead. You empower others by progressively giving them more responsibility and authority. You evaluate them and give them the right of authority, which they are prepared to act on. Otherwise, too much, and you set them up for failure, too little you upset and demoralize them. Evaluate your current knowledge, skills and desire, as well as what they will need to succeed. Teach them the knowledge and skills they will need. Model them on how to do what is expected of them, shoe them the attitude and work ethic you want them to embrace. When you can, include them in your work. You should expect success from those you drive and declare that expectation clear. Tell them you lead that you believe in them and want to succeed. Be encouraging and supportive. Publicly show your trust in them so they know you believe in them, and so everyone knows they have the power of you to do what they are asked to do. You have to transfer both the responsibility and authority and ability of those you are trying to empower. People become strong and effective only when they are given the opportunity to make decisions, take action, solve problems and solve problems. How they work provides honest feedback. Meet with and coach them one by one with your mistakes and erroneous judging. Praise them and clap what they do well. Then release them to continue on their own. Give them as much freedom as possible as soon as they are ready. No helicopter or micromanage. If you are given them takes they are ready you will not need or want to. A great leader prepares people and organizations to act effectively when he is no longer around to manage it. Leaders do this by making organizations as strong as they can, as well as mentoring and preparing a successor to take over when they are gone. Leaders who leave a legacy of succession: Lead an organization with a long-term perspective. Create leadership to develop culture at all levels of the organization. Pay the price today to ensure success tomorrow. Value team management over individual management. Go away from an organization with integrity. Leaving the succession properly is one of the main management responsibilities. Accomplishment comes to someone when he is able to do great things for himself. Success comes when he gives followers to do great things with him. Meaning comes when he develops leaders to do great things for him. But inheritance is created only when a person puts his organization in a position to do great things without him. Your enduring value as a leader will measure how well your people and organization did after they had passed. Really good book! I recommend it ... More... More

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