

Leadership

Leadership has evolved. Has yours?



Evolution of Leadership

(Marshall Goldsmith, chapter 2, page 9)

- Cave People: Leadership through physical strength
- Land Owners: Leadership through control of land
- Royalty: Leadership through the family
- Church: Leadership through religion
- Military: Leadership through power
- Academy: Leadership through education
- Master/Expert: Leadership through skill
- Politician: Leadership through support
- Business Owner: Leadership through control of the corporation
- Manager: Leadership through promotion

Past Leadership:

- Leadership was local.
- Leadership managed uniformity.
- Leadership managed very slowly changing technology.
- Leadership knew the answers and did not encourage differing opinions.
- Leadership was top down.
- Leadership were Bosses...

Leader of the Future:

- From thinking locally to thinking globally.
- From requiring uniformity to seeking diversity.
- From understanding one technology to becoming technologically savvy..
- From Leader as Knower to Leader as Learner.
- From eliminating challenge to encouraging onstructive dialogue.
- From leading in the hierarchy to building alliances & teams.
- From the Leader as Boss to Leader as Facilitator.



◆ WHAT YOU NEED TO KNOW ◆

- ◆ Leadership today looks different than it used to — it has **evolved**.
- ◆ A good leader in today's world leads with more than authority — they lead with care and clarity.
- ◆ You don't need to see the whole path before you start leading. Go as far as you can see — the next step shows up once you get there.