



Seven Levels of Leadership Consciousness





Survival Consciousness

Service

Making a Difference

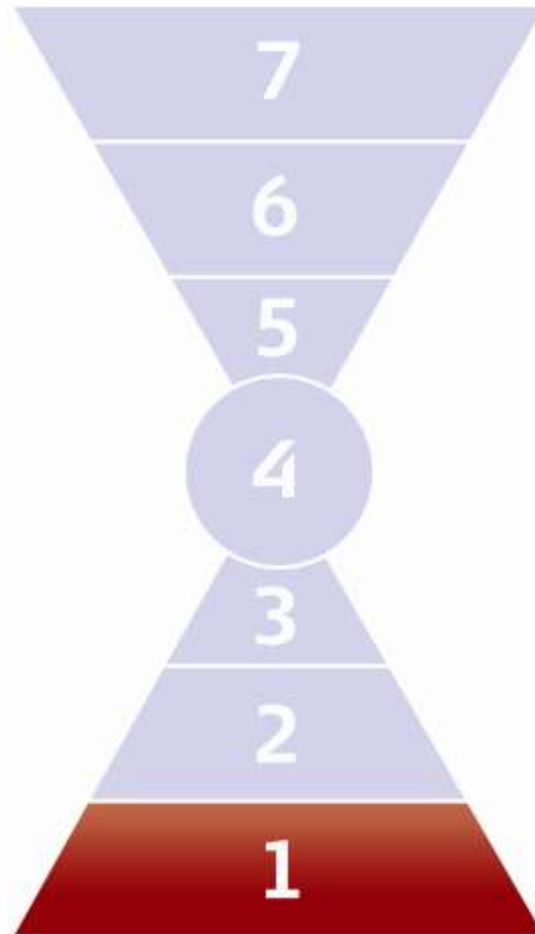
Internal Cohesion

Transformation

Self-Esteem

Relationship

Survival



Crisis Director

- Ability to manage adversity
- Willing to take charge
- Directive

Potential Pitfalls

- Dictatorial
- Controlling
- Exploitative



Crisis Director

- Deals with crises calmly and effectively.
- Displays appropriate caution in complex situations.
- Creates and manages budgets effectively.
- Understands financial constraints.
- Understands the importance of the physical and safety needs of employees.



Relationship Consciousness

Service

Making a Difference

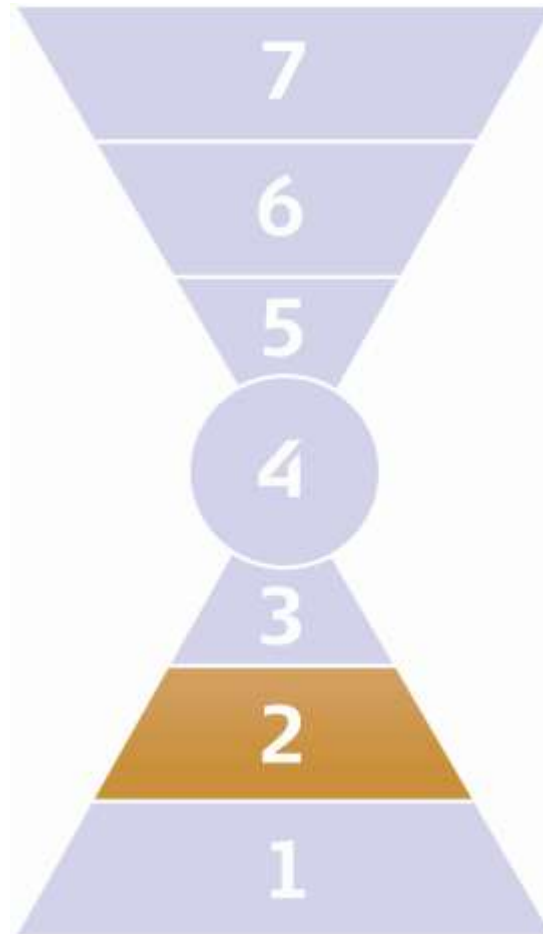
Internal Cohesion

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Relationship Manager

Promotes & develops positive
Healthy relationships internally
& externally

Potential Pitfalls

- Emotional insecurity
- Need to be liked
- Manipulation
- Pretentiousness



Relationship Manager

- Treats others with respect.
- Manages conflict.
- Practices direct, open communication.
- Accessible to all staff.
- Focuses on internal and external customer satisfaction.
- Creates harmony.
- Builds loyalty among staff.
- Recognises contributions and acknowledges jobs well done.



Self-esteem Consciousness

Service

Making a Difference

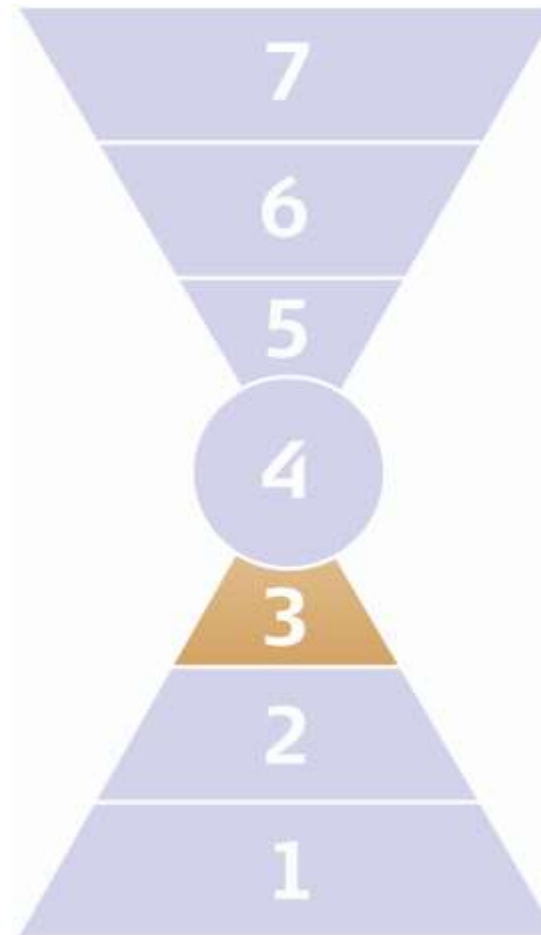
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Manager/Organiser

- Efficient
- Ambitious
- Productive
- Comfort in hierarchy

Potential Pitfalls

- Status-seeking
- Long hours
- Tendency to be bureaucratic



Manager/Organiser

- Focus on results, quality and excellence.
- Applies metrics to measure and manage performance.
- Strong analytical skills.
- Solves problems.
- Manages complexity through systems and processes.
- Creates order and efficiency.
- Prioritises. Anticipates road blocks.
- Moves quickly to capitalise on opportunities.
- Demonstrates strong planning and execution skills.
- Supports staff in their professional growth.



Transformation

Service

Making a Difference

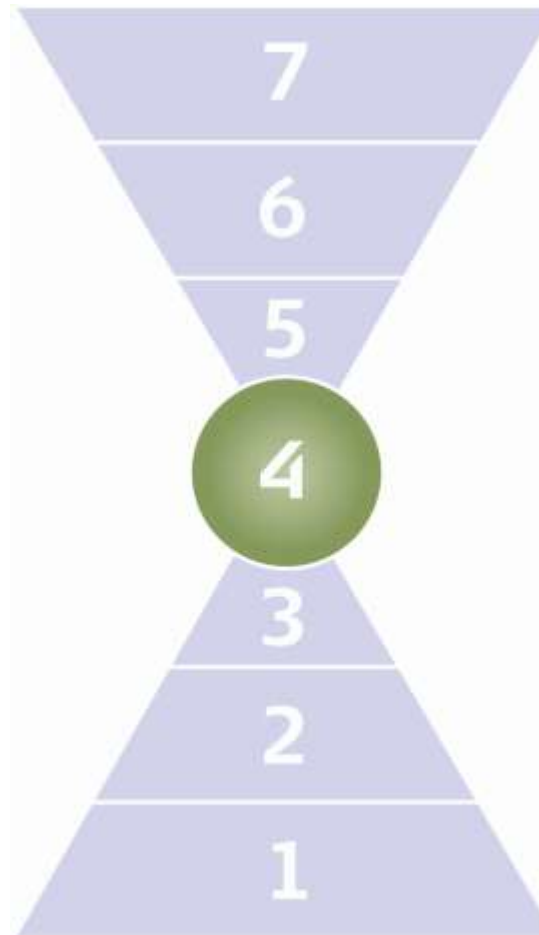
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Facilitator/Influencer

- Enabler of human interactions
- Invites participation
- Team member & builder
- Empowers others
- Promotes learning/innovation



Facilitator/Influencer

- Fosters continuous improvement in the organisation.
- Embraces diversity. Empowers people.
- Focuses on continuous learning.
- Accountable and responsible.
- Shares knowledge. Enjoys challenges.
- Takes calculated risks.
- Flexible and adaptable.
- Seeks to establish balance between work and home life.
- Focus on personal growth.
- Builds a strong team spirit.
- Supports staff in their personal development.



Internal Cohesion Consciousness

Service

Making a Difference

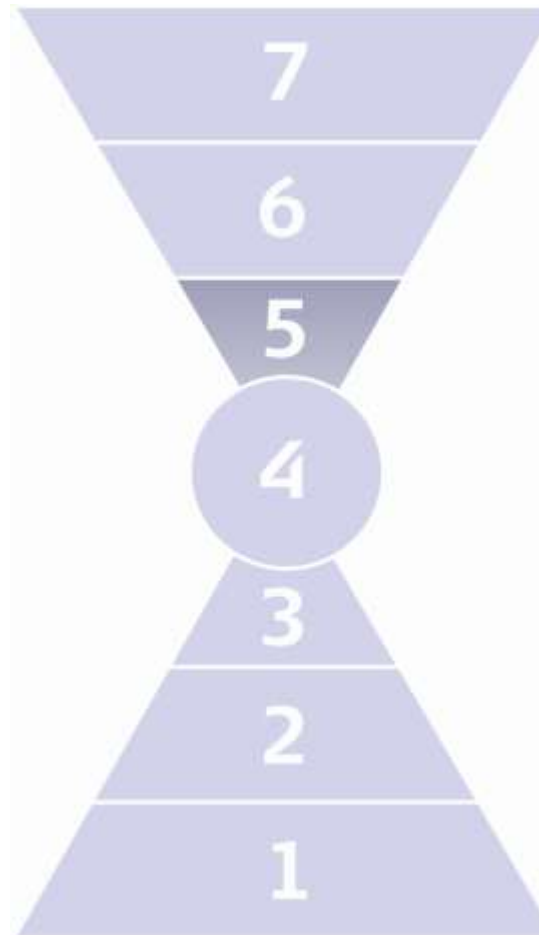
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Integrator/Inspirer

- Develops employees
- Creates cohesion
- Positive attitude
- Values-driven
- Displays integrity
- Emotional intelligence



Integrator/Inspirer

- Practices values-based decision-making.
- Creative, enthusiastic, passionate, committed, open and generous.
- Creates vision for the organisation that brings meaning to people's lives.
- Consistently communicates the vision.
- Community builder.
- Makes strategic interventions.
- Maintains a positive spirit.
- Encourages and supports staff. Builds trust.
- Brings out the best in people.
- Acts with integrity and honesty. Focus on the common good.



Making a Difference Consciousness

Service

Making a Difference

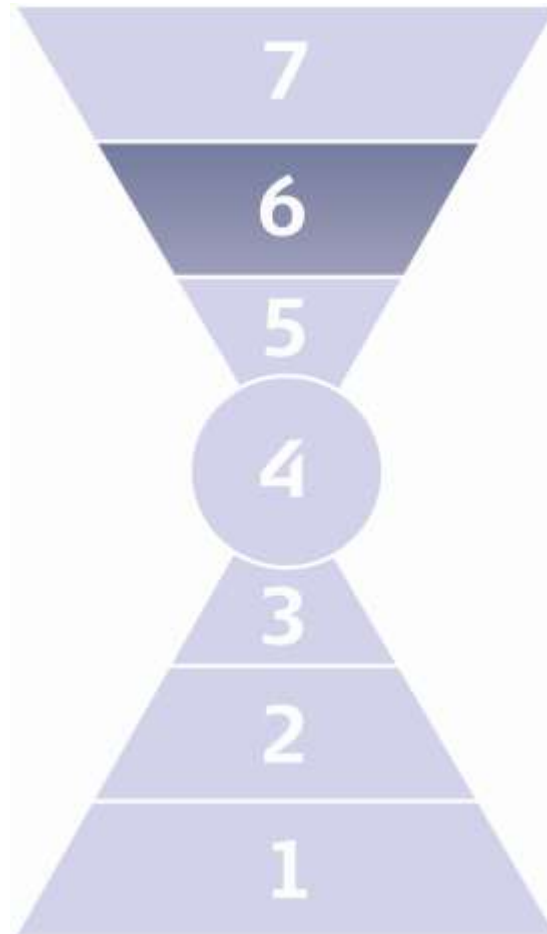
Internal Cohesion

Transformation

Self-Esteem

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Survival



Mentor/Partner

- Mentor
- Systems perspective
- Strategic alliances
- Partnerships with customers & suppliers
- Responsive member of the local community



Mentor/Partner

- Builds mutually beneficial alliances across boundaries.
 - Intuitive.
 - Motivated by making a difference in the world.
 - Mentors and coaches subordinates.
 - Supports staff in finding personal fulfillment through their work.
 - Empathetic. Inclusive.
 - Active in the local community and building relationships that create goodwill.
 - Recognises the importance of environmental stewardship.
- Creates a collaborative environment.



Service Consciousness

Service

Making a Difference

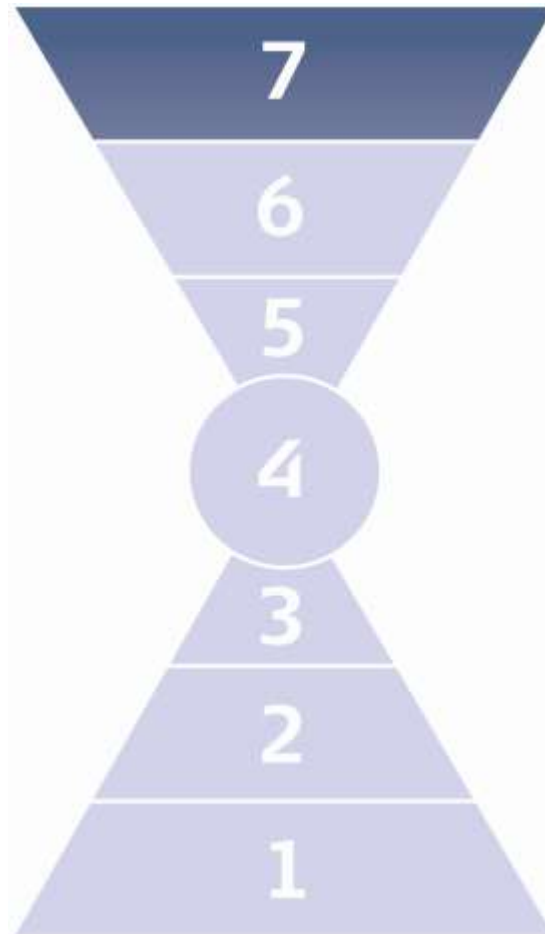
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Wisdom/Visionary

- Wants to be of world service
- Global vision
- Long-term perspective
- At ease with uncertainty
- Comfortable with solitude
- Concern for future generations



Wisdom/Visionary

- Provides ethical leadership.
- Compassionate and forgiving.
- Displays humility and wisdom.
- Motivated by service.
- Maintains a long-term perspective while dealing with short-term issues.
- Handles chaos with calmness. At ease with uncertainty.
- Recognises the importance of social responsibility and ecological awareness.
- Concerned about global issues and future generations.
- Sees the world as a complex web of interconnectedness.
- Seeks simplicity and solitude.



How Leaders Motivate

Service

SOCIAL RESPONSIBILITY
Being an example of self-less service

Making a Difference

STRATEGIC ALLIANCES
Enabling employees to make a difference

Internal Cohesion

STRONG CULTURAL IDENTITY
Inspiring vision, alignment of values

Transformation

CONTINUOUS RENEWAL
Responsible freedom and autonomy

Self-Esteem

ORGANISATIONAL EFFECTIVENESS
Recognition and appreciation

Relationship

HARMONIOUS RELATIONSHIPS
Open communication that builds loyalty

Survival

FINANCIAL SECURITY
Financial rewards and benefits



Why Leaders Fail

Service

SOCIAL RESPONSIBILITY
Lack of ethics, compassion and humility

Making a Difference

STRATEGIC ALLIANCES
Lack of empathy with employees and partners

Internal Cohesion

STRONG CULTURAL IDENTITY
Lack of vision and passion

Transformation

CONTINUOUS RENEWAL
Not enough focus on innovation, R&D, and strategy

Self-Esteem

ORGANISATIONAL EFFECTIVENESS
Failure to focus on results and performance management

Relationship

HARMONIOUS RELATIONSHIPS
Lack of interpersonal communication skills

Survival

FINANCIAL SECURITY
Unable to trust others