

# **North American Inter-District 2013 Meeting**

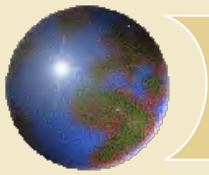
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## **5 Levels of Leadership in Zonta**



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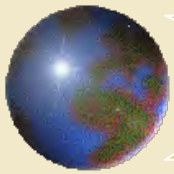


# Workshop Goals



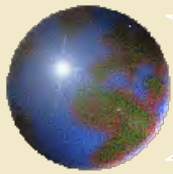
- ✦ **Identify the 5 Levels of Leadership**
- ✦ **Share best practices for providing opportunities for leadership advancement**
- ✦ **Collaborate to strengthen leadership development within Zonta**





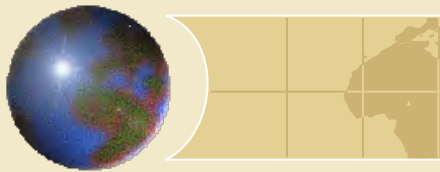
# **Insight: Leadership Experience**

- ① How did you become the Leader you are?**
  
- ② Consider your Zonta life during the past week. Identify 1 or 2 Leadership behaviors or actions you exercised.**
  - How did you feel about the behavior/action?**
  
  - How does this behavior/action reflect Leadership best practices?**



# Reflect: Key Leadership Questions

- 1 Why should people follow me?**
- 2 What are my motives as a leader?**
- 3 Am I loving what I do and doing what I love?**
- 4 Am I investing my energy in the right people and projects?**



# THE 5 LEVELS OF LEADERSHIP

## 5 PINNACLE

Respect

People follow because of who you are and what you represent.



## 4 PEOPLE DEVELOPMENT

Reproduction

People follow because of what you have done for them.



## 3 PRODUCTION

Results

People follow because of what you have done for the organization.



## 2 PERMISSION

Relationships

People follow because they want to.

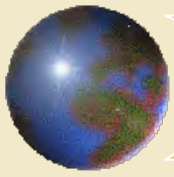


## 1 POSITION

Rights

People follow because they have to.





# Leadership Level Assessment

<b>1.</b>	✓	✓	✓	✓	✓	✓
<b>2.</b>	✓	✓		✓	✓	✓
<b>3.</b>	✓		✓	✓		✓
<b>4.</b>	✓	✓			✓	
<b>5.</b>		✓		✓		

# Level 1: Position

*People follow because they have to.*

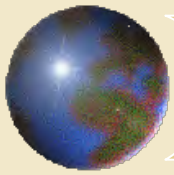
## Characteristics

- **May be appointed**
- **Has potential**
- **Influences only through job title**
- **Accomplishes only what is required**
- **Reduces morale**

## Rights







**Leadership is a process---  
not a position.**



# Level 2: Permission

*People follow because they want to.*

## Characteristics

- **Opens communication**
- **Builds trust and positive expectations**
- **Demonstrates care and respect**
- **Creates energy and enjoyment**
- **Wants all to succeed**

## Relationships



# Level 3: Production

*People follow you for what you have done for the organization.*

## Characteristics

- **Makes things happen**
- **Models and sets standards**
- **Builds momentum**
- **Shows confidence and credibility**
- **Serves as change agent**

## Results



# Level 4: People Development

*People follow you for what you have done for them.*

## Characteristics

- **Creates leadership culture**
- **Helps others reach potential**
- **Recruits and empowers high potential leaders**
- **Demonstrates commitment**

## Reproduction



# Level 5: Personhood / Pinnacle

*People follow you for who you are and what you represent .*

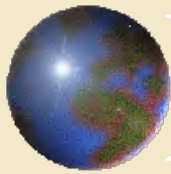
## Characteristics

- Includes very limited number
- Creates legacy
- Results from years of mentoring
- Sought out by others as consultant
- Models learning and growth

**Respect**

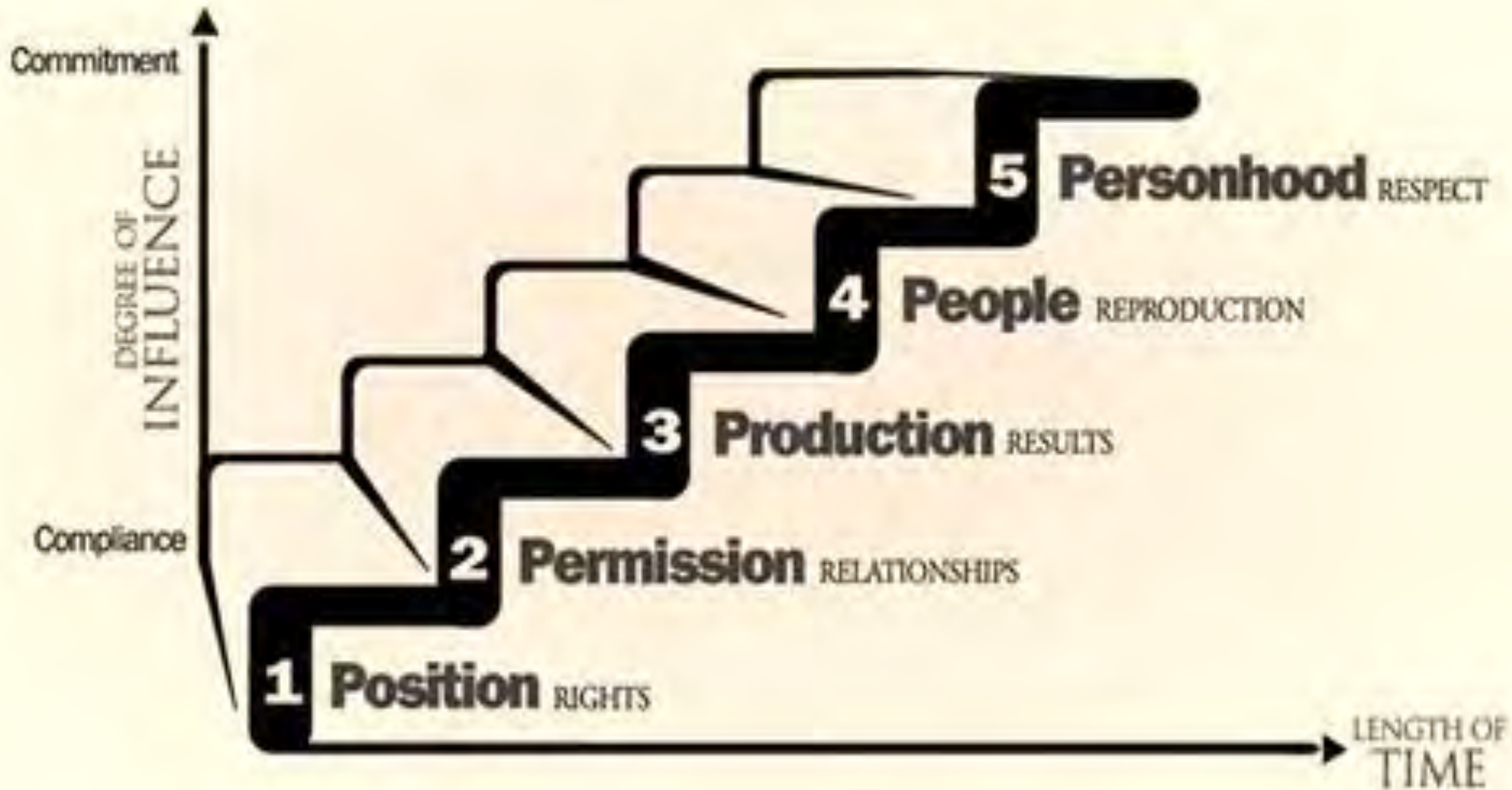


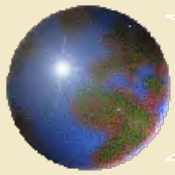




# The Five Levels of Leadership

A Look at Why People Follow Their Leaders



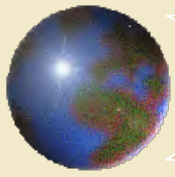


# Climbing the Leadership Levels

- 1. You're not on the same level with everyone.**
- 2. You never leave the previous levels.**
- 3. Not climbing levels limits you and the organization.**
- 4. The higher you go, the higher the level of time and commitment required.**
- 5. The higher you go, the greater the growth.**
- 6. You must work to carry other leaders with you up the levels.**



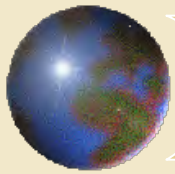




# Zonta Leadership Development

**What steps can we take to strengthen leadership development within Zonta?**



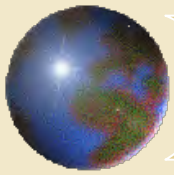


# Plan for Success



## Next Steps

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.



# It's time to carry Zonta Leadership forward!

