The Maxwell Philosophy

“Your leadership is like a lid or a ceiling on your organization.”

Here is what you can expect from the process as we engage the laws.

- We will ___________ the law as an overview.
- We will discuss ___________ the law.
- We will ___________ others to the law.

LAW #1 – The Law of the **LID**

Learning the Law of the Lid:

Leadership ability is the lid that determines a person’s level of effectiveness.

The lower an individual’s ability to lead, the lower the lid on his potential.
Whatever you accomplish will be ____________________ or ____________________ by your ability to lead others.

How do we live out the ____________________ of the law of the lid?

Living the Law of the Lid:

A. What is the lid number on my leadership? How do I find that number?

1. Go through the 21 Indispensable Qualities of a Leader below.
2. Grade yourself on each one on a scale of 1-10; find the average.

That is your number

<p>| CHARACTER |   |
| CHARISMA  |   |
| COMMITMENT|   |
| COMMUNICATION|   |
| COMPETENCE|   |
| COURAGE   |   |
| DISCERNMENT|   |
| FOCUS     |   |
| GENEROSITY|   |
| INITIATIVE|   |
| LISTENING |   |
| PASSION   |   |
| POSITIVE ATTITUDE |   |
| PROBLEM SOLVING |   |</p>
<table>
<thead>
<tr>
<th>RELATIONSHIPS</th>
<th>RESPONSIBILITY</th>
<th>SECURITY</th>
<th>SELF-DISCIPLINE</th>
<th>SERVANTHOOD</th>
<th>TEACHABILITY</th>
<th>VISION</th>
</tr>
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</table>

TOTAL ___________________________ 21 = ___________________________

B. Ask those closest to you to grade you on your lid. Evaluate and consider the likenesses and differences.

C. Go back to 21 qualities and find where you can make the greatest impact by growing. **Remember to work to your strengths.**

D. Things you can do to raise your lid
   1. Value experience with reflection
   2. Invest in training
   3. Mentorship/Coaching
   4. Mastermind/Focus
   5. Do something beyond yourself
   6. Reflect on who has been a lid lifter in your life. What characteristics make them a lid lifter?
   7. Make a “stop doing” list
Leading others to the Law of the Lid:

Two Questions:

➢ Besides the McDonald brothers, what other business have you seen where the originators of the idea did not bring it to its maximum potential?

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

➢ Describe a time in your life when you were stuck and someone or something challenged you to look at the situation differently.

_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________
_____________________________________________________________________

Could you grow your leadership ability by just ______ % _______ _________?

As coaches and trainers, we begin by __________________________.
List words or phrases that indicate an opportunity to teach the Law of the Lid:

_____________________________________________________________________
_____________________________________________________________________
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_____________________________________________________________________
_____________________________________________________________________
The Maxwell Philosophy

“Leadership is simply about influencing people. Nothing more, nothing less.”

LAW #2 – The Law of INFLUENCE

Learning the Law of Influence:

Leadership is not title, position, power or stature. It is influence, nothing more, nothing less.

Five Influence Myths:

1. Management myth
   The idea that leading and managing are one in the same.

2. Entrepreneur myth
   Entrepreneurs are skilled at seeing opportunities and going after them.

3. Knowledge myth
   Knowing “what to do” and influencing others “to do it” take different skill sets.

4. Pioneer myth
   You can get there first but if no one follows you, you are not a leader.

5. Position myth
   If I have a title or position, people will follow me.
Learning the Law of Influence:

1. Character — **Who they are**
2. Relationships — **Who they know**
3. Knowledge — **What they know**
4. Intuition — **What they feel**
5. Experience — **Where they have been**
6. Past Success — **What they have done**
7. Ability — **What they can do**

Leading others to the Law of the Influence:

*“A Leader sees more, sees farther, and sees before others.”*

1. Lead from a “no leverage” position.
   a. **Volunteer organization**
   b. **Lead your peers**

List words or phrases that indicate an opportunity to teach the Law of Influence:

__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
__________________________________________________________________

The three questions followers ask leaders:

1. Do you care for me?
2. Can you help me?
3. Can I trust you?
The Maxwell Philosophy

“Leadership is learned over time. Leaders are always learners.”

LAW #3 – The Law of PROCESS

Learning the Law of Process:

➢ Leadership develops daily not in a day.
➢ Leadership is like investing — it compounds.

How to Learn the Law:

1. Subscribe to Maximum Impact
2. Engage in this program.

Learning the Law of Process:

Five Phases of Leadership

1. I don’t know what I don’t know
2. I know that I need to know
3. I know what I don’t know (what is your plan for growth)
4. I know and grow — it starts to show
5. I simply go because of what I know
Live the Law.

1. What is my plan for Growth?
2. Plan and reflect daily.
4. What will I commit to daily?

Leading others to the Law of the Process:
List words or phrases that indicate an opportunity to teach the Law of Process:

__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
__________________________________________________________________
__________________________________________________________________

Help people develop inside-out.

Be bigger on the inside than the outside.

The secret of our success is discovered in our our daily agenda.
The Maxwell Philosophy

“A leader sees more, sees farther, and sees before others.”

LAW #4 – The Law of NAVIGATION

Learning the Law of Navigation:

The law of Navigation — “Anyone can steer the ship but it takes a leader to chart the course.”

1. Navigation requires preparation “A leader is one who sees more than others see, who sees farther than others see and who sees before others do.” — Leroy Elms
2. Navigation requires a vision of the future.

Living the Law of Navigation:

A. Leading influence requires continual preparation — Follow this acronym — PLAN AHEAD

P= Predetermine a course of action
L= Lay-out your goals
A= Adjust your priorities
N= Notify key personnel
A= Allow time for acceptance
H= Head into action
E= ________________ problems
A= ________________ point to successes
D= ________________ review your plan

B. Navigation requires ________________ reflection of the past.

Careful reflection means:

1. Don’t learn the wrong lessons
2. Fail forward
3. Keep success in perspective

Leading others to the Law of Navigation:

To navigate for others you must be ________________ prepared.

*Know your craft!*

Things to listen for:

- *My people will do anything I say but I have to tell them* “listen people”!
- *I’m not even sure what I need to do next.*
- *I’m in over my head.*
- *We keep hitting the same wall.*
The Maxwell Philosophy

“When real leaders speak, people automatically listen.”

LAW #5 – The Law of ADDITION

Learning the Law of Addition:

Leaders add value by serving others.

The bottom line in leadership isn’t how far we advance ourselves but how far we advance others.

The interaction between every leader and follower is a relationship, and all relationships either add to or subtract from a person’s life. If you are a leader, trust me you are having either a positive or a negative impact on the people you lead.

There is one critical question:

Are you making things better for the people who follow you?

Living the Law of Addition:

1. If you can’t give some evidence of making things better for your people, then you are probably subtractor.

2. 90% of all people who subtract do so unintentionally.

3. When a leader subtracts and doesn’t change his ways, he goes from subtracting to division.

4. In contrast 90% of all people who add value do so intentionally. Why? Because human beings are naturally selfish. I’m selfish, adding value requires me to be out of my comfort zone.

5. Add enough value to enough people and your effort multiplies.
Leading others to the Law of Addition:

Benefits of adding value, serving others:

1. It benefits those being served
2. Serving is fulfilling
3. It allows us to lead with the right ______ motives ______.
4. Serving develops a leadership ______ culture ______ and a leadership ______ team ______.

You don’t need a title to serve.

1. Add value by valuing others.
2. We add value when we make ______ ourselves ______ more valuable.
3. We add value to others when we ______ know ______ and ______ relate ______ to what others value.
4. We add value to others when we do the things God values.

The more influence I have, the greater my impact on others — for better or worse. I want to add value not take it away.

Ask yourself the following questions:

1. How and when are you a servant leader?
2. When do you get impatient and or resentful?
3. Are there tasks beneath your dignity/position?
4. Make it a practice to perform small acts of service without seeking credit?
5. What do the people closest to you value?
The Maxwell Philosophy

“Building trust requires competence, connection and character.”

LAW #6 – The Law of SOLID GROUND

Learning the Law of Solid Ground:

Trust is the foundation of Leadership

Trust is like change in a leader’s pocket. Each time you make good decisions, you earn more change. Each time you make poor decisions you pay out some of your change to people.

Living the Law of Solid Ground:

We build trust by consistently exemplifying competence, connection and character.

Character makes trust possible and trust makes leadership possible.

That is the Law of Solid Ground.

Character communicates the following:

**Consistency** — followers need to know what they can count on. Billy Graham is a great example of this.

**Potential** — You can never go beyond the limit of your character for very long.

**Respect** — This is putting what’s best for the organization ahead of personal gain and admitting when you’ve made a mistake.

Earn trust with your client.
Listen for the following:

- My team seems to hold back
- I have a difficult time rallying the troops.

**Leading others to the Law of Solid Ground:**

**Ask your client these three questions:**

1. In your current position, what are some of the most important things you do that build trust with others? What might happen if you stopped doing them? What could be the costs?

2. John mentions that leaders can earn relational change or have it taken away. When you make mistakes, how do you restore confidence in yourself? If someone in leadership above you makes a mistake or breaks your trust, what might help restore your trust?

3. What can you do to keep track of the trust you are building in your relationships?
The Maxwell Philosophy

“People naturally follow people stronger than themselves. Even natural leaders tend to fall in behind those who they sense have a higher “leadership quotient” than themselves.”

LAW #7 – The Law of ________________ RESPECT

Learning the Law of Respect:

People naturally follow leaders stronger than themselves.

Living the Law of Respect:

Six Qualities that Help a Leader Gain Respect:

1. Natural Leadership Ability

One of the greatest pitfalls for natural leaders is relying on ________________ talent alone.

2. Respect for Others

True leadership is ________________ voluntary.

   a. When people respect you as a person, they ________________ admire you.
   b. When people respect you as a friend, they ________________ love you.
   c. When people respect you as a leader, they ________________ follow you.

3. Courage

This demands being willing to ________________ stand alone.

   Do what’s ________________ right.
   ________________ Risk failure, danger and criticism.
4. Success

Success is an ________ attractor ________.
People are ________ drawn ________ to accomplishments.
Advice ________ is cheap, results ________ are priceless.

5. Loyalty

This is a dying attribute – most of us want ________ instant gratification ________.
Loyalty requires ________ steadfastness ________.

6. Value added to others

This perhaps is the greatest ________ source ________ of respect.

Leading others to the Law of Respect:

Measure your level of respect

1. Look at the people you ________ attract ________. Who chooses to follow you?
2. How do people respond when you ask for commitment or ________ change ________?

Write a Purpose Statement:

Practice a habit or goal that will help you improve the Six Qualities that will help a leader gain respect.

Things to listen for so you can lead others to the Law of Respect:

- My people are slow to change
- I can’t get people to volunteer?
LAW #8 – The Law of ___________ INTUITION

Learning the Law of Intuition:

1. Leaders evaluate everything with a leadership bias.

2. Not everyone is intuitive in the area of leadership, but everyone possesses intuition.

3. In fact, everyone is intuitive in their area of strength.

Living the Law of Intuition:

1. Go back to our lesson on the Law of the Lid and review your score on the qualities of a leader.

2. Do things that will increase those qualities.

3. In the area of profession, look for ways to be better.
Three Levels of Leadership Intuition:

1. Those who ______ naturally ______ understand leadership
2. Those who ______ can be nurtured ______ to understand leadership
3. Those who ______ will never ______ understand leadership

Develop intuition by developing your thinking:

• Research the ______ project ______.
• Render the ______ plan ______.
• Rehearse the ______ play ______.

“Once you have a burning desire and you live in purpose with that desire, decisions come quickly and easily and seldom if ever will you change your mind.”
— Napoleon Hill

Leading others to the Law of Intuition:

Listen for the following that indicates an opportunity to teach this law.

• I know in my gut I need to…

• I get a hunch but how do I know…?

“If prayer is us talking to God, intuition is when God talks to us.”
— Wayne Dyer

Some people believe you have to be in the right place at the right time. Almost every time a leader is in the right place at the right time, other people are in the same place at the same time.

The difference is ______ intuition ______ which is being in the right ______ place ______ at the right ______ time ______ with the right ______ awareness ______.
The Maxwell Philosophy

“Leaders attract people like themselves.”

LAW #9 – The Law of MAGNETISM

Who you are is who you attract.

Learning the Law of Magnetism:

1. Generation

Most organizations, groups, companies and even departments attract individuals of similar age.

2. Background

The personal circumstances and experiences that help to shape someone’s life. For example, ethnic and social origins, upbringing, education, and work experience.

3. Attitude

The way a person views something or tends to behave towards it.

Living the Law of Magnetism:

• Before going any farther make a list of qualities that you are looking for in people you bring around yourself. Now determine if you possess those qualities.

• Take time now to establish or review your personal:

  Mission Statement – What am I about? Who am I?
Vision Statement – What will I do next? In 1 year, 5 years, etc.

Core Values – What do I believe?

Social Contract – How I will act and who will I be accountable to?

1. Internalize your mission and vision statements as well as your core values and social contract.

2. Live up to them.

3. Look for people who are in harmony with you.

“Find people who believe what you believe but think different thoughts.”

Leading others to the Law of Magnetism:

- When you hear any statement concerning a leader’s staff, especially in a negative connotation, it’s also a great opportunity to edify a client who has a great staff.

- When you hear a leader talk about the staff they wish they had.
The Maxwell Philosophy

“Leaders attract people like themselves.”

LAW #10 – The Law of CONNECTION

The Heart comes first; you must connect on an emotional level.

Learning the Law of Connection:

Connect _______ with yourself

Kevin Hall, author of “Aspire” - Four Belief Statements

1. I am _______ worthy _______.
2. I am _______ capable _______.
3. I am _______ deserving _______.
4. I _______ trust myself _______.

Living the Law of Connection:

1. We have to touch a heart before we ask _______ for a hand _______.
2. The first heart we have to touch is _______ our own _______.
3. We cannot lead others to places _______ we’ve never been to ourselves _______.

4. Know your giftedness (purpose - God given DNA).
   • List your greatest successes
   • List your disappointments or setbacks
   • Find commonality in each list
5. Know your enthusiasm (_________________)  
   • What are the things you do or would do regardless of pay?  
   • What makes you laugh, sing and cry?

6. Live through your giftedness and enthusiasm ( __________ — the executed combination of purpose and passion).

7. True Success is living our ________________, with ______________ through a ____________!

**Leading others to the Law of Connection:**

1. **Communicate** with openness and sincerity.  
   • Choose candor and caring as tools to keep you balanced. Authenticity is a trait people are looking for.

2. Know your __________.

3. __________ your message.

4. Go to where they __________.

5. __________ on them, not you.

6. __________ in them.

7. Offer __________ and __________.

When we offer sincere and genuine hope we touch hearts and when we touch hearts we truly connect.

1. I like my people but I just don’t feel like we are on the same page.

2. I have a few people that are as competent as the rest, but we are always butting heads.

3. Every time I talk to __________ I get the glazed-over look from them.
The Maxwell Philosophy

“The leader finds greatness in the group, and helps the members find it in themselves.”

LAW #11 – The Law of the INNER CIRCLE

A leader’s potential is determined by those closest to them.

Learning the Law of Inner Circle:

No one ever does anything great alone!

Be strategic in creating your inner circle.

Create your inner circle with the following guidelines:

1. Do they have high influence with others?
2. Do they bring a complimentary gift to the table?
3. Do they hold a strategic position in your organization?
4. Do they add value to you and to the organization?
5. Do they positively impact other inner circle members?

Living the Law of the Inner Circle:

Always recruit with these traits in mind:

1. Competence

2. Character

3. Chemistry
Never stop **improving** your inner circle.

Everyone around you needs to be on a **journey of growth**.

_If you have an inner circle member who is not improving for the sake of you, your inner circle, and your entire team; make a change._

**Be prepared** to be an inner circle member for someone else.

**Leading others to the Law of the Inner Circle:**

Prepare a lesson outline on:

1. Being **prepared** to be an inner circle member for a great leader, so that once asked you are ready.

2. Outline **why** this is good for you and how you will follow the five guidelines.

3. Grade yourself on the **clarity** and **content** of your lesson.

Listen for the following questions:

1. I have a good team but there isn’t any true sense of ownership.
2. Why is it that I’m the only one coming up with new ideas?
3. I feel like all of the weight of this thing is on me!

Teach the Law of the Inner Circle with this lesson and the following:

1. Make a list of your inner circle or circles.
2. What are you doing to develop them?
3. What are you doing to either be prepared to be in someone else’s inner circle or to be a better member if you already are?
The Maxwell Philosophy

“Great leaders gain authority by giving it away.”

LAW #12 – The Law of the \textbf{EMPOWERMENT}

Only secure leaders give power to others.

“Great things can happen when you don’t care who gets the credit.”
—Mark Twain

Learning the Law of Empowerment:

There are three main \textbf{barriers} to empowerment:

1. \textbf{Desire} for job security
2. \textbf{Resistance} to change
3. \textbf{Lack of} self-worth

Living the Law of Empowerment:

1. Find \textbf{strong leaders} to empower.
2. The main ingredient for empowering is \textbf{belief}.

In the Law of Empowerment: \textbf{belief} it, \textbf{live} it and \textbf{lead} it.

Leading others to the Law of Empowerment:

\textit{If you believe you have the right person to empower, believe in that person!}

Belief will allow you to \textbf{lift up, give freely}
and \textbf{support}.
The Maxwell Philosophy

“It takes a leader to know a leader, to show a leader and to grow a leader.”

LAW #13 – The Law of the ___________ PICTURE

Learning the Law of Picture:
People do what people see.
It takes a leader to raise-up a leader:

1. Followers can't do it, and neither can institutional programs.
2. The potential of an organization depends on the growth of its leadership.

Living the Law of the Picture?

1. Followers are always _______ watching_______.
2. It’s easier to teach _______ than do_______.
3. When change becomes necessary, _____________ start with you_________.
4. The greatest gift a leader can give is being a _______ good example_________.

Leading others to the Law of Picture:
Ask questions when you hear:

1. We have meetings, I lay out the vision, my team seems to agree but there is NO action!
2. Why do some of my ideas get traction and results right away and others I can’t move off of center to save my life?
The Maxwell Philosophy

“People buy into the leader first, then the vision.”

LAW #14 – The Law of BUY-IN

Learning the Law of Buy-In:

People buy into the leader, then the vision.

You cannot cast a vision and expect buy-in until they have bought you!

1. Do I give people a reason to follow me?

Living the Law of Buy-In:

2. A leader must:

   • Develops relationships
   • Is honest, authentic and develops trust
   • Holds themselves to high standards
   • Gives people the proper tools
   • Helps followers achieve THEIR goals
   • Develops their leadership

3. Does my vision resonate with people?

4. The order of buy-in is first who, then why!
5. If the why is ____________________ , the ______________ will come to us!

6. Am I giving people ______________ to buy in?

7. Is my vision truly __________ for others?

Leading others to the Law of Buy-In:

- Other people can suggest a new idea and people are all over it. When I suggest something new it falls on deaf ears.

- I have a difficult time introducing change to our organization.
The Maxwell Philosophy

“Unity of vision, diversity of skills plus a leader is needed for a win.”

LAW #15 – The Law of VICTORY

Learning the Law of Victory:

Leaders find a way for the team to win.

Living the Law of Victory:

There is a mindset that says losing is not an option, winning is mandatory!

What will change this mindset?

1. The leaders Resolve.

2. Unity of Vision.

   “Surround yourself with people who believe like you believe and think different thoughts.”

3. Diversity of skills.

4. Raising team members to their potential.

5. Know and utilize each team members' strengths.
Leading others to the Law of Victory:

- Leadership is **Responsible**.
- Losing is unacceptable.
- **Passion** is unquenchable.
- **Creativity** is essential.
- Quitting is unthinkable.
- **Commitment** is unquestionable.
- **Victory** is inevitable.
The Maxwell Philosophy

“You can’t steer a ship that isn’t moving forward. It takes a leader to create forward motion.”

LAW #16 – The Law of _______________ or the _______________

Learning the Law of Momentum:

Momentum is a Leader’s Best Friend

1. Momentum is the __________________.  

2. Momentum makes the leader ____________ look better than they are.
   i. Young leaders often get less credit than they deserve because they ____________ have little or no momentum__. 
   ii. Once a leader creates success, and develops career momentum, then people give him more credit than he deserves.

Living the Law of Momentum:

One word that can help you enjoy the fruit of your labor to build momentum without letting it destroy you – ____________.

3. Even average people can ______________ than they are.
   The __________________ for the least results!
   i. Know it!
   ii. Understand it!
   iii. Protect every bit of momentum you build!

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4. Momentum is **easier to steer** than to start.

5. Momentum is a powerful **change** agent.

It’s imperative that we understand how best to help our clients **change**.

*When we are winning – Nothing Hurts!*

6. Momentum is the Leader’s **responsibility**.

   i. It takes a leader to **create momentum**, it doesn’t just happen.

   *ii. If you can’t **MAKE the Heat get out of the Kitchen***

7. Momentum **begins inside** the Leader.

**Leading others to the Law of Momentum:**

- A mindset/Awareness
- Environment/Culture
- Everyday/Preparedness

*You can be an overnight success after 20 years of hard work!*
The Maxwell Philosophy

“A leader is the one who climbs the tallest tree, surveys the entire situation, and yells ‘Wrong Jungle’!”

LAW #17 – The Law of PRIORITIES

Learning the Law of Priorities:

Leaders understand that activity is not necessarily accomplishment. This law determines our effectiveness.

Living the Law of Priorities:

This law is the lever that instead of focusing on getting more done, a great leader gets the RIGHT things done!

Today I will get the RIGHT things done!

Leading others to the Law of Priorities:

i. What’s required?

ii. What must I do that nobody can or should for me?

1. What gives me the greatest return?

iii. What am I doing that can be done at least 80% as well as someone else?

2. Just because I can doesn’t mean I should.

iv. What can I do that can be doubled or triple purposed?
This is a leverage question.

3. What brings the greatest ___________?

4. As the leader, it is a terrific ___________ to be in a place to
   _______________ choose what to do _______________.

There are many things that catch my eye but only
a few things that catch my heart.
The Maxwell Philosophy

“When you become a leader, you lose the right to think about yourself.”

LAW #18 – The Law of **SACRIFICE**

Learning the Law of Sacrifice:

A leader must give up to go up.

Living the Law of Sacrifice:

1. There is **no success** without sacrifice.

2. Leaders are often asked to **give up more** than others.

The heart of Leadership is sacrifice.

It’s doing what is best for the team.
Leading others to the Law of Sacrifice:

3. You must keep giving up to **stay up**.

   *Sacrifice is not a onetime payment!

   Successful leader must maintain an attitude of sacrifice to turn around their team.

4. The higher the level of Leadership, the **greater** the sacrifice.

5. If you are enjoying success today – someone has gone before you and **paid the price**.
The Maxwell Philosophy
“Only the right action at the right time will bring success.”

LAW #19 – The Law of **TIMING**

**Learning the Law of Timing:**
When to lead is as important as **what to do** and **where to go**.

Timing is often the **difference between** success and failure in an endeavor.

**Living the Law of Timing:**
Every time a leader makes a move there are only four outcomes:

1. The **wrong action** at the wrong time leads to disaster.

2. The right action at the **wrong time** brings resistance.

   Proper timing requires:
   - Understanding
   - Maturity
   - Confidence
   - Decisiveness
   - Experience
   - Preparation

3. The **wrong action** at the right time is a mistake.

4. The right action at the right time **results in success**.

---

The 21 Irrefutable Laws of Leadership

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5. Winston Churchill described it this way – “There comes a ____________
   moment ______________ in everyone’s life, ____________ for
   which that person was born. That ____________
   when he seizes it, will fulfill his mission – a mission for which he is uniquely
   qualified. ________________ he finds greatness. It is his
   ________________.”

6. This is what we call being in the right place at ________________
   with the right awareness.

7. This law is easy to see in _________________. This timing issue is about
   when to pass, jump, stop, go, swing, punch, block, or duck – Timing
   Matters!

8. In ________________ it’s when to buy, sell, grow, hold, bid, decline,
   invest, spend or save – Timing Matters!

9. In ________________ it’s when to plant. Water, feed, prune, spray, graft,
   clip, or harvest – Timing Matters!

10. In ________________ it’s when to meet, greet, love, discipline, give,
    take applause, challenge, or praise – Timing Matters!

11. In ________________ it’s when to hire, fire, promote, demote, forge
    ahead, slow down, reign in, empower, hold accountable, give reward, buckle
    down or celebrate – Timing Matters!

Leading others to the Law of Timing:

Reading a situation and knowing what to do are not enough to make you succeed in
leadership. If you want your organization, department, or team to move forward, you
must pay attention to timing. Only the right action at the right time will bring success.
No Leader can escape the Law of Timing.
Some additional thoughts from the book:

1. Review major actions you’ve initiated in the past and discern how much attention you’ve given to timing.

2. Spend some time analyzing recent failed initiatives for your organization, department, or team to determine whether they were caused by the wrong action or the wrong timing.

3. As you prepare to engage in future plans, use the list of factors from the chapter to prepare for the timing of your actions.

Teaching statements for the Law of Timing

• My organization is always lagging behind!

• It takes my followers a long time to warm up to an idea.

• My team complains that they just get used to one idea, program or initiative and I’m on to something else. They say I’m wearing them out!
The Maxwell Philosophy

“It is the leader’s job to build the people who are going to build the organization.”

LAW #20 – The Law of EXPLOSIVE GROWTH

Learning the Law of Explosive Growth:

To__________________, lead followers. To multiply growth, lead _____________.

Living the Law of Explosive Growth:

Often, if not always, organizations lag behind. This causes a tension between where the group is and where we want them to be. The answer can be found in the Law of Explosive Growth.

1. If you develop ____________ you can experience ________________.

2. If you develop a ____________ your ________________ can experience ________________.

3. If you develop ____________ your ________________ can experience ________________.

4. ________________ is one thing, becoming a leader who ________________ is a different mindset.
5. Leaders who attract followers need to be needed.
6. Leaders who develop leaders want to be succeeded.
7. Leaders who attract followers attract the bottom 20 percent.
8. Leaders who develop leaders develop the top 20 percent.
9. Leaders who attract followers focus on weaknesses.
10. Leaders who develop leaders focus on strengths.
11. Leaders who attract followers treat everyone the same.
12. Leaders who develop leaders treat individual’s differently.
13. Leaders who attract followers spend time with others.
14. Leaders who develop leaders invest with the right people.
15. Leaders who attract followers grow by addition.
16. Leaders who develop leaders grow by multiplication.
17. Leaders who attract followers impact only the people they touch.
18. Leaders who develop leaders impact people beyond their reach.
Leading others to the Law of Explosive Growth:

Why doesn't everyone develop leaders?

1. Leaders are hard to find.
2. Leaders are hard to gather.
3. Leaders are hard to keep.

Teaching Statements for the Law of Explosive Growth:

• The more we grow our organization the heavier my load becomes.
• I don’t spend a lot of time with my key people.
• I have several good people on my team; I’m just not sure they can lead others.
The Maxwell Philosophy

“Leadership is the one thing you cannot delegate. You either exercise it – or abdicate it.”

LAW #21 – The Law of \_\_\_\_\_\_\_\_\_\_\_\_ Legacy

Learning the Law of Legacy:

A leader’s lasting value is measured by ____succession____.

Living the Law of Legacy:

Four disciplines to develop your leadership legacy:

1. _____ you want to leave.

2. ______________ you want to leave.

3. _______ will carry on your legacy.

4. Make sure you _____________.

Leading others to the Law of Legacy:

• If I train someone to do what I do, I might work myself out of a job.

• I always get overlooked for promotions; they say there isn’t anyone that can do what I do… I’m stuck.