

# Organizational Impact

## Leading & Managing to Make a Difference

It's the story of your life. What ONE thing do you want to be remembered for? \_\_\_\_\_

The Question is NOT \_\_\_\_\_?

The Question is \_\_\_\_\_?

### Definition of a Personal Leadership Philosophy

"Successful Leaders **know** their Personal Leadership Philosophy (PLP) and **communicate** it by living it passionately every day in all they say and do. They have taken the time to **determine** who they are, their values and priorities. They know their course and have **set** their internal compass, which gives them greater self-knowledge, greater self-confidence, and improved effectiveness as a leader. This is accomplished by **writing** a Personal Leadership Philosophy, which states the core values you live by, what you expect of your people, what they can expect of you, and how you will evaluate performance. "

*Ed Ruggerio, The Leader's Compass: A Personal Leadership Philosophy Is Your Key to Success, 2nd Edition.*

### Your Personal Leadership Philosophy

It takes time to craft a PLP. If you decide to craft your own, be sure to leave ample time for reflection work and for testing what you believe. Don't share it until you've progressed through all five steps.

**Remember:** You don't need a title, level, positional power or authority to be a leader. You are, in fact, already a leader. If you are not leading intentionally, you will not make the difference you would choose to make. If you are not clear about your own personal leadership philosophy, then it will be difficult for others to follow you. The most effective leaders are clear, consistent, credible and confident because they know exactly what matters most to them.

## Five-Step Process for Crafting Your PLP

**Step One:** *Successful Leaders... have taken the time to determine who they are, their values and priorities.*

Reflection Questions to determine who you are & what your values/priorities are:

1. What do you truly believe?
2. Which values do you refuse to compromise?
3. How comfortable are you with who you are?
4. What causes you to have those core values?
5. What is the one single most important thing to you?

Time to test yourself. Pick out at least three critical incidents from the past 2 weeks (big decisions, crisis situations, stressful interactions, etc.). Ask yourself these five questions as you reflect on each of these critical incidents.

1. What happened?
2. How did I react? Why?
3. How did others react? Why?
4. What did I learn about myself based on what I did and how I felt?
5. How will I apply what I learned?

After you've evaluated the situation, compare the evidence revealed in Step Two to your responses in Step One. In what ways do the evidence support that you acted in accord with your values and beliefs? What discrepancies are there between what you value/believe and how you acted?

Take time to reflect on any discrepancies. They may indicate that your values/ beliefs have shifted and need to be stated differently. Or they may suggest that your actions could be adjusted to better represent what you believe and value.

**Step Two:** *This is accomplished by writing a Personal Leadership Philosophy which states the core values you live by, what you expect of your people, what they can expect of you, and how you will evaluate performance.*

There are many benefits to WRITING it down. Take the time to do this.

**Step Three:** *Successful leaders know their Personal Leadership Philosophy... They know their course.*

**Step Four:** *Successful leaders... have set their internal compass, which gives them greater self-knowledge, greater self-confidence, and improved effectiveness as a leader.*

**Step Five:** *Successful leaders... communicate it (their Personal Leadership Philosophy) by living it passionately every day in all they say and do.*

1. Share it in writing
2. Describe it and where it came from.
3. Act on it.
4. Reveal how it influences your decisions.