

The Ultimate Guide to Developing Leaders

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John Maxwell is a #1 New York Times bestseller. He has sold more than 34 million books in 50 languages.

He is one of the most influential thinkers on leadership.

If you grow leaders, you grow the organization

It's dangerous to think you've arrived as a leader.

Today's peacocks are tomorrows dusters.

If you want to keep leading, you need to keep growing.

Leadership is hard work.

**People overvalue the dream and
undervalue the team.**

**You must develop the person before you
develop the leader in the person.**

As you decide to develop people, you need to think about what you have to offer.

Credibility is everything to the people you desire to develop. No one wants to be coached by a person who hasn't demonstrated success.

We teach what we know but we reproduce who we are.

Developing others means committing to add value every day and following through.

The average person suffers from 3 delusions:

- 1. that he/she is a good driver**
- 2. that he/she ha a good sense of humor and**
- 3. he/she is a good listener**

In an 8 hour work day

- **You spend 4 hours listening**
- **You hear about 2 hours of what is said**
- **You actually listen to an hour of that**
- **You understand only 30 minutes of that**
- **You believe only 15 minutes of that**
- **And you remember only seven and half minutes of it.**

Listening is one of the most important skills for a leader, yet we put greater emphasis on talking.

When we fail to listen, we shut off most of our learning potential.

Leadership is not control, it is influence

The function of leadership is not to gather more followers, it is to produce more leaders.

Attitude is a choice, at the heart of attitude is a willingness – to learn, to improve to serve others, to do the right thing and to make sacrifices for the team.

Excellence is impossible in any endeavor without talent.

Talent is not always synonymous with achievement.

People with leadership potential stand out because they know how to win.

The best leaders focus on improvement

Knowledge isn't key to success, applying knowledge is.

“Talent is god given, be humble, fame is man given, be thankful, conceit is self given, be careful” - John Wooden

Gifted leaders see more than and before others see.

Giving leaders freedom to act but neglecting to make them accountable can lead to chaos.

Talent – what do you do well

Desire – what do you want to do

Recognition – what do others say you do well

Results – what do you do that has a productive return

Growth – what do you do that you can keep getting better at doing.

People don't determine their future, they determine their habits which determines their future.

If you have a dream and no team, then the dream is impossible

If you have a dream and a bad team, the dream is a nightmare

If you have a dream and are building a team, the dream is possible

If you have a dream and a good leadership team, the dream is inevitable.

People fail to learn from their experiences because they focus on the losses and not the lessons.

Good mentors do not hesitate to have the difficult conversations with the people they mentor.