

# 21st Century Leadership Development Roadmap

**Organizational standard**  
 Train traditional leadership  
 (executives and managers only)  
 High risk / low opportunity



**Organizational standard**  
 Train 21<sup>st</sup> Century Leadership  
 Low risk / high opportunity

Commit to  
change



**Stage IV: I don't know  
what I don't know**

Committed to 21<sup>st</sup> Century  
Leadership  
 High confidence  
 Unconscious / skilled  
 Promote shared command  
and control  
 Practice stewardship  
 (technical functional and  
leadership development)

**Stage III: I know  
that I don't know**

Begin to integrate 21<sup>st</sup>  
Century Leadership  
principles and beliefs  
 Confidence building  
 Conscious / skilled  
 Share more command and  
control  
 Seek leadership  
development opportunities

**Stage II: I don't  
know**

Awareness of traditional  
leadership limitations  
 Decreased confidence  
 Conscious / unskilled  
 Experiment with sharing  
command and control  
 Value leadership  
development

**Stage I: I know**

Committed to traditional  
leadership  
 False confidence  
 Unconscious / unskilled  
 Own command & control  
 Indifferent to leadership  
development



Commit to  
change