

21st Century Leadership Principles and Related Beliefs

Principle	Beliefs
Believe in Others	<ol style="list-style-type: none"> 1. Intelligence is not static and can be develop continuously 2. Everyone can practice leadership regardless of role
Connect with Others	<ol style="list-style-type: none"> 3. Being vulnerable and getting to know others builds trust and relationships 4. Sharing your mistakes builds credibility 5. Celebrations build community, connect events to values, renew commitment, promote social support, and improve everyone’s well-being
Put Others First	<ol style="list-style-type: none"> 6. Giving credit for accomplishments to others is more important than taking credit 7. Employees serve customers before serving management 8. When outcomes are disappointing, accepting responsibility but never blaming (others or bad luck) is critical for personal accountability 9. Leadership is action that focuses on others and not the actor 10. Sacrificing or volunteering time, energy, resources, ego, and previous priorities to help others inspires loyalty and commitment
Give Up Control	<ol style="list-style-type: none"> 11. Control erodes relationships 12. Leading well is about empowering others 13. By making yourself dispensable, you make yourself indispensable 14. Command and control is a shared responsibility
Encourage Change	<ol style="list-style-type: none"> 15. Helping others figure out their development enhances their ability to contribute 16. Encouraging people to grow and leave their role contributes to organizational growth 17. Allowing teams to make mistakes enables them to be open with their mistakes and learn from the experience 18. If you change the conditions in which others operate, you can change Their behaviors
Collaborate with Others	<ol style="list-style-type: none"> 19. Organizational charts limit thinking 20. Considering problems from a systemic perspective minimizes using blame 21. Leadership doesn’t reside with one person 22. Influence comes from all directions 23. Leadership practices work the same with all populations including peers, customers, supervisors, and subordinates
Develop Leadership Practices Continuously	<ol style="list-style-type: none"> 24. To become fluent in leadership, practice leadership regularly and monitor your effectiveness 25. Knowing everything about leadership is not enough 26. Leadership involves helping others practice leadership