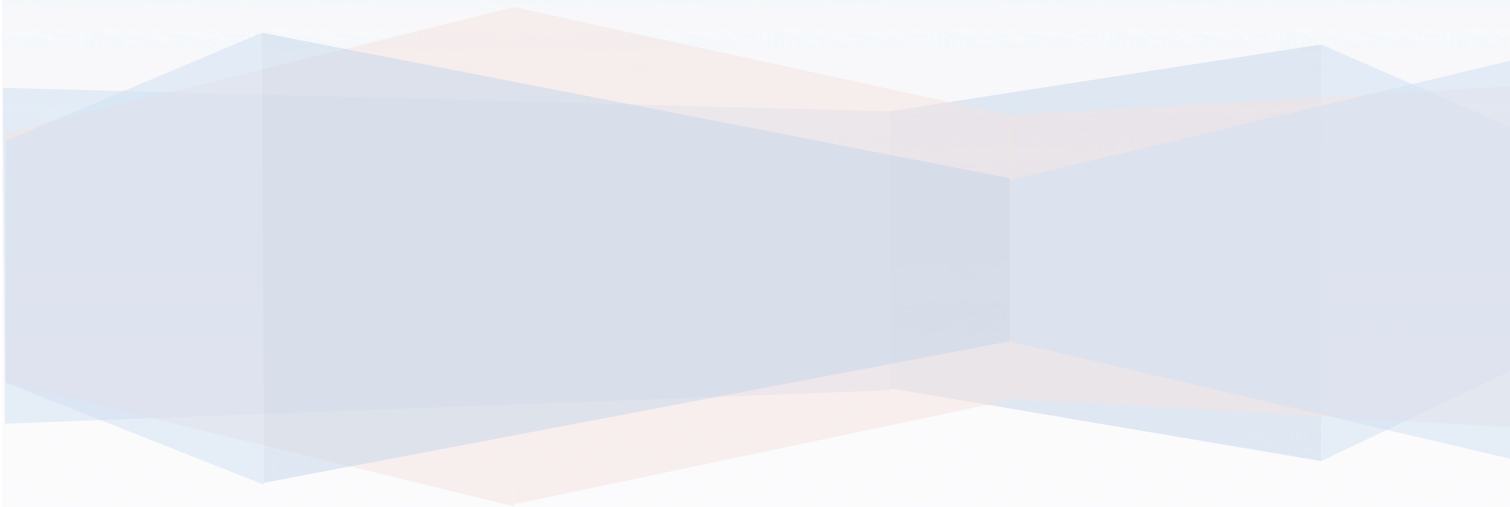


LEADERSHIP PHILOSOPHY

A leadership philosophy contains value-based ideas of how a leader should be and act and the sources of their power.

Avitus Leonard



LEADERSHIP PHILOSOPHY

INTRODUCTION

A leadership philosophy contains value-based ideas of how a leader should be and act and the sources of their power. Any leadership philosophy is a way of thinking and behaving. It is a set of values and beliefs. A philosophy is a series of reference points or a foundation upon which processes, decisions, actions, plans, etc. can be built, developed and applied. Ultimately, a leadership philosophy connects leadership with humanity, morality and ethics, and crucially, trusts.

Leadership philosophies help us to understand how a leader comes to power and stays in power. They are not 'designed' to be applied like a model or a style, but they do enable much greater insight into the wider causes of, and effects upon, leadership from the widest possible human viewpoint.

Ultimately, leadership is a matter of personal conviction and believing strongly in a cause or aim, whatever it is. It's almost a state of mind. You don't have to be 'born' a leader to lead, you just need to adjust your mind-set or be suitably driven by a particular cause.

If you have strong ethics and a clear vision, then you will probably already be aware of your philosophy. After all, it is this that enables you to grow.

It's essential to use all of the concepts everyone has and everything all heading in the same direction, achieving the same goal. Understand your way of thinking and look at your behavior. Does it fit with your values? Does it encourage others to maintain their enthusiasm and productivity? Look at your values and beliefs and how they benefit your aims and means.

But remember, it doesn't define your style or model of leading; it merely sets the foundations upon which to develop it.

BIBLICAL PHILOSOPHY LEADERSHIP

The essence of biblical leadership is servant leadership. Jesus focused on this in John 13:1-17, giving the example of washing the feet of the twelve disciples. By doing this, he gave them a visible example to help them better understand the actions of a servant leader.

Servant Leadership Means a Yes to Leadership Typically, we see someone as a leader or a servant, but not both. Jesus, however, combined the two ideas. A Christ-like leader must think and act with a servant mindset. Jesus didn't neglect leadership. In Luke 22:26, he taught that "the one who rules" should do it in a servant attitude. He didn't say we should give up ruling/leading. It is good to give direction, try to achieve goals, expect accountability, take responsibility, correct mistakes, and make decisions.

When God has called you to specific ministry in his kingdom, it is your responsibility to lead. There might be different reasons you are hesitant: perhaps you feel insecure in your personality, or you don't feel gifted (e.g., Moses felt he is not eloquent enough). Likely God is calling you to work on these fears and gain self-confidence.

Servant Leadership Means Serving, Jesus washed the feet of the twelve. This was the duty of a slave. John reported in detail how Jesus took off his clothing, wrapped a towel, and poured water into a basin (v. 4-5). Peter initially refused. On previous occasions, the disciples had been astonished at Jesus' actions and words.

For example, Jesus talked about the “little ones” in Mark 9:42: “If anyone causes one of these little ones who believe in me to sin, it would be better for him to be thrown into the sea...” It is easy to utilize young children or make a profit off them.

Servant leadership includes welcoming the little ones.

When the disciples came to Jesus and asked who is the greatest, Jesus called a little child and had him stand among them (Matthew 18:1-9). A serving attitude is easy to discover when we look at how someone is treating the little ones. This also includes the hungry, thirsty, stranger, and those who are sick and in prison (Matthew 25:32).

Serving means acting for others without any benefit. Our hearts and minds need to be pure and humble.

The most outstanding example of servant leadership, however, was not the washing of feet. It was Jesus’ death on the cross. He went to Jerusalem to die on the cross for the sins of the world. It was for the benefit of others—which includes us. Mark 10:45 says, “For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” He who was without sin offered himself to set others free.

Are we willing to set aside our own rights, needs, and wishes for the purpose of someone else? Leighton Ford once described this as “the freedom to surrender what one wishes in order to serve the purpose of God and the good of others.”

Servant Leadership Begins with a Call from God We must honestly answer a number of questions:

- *Why are we leading?*

- *Are our motives like those of James and John, who requested to sit at Jesus' right and left side (Mark 10:36-37)?*
- *Are we leading because we want to be special or significant?*
- *Do we want to lead because we love to have power?*
- *Do we want to be successful, famous, and popular Christian leaders?*

If these are our motives, then we choose the position for ourselves. It is all about what we want. The opposite is what God wants. It is a call from God. The difference seems to be very small, but in reality, is quite significant.

Two points:

First, when we lead by a call of God and not our own authority, we actually have authority. It is God's kingdom and we are just the caretakers. However, we can act in the King's authority. We don't put ourselves in the spotlight. All glory belongs to him. We gain the freedom to act upon kingdom's principles. Because we don't care about our own reputation, we are able to make hard or unpopular decisions because we have true authority.

Second, when we lead by a call of God and not our own authority, it gives us godly identities. Our identities could be based on our own (extraordinary) gifts or social status, but when we are aware that God has called us, he is the center and we are deeply secure in his identity.

Servant Leadership Is about Shepherding, Servant leadership finds a vivid and picturesque motive in shepherding. The shepherd cares for the flock. He feeds them (John 21:15) and looks for green pastures and fresh water (Psalm 23). He seeks after the one lost sheep (Luke 15:4) and is even willing to lay down his own life (John 10:11).

After his resurrection, Jesus told Peter, "Take care of my sheep" (John

21:16). Being a pastor today carries the same connotation: looking out for the good of the people in our churches; caring for the spiritual well-being of the people; being watchful for dangers; and seeking those who got lost and taking responsibility for their lives.

The focus is not on the shepherd; it is on the sheep.

Servant Leadership Involves a Clear Mission Statement By not looking over the well being of the people for whom we are responsible, we are more likely to forget the mission we have to fulfill. Leadership without a clear mission of where to go is bad leadership. *Jesus knew he was sent* (John 4:34; 6:29; 20:21). In the synagogue in Nazareth, he shared his mission: "...to preach good news to the poor...to proclaim freedom for the prisoners...to proclaim the year of the Lord's favor" as a fulfillment of the Old Testament prophecy (Luke 4:18-21; Isaiah 61:1-2).

He also knew why he was sent: to call "sinners to repentance" (Luke 5:32); "not to be served, but to serve" (Mark 10:45); "to seek and to save what was lost" (Luke 19:10), etc. Jesus had a clear sense of destiny. He even instructed the disciples concerning the time after his death: there is a global mission to fulfill (Matthew 28:18-20).

As servant leaders today, we need to know our mission statement. If we don't, we may do many things, but we will not fulfill God's global mission. As leaders, we must have a very close relationship with God in order to know where to go. We need to study his word in order to know the principles of the kingdom; we must also *apply* these principles or we will be blind guides (Luke 15:14).

When Jesus washed the feet of his disciples, Peter initially refused. Jesus responded with, "Unless I wash you, you have no part with me." Before we can serve others and wash their feet, we must allow Jesus to wash our feet.

He wants to serve us, refresh us, comfort us, cleanse us.

This is an invitation to sit at Jesus' table. Out of the refreshed community flows ministry. Jesus, after all, doesn't want to have slaves, but sons (Luke 15:31).

WHAT IS A LEADERSHIP PHILOSOPHY?

The combination of *leadership* and *philosophy* might sound rather odd. On the face of it, the terms don't seem to have much in common. So, what does leadership philosophy mean? To understand it, it's a good idea to first examine the two words separately, as it'll allow you to understand how they can fit together to provide you with guidance in leadership.

The definition of Philosophy

When you think about philosophy, you'll probably first think about some of the greatest thinkers of our time, such as Voltaire, Plato, and Descartes. Furthermore, you probably haven't thought about using philosophy in your everyday life and the concepts and ideas might sound a little bit difficult to comprehend. But as one of the oldest disciplines in the world, philosophy has plenty to offer and it's part of our everyday experience whether we consciously think about it.

The word philosophy literally translates to "*the love of wisdom*". The Oxford Dictionary defines philosophy as, "*a theory or attitude that acts as a guiding principle for behavior*". Indeed, the guiding idea of philosophy is to live a good life. It's about striving for expertise and personal as well as collective fulfillment. Philosophy could be seen as the personal foundation or belief in human nature; for working to live your life to the fullest. Through philosophy, you create a system of thought to support your journey and obtain the guiding principles to use for action or non-action.

The definition of leadership

What about leadership's definition? Just like a field of philosophy with its multiple thinkers and theories, leadership has a number of definitions. According to the Oxford Dictionary, the essence of leadership is "*the action of leading a group of people or an organization, or the ability to do this*". But as mentioned, the definitions have evolved out of this technical view, with different people viewing the topic from a slightly different viewpoint.

At its core, leadership is about the ability to influence other people and to create a movement towards a specific objective. Having a vision to which the team moves forward to is crucial. Furthermore, the emphasis is on inspiration because leadership is not the same as bossing someone around to do what you want. A leader inspires through his or her vision and motivates by leading by example rather than telling and intimidating the desired action.

The Components of a Leadership Philosophy

The above definitions might already help you understand the connection between leadership and philosophy. When you combine philosophy, the guiding principles, and leadership, which is the model behavior for inspiring others, you create a theory or an attitude, which provides the norms for behavior and action. The definition is brought to life with four key components, which are:

- **A theory** – The way you define leadership and what's it about.
- **An attitude** – Your mindset in regards to approaching leadership.
- **Guiding principles** – The principles and values you hold dear when you are thinking about leading others.

- **Behavior** – The behaviors you showcase in your journey to reach the desired results and outcomes.

You could view leadership philosophy as a compass – it helps define your expectations, your values and provide the roadmap for actions. With a clear leadership philosophy, you create a focused thought system surrounding your leadership, and you define the behaviors and attitudes you want to cultivate in yourself, but also in others. Leadership doesn't just provide a focus for you personally, but it can allow the people around you to know what to expect from your leadership.

Examples of Leadership Philosophies

Just as there are differences in what philosophers think and divergence in how leadership is defined, leadership philosophies also come in a number of different flavors and styles. Since the framework is based on personal values, leaders can approach it from different angles. There are plenty of options to choose from, but we've selected three unique frameworks to provide you an idea of the divergence.

<u>Laissez-faire</u> <u>leadership philosophy</u>	<u>Democratic</u> <u>leadership</u> <u>philosophy</u>	<u>Autocratic</u> <u>leadership</u> <u>philosophy</u>
• The leader believes followers should have the power to make decisions.	• The leader believes that everyone should have equal say within the team.	• The leader believes results are best achieved in a controlled system.
• The leader believes in empowering followers through increased	• Leader values participation, consultation and	• A leader has a clear vision, including how and when

- | | | |
|-------------------|----------------|------------------------|
| responsibilities. | consideration. | things should be done. |
|-------------------|----------------|------------------------|
- The framework is Leader emphasizes effective when co-operation and A leader is followers are support. accountable for the knowledgeable. decision-making.

You can use these generalized models as guidance for defining your own leadership philosophy. Nonetheless, you shouldn't try to copy a specific leadership philosophy. While learning about other philosophies can be a solid way to identify useful qualities, you need to adopt an approach that comes from your heart. Later on, in the guide, we'll provide you with a systematic guide to drawing your unique leadership philosophy.

WHY SHOULD YOU HAVE A LEADERSHIP PHILOSOPHY?

Leadership philosophy has a foundational element to it. The different components included creating a strong basis on which to build on and take your leadership forward. You are better equipped to lead and to succeed in your leadership with a leadership philosophy due to three core benefits: character, consistency, and collaboration.

Character

Drafting a leadership philosophy will provide *clarity and focus on your character*. Character matters because it influences your everyday decision-making and communication with other people. Without a proper understanding of your character and the traits you truly value, you are more likely to fall into bad habits and to let emotions control you.

By making a conscious decision with the help of leadership philosophy, you outline the characteristics you want to strive for and which you value in

other people as well. In a way, *you become better at controlling your behavior and you strengthen the qualities required of a successful leader.*

Consistency

The above benefit directly relates to the second advantage of creating a leadership philosophy: consistency. The most important aspect of the philosophy is set out and defining your values and objectives.

Once you define these, *you immediately create more consistency for your behavior and actions.* You have guidelines, which help you make decisions and take action. You'll always use the same defining values at the heart of your decision-making. Let's assume your leadership philosophy is defined by sustainability.

Whenever you are faced with a decision, you will evaluate the options based on how they relate to the value of sustainability – Will it hinder or enhance it? This assures your actions and behaviors are consistent. You don't flip-flop from one value to another, but you stick to your principles.

Collaboration

Leadership always requires a level of collaboration. Since you need followers to voluntarily to follow you, you can't expect to achieve much without an understanding and focus on teamwork. Getting along with people will become much easier if you have a clear leadership philosophy to follow.

Among the things you need to define with your philosophy is your approach to collaboration. The framework requires careful consideration of engagement, communication, and accountability. Defining these, *you create more consistency and improve your chances of more meaningful collaboration.*

People will know what your values are, they understand your approach to teamwork and thus they feel more comfortable because you follow these well-defined patterns of behavior. Essentially, people can trust you because they don't need to constantly be on their toes.

Overall, leadership philosophy will provide clarity to your leadership. Business strategist and author John Spence have written a good blog post on the topic and in it, he gave a powerful example of the benefits of leadership philosophy. He used the famous quote by Walt Disney to make a point about why successful leaders need to define the framework for action.

The quote says, “*When values are clear decisions are easy.*” Spence flipped it around stating, “*When values are not clear decisions are difficult.*” By defining your leadership philosophy, ***you clarify your decision-making by enhancing your focus on the values and actions that truly matter.***

PUBLISHING YOUR LEADERSHIP PHILOSOPHY

My Philosophy of Leadership is to surround myself with good people, who have ability, judgment, and knowledge, but above all, a passion for service. – Sonny Perdue (American Politician)

we are going to explain why having a published leadership philosophy matter.

As you'll see in the next section a written leadership philosophy statement can be useful in getting to the heart of your true values and ideas. By having a written statement, you are sure to have a reminder of the ideals you want to be pushing towards. But it can be more beneficial to have the leadership philosophy published or at least shared with a few people because it ***increases your accountability.***

If you are the only one aware of your leadership principles, you don't need to worry about others calling you out on doing something against your

values since no one has knowledge of them. On the other hand, if you are losing your sense of direction, a person who has seen your leadership philosophy statement can nudge you back in the right direction. The objectives you want to deliver and the values you want to keep at the heart of your leadership will be known. Even the knowledge that people have access to your statement or your closest friends or mentors know it can be enough to keep you focused on following your path.

Aside from accountability, publishing your leadership philosophy will provide another major benefit: *the ability to reflect*. While the philosophy must naturally be built around your actual values and objectives you want to achieve, bouncing these ideas with another person can provide an invaluable angle to your thinking. The ability to reflect on your ideas and to go them through with another person can add ideas to your thinking you hadn't thought about before. The way you see yourself will always differ slightly from the experience of others and you can learn a great deal about your characteristics by asking questions from others.

If you share your leadership philosophy, you'll be able to reflect on your ideas from a completely different perspective. The feedback can be useful in ensuring your philosophy is the best roadmap for you to move forward. Don't worry about the feedback being negative; a well-constructed leadership philosophy is sure to inspire others. Overall, the idea behind publishing or sharing your leadership philosophy is all about feedback. If you are criticized consider the words carefully and think whether there is some truth to them.

How to publish your leadership philosophy? There are different ways to go about it. You could naturally share with a few close friends or colleagues and ask their opinions. If you have a leadership mentor or a coach, then it's a good idea to talk about the statement with them. But you could go further

than that and have your leadership philosophy on your personal website. This could potentially be a good idea even in terms of career progression, as future employers might get a better understanding of what your leadership looks like.

Finally, don't use publishing the statement just for feedback, ensure you have someone to keep a check on you to ensure you are following your values and objectives.

THE STEPS TO DEVELOPING A LEADERSHIP PHILOSOPHY

Hopefully, the above would have convinced you about the importance of having a leadership philosophy. We've talked about the characteristics of the framework, but how do you develop it? Here are the four steps you need to take in order to draft a proper leadership philosophy, which will guarantee you succeed as a leader.

Step 1: Define your values and priorities

The first and perhaps the most important part of the process is defining your values and priorities. You need to look deep inside you to discover the values you want to highlight and which you think make leaders great. You need to be able to answer the following questions as part of this step:

- *What are the values I think are the most important in life and business?*
- *What are my personal strengths and weaknesses when it comes to values and behaviors?*
- *What do I feel are the priorities of a leader?*

But how do you define the core values and priorities? It's easy to create a list of things you think are important, but you need to dig deeper when it comes to a leadership philosophy. First, you need to actually

understand *why you think a specific value has value*. Second, you can't have a list of 20 values as this doesn't truly clarify your position, but instead, you must *focus on just a few core priorities*. Entrepreneur and author Kevin Daum has written a great post on [Inc.](#) on how to define your values. Daum suggests taking the following steps:

- Identifying the following **moments from your life** and describing them in detail:
 - *Three greatest accomplishments*
 - *Three greatest moments of efficiency*
 - *Three greatest failures*
 - *Three greatest moments of inefficiency*
- Consider the above moments and examine the **possible common themes** between them.
- Using these common themes, identify the **advice/tips you would give yourself**. For example, if you find yourself avoiding conflict situations, your advice might be “*Don't walk away from difficult situations.*”
- **Refine your advice into a value**. For instance, the above advice could become “*Confront difficulties*”

Furthermore, once you have these core values and themed outlines, it's auspicious to take a moment to define them properly. Let's say you realized ‘*authenticity*’ is a value you cherish. Define what you mean by it by writing down a few sentences. You can use the formula:

“*Authenticity to me means...*”

You can do this with all of your values, whether the value is ‘*communication*’, ‘*family*’, or ‘*competitiveness*’. It is definitely worthwhile

doing this all on paper because it will help you better communicate your ideas to yourself.

When you've selected your values, you need to prioritize them further. If you have around 3-7 values selected, you should consider which ones resonate the most with you or which you think are the most essential in terms of leadership. An effective way to prioritize your values is by comparing them with each other. You can do it by simply taking two values, such as '*authenticity*' and '*respect*', and make the following statements with your chosen values:

- Authenticity but NO respect
- Respect but NO authenticity

Would you pick the first or the second sentence? The value you choose is the one you rank as more important. You can do this prioritization with all of your values by comparing them to each other. You should eventually have a value on top that beat all the others in comparison.

Step 2: Define the desired outcomes you want

As well as defining your values, you also need to examine the outcomes you wish to achieve as a leader. In order to do this, you need to study the outcomes you want to achieve in the light of your chosen values. First, you should identify the goals for your leadership and the possible operational goals your organization is looking to achieve.

What are the actions you want to or should achieve as a leader? An auspicious way to set goals is by using the SMART method, described in the image below:

SMART Goals Definition



Furthermore, once you've identified the objectives, you need to outline and write down the actions required to achieve these goals. The actions can range from finding tools to motivate your team to enhance innovation.

When you have the goals defined, you must reflect on the ways your values relate to and impact these objectives. You can do this by answering the following questions:

- **How do my values support the key goals of leadership?** Remember leadership was about influencing others to follow your vision. You need to pick each value and examine how it would help inspire others and move you closer to your vision. If you value '*honesty*', then you want to consider how it is demonstrated in influential leadership.
- **How do my values support the operational goals?** You should consider the same in terms of the specific organizational objectives you've identified.
- **How can my values strengthen the actions required to achieve the objectives?** Look at each action and consider the different ways your values would have a positive impact on it. '*Honesty*' could be seen as a way to strengthen trust, which in turn would boost motivation, for example.

- **How do my values show in the way I communicate with my teams?** Think about the above and the positive or negative impact your values, actions, and objectives will have on the team. You want to identify the routes that uphold your values but create a meaningful partnership with your followers.
- **What are the behaviors and actions I expect from my followers?** Your followers don't necessarily have to subscribe to the exact same values as you do or prioritize the values the same way. Nonetheless, you need to consider the behaviors and actions, which are in conflict with the objectives you want to achieve as a leader and as an organization, and the behaviors, which are not sustainable in terms of your own values.

The above helps you to clarify what your leadership philosophy should look like in action. It makes the values turn into concrete examples in terms of behaviors and actions.

Step 3: Write down your Leadership Philosophy

With the above steps concluded, you can start putting your leadership philosophy on paper. We briefly mentioned the importance of having a written statement in the previous section. Writing down your philosophy helps clarify your ideas and makes it all just a bit more concrete. It can improve your focus and help you keep yourself more accountable since you can always go back and read what you've created.

To help you write down your leadership format, we propose using the format below, although you can always just write a document in your own style. The format is based on the four core elements of leadership philosophy: *theory*, *attitude*, *principles*, and *behavior*.

Theory: *I believe in _____.*

Write the specific elements of leadership you believe are at the heart of being a good leader; the values you prioritize. An example sentence could be: *I believe in confronting issues head-on is the key to better communication.*

Attitude: *My thoughts will _____ and my words will _____.*

These sentences refer to the attitudes you want to foster in the workplace; the example you want to set with your own attitude. The aim is to focus on the attitude you think will boost your success as a leader and help to achieve the objectives you've set out. You might say, "*My thoughts will focus on finding solutions and my words will be based on honesty and integrity.*"

Principles: *I will lead by/with _____.*

The focus is on writing down the guiding principles you will use as part of your leadership. These are the top priorities to you as a leader; the principles you won't negotiate on and which you'll consider each time you make decisions. You'll most likely end up writing a few of these and an example sentence might be: *I will lead by understanding and embracing change and how situations and people can change over time.*

Behavior: *I expect to _____ and _____ in situations.*

Finally, you need to write down how you will behave and react in the workplace, no matter what the situation is. The behaviors should reflect your leadership philosophy and highlight the core ideas in action. The identification of your past successes and failures during Step 1 will help with the last point. You could state, "*I expect to consider the different options and listen to feedback in challenging situations.*"

When it comes to drafting the document, there are a few things to keep in mind. First, ***keep it concise***; you don't want the document to be more than one page. You should be able to state the essence of your leadership philosophy in a few sentences. The other crucial point is to ***aim for clarity*** and this is why you also want someone else to have a look at your philosophy.

You need to define the philosophy in a manner that will help others to understand it without the need to ask multiple questions. Even if you decide not to publish it, you want at least one person to view it. Aiming for clarity will guarantee you truly understand what you are looking for with your philosophy and this will guarantee you are focused on your intentions.

Step 4: Evaluate your Leadership Philosophy

Finally, it's not enough to write your leadership philosophy and continue with your daily activities; you need to actively evaluate how well you are holding on to your ideas. You must regularly reflect on how well your actions and behaviors follow your statements. Essentially, you need to hold yourself accountable.

Take time to review your leadership philosophy and go back to your previous actions. Are you practicing what you preach? What are the things you excel in and which behaviors and actions do you struggle to follow? You could look at these questions each week or every month. Write a list of the major actions you took that week; for example, consider the three successes for the week and the three possible failures for the week.

Reflect on which principles you held on to and which actions or behaviors went against what you believe in. As you identify the actions and behaviors where you didn't follow your leadership philosophy, consider what were the reasons leading to this situation. Why didn't you remember your philosophy at that moment or why did you reject it? This will help you understand what

are the areas where you need to work harder on or even identify the values and priorities that might be unattainable for you.

Furthermore, you should occasionally have a chat with people who know you or who work with you. Finding out what they think your guiding principles are can reveal a great deal to you about how they view you and whether your philosophy shows in action. If your followers identify values that are counter to everything you've written in your statement, then you are properly doing something wrong as a leader. On the other hand, if people relate values to you, which are at the heart of your philosophy, you get confirmation you are on the right path and achieving success as a leader.

As eluded to earlier, evaluating your leadership philosophy will help you realize whether your philosophy is working or not. If it's not, you need to carefully think about the reasons behind the failure. It might be that you are simply failing in staying true and you need more time to instill these values deeper into your actions. Just continue to be more mindful of your philosophy and think more about the ways you can stick to your principles. But your failures might not be due to lack of motivation.

It could well be the actions and behaviors you chose are not truly you and do not fit into your leadership strategy. Therefore, you might have to re-evaluate each value and principle, adding in new ones and removing the ones that don't reflect your philosophy. Successful leadership is a fluid strategy and the philosophy shouldn't be too rigid either. As you gain more experience, both in business and in life, you will develop and grow as a person. This personal development might well change the way you approach leadership and therefore, you should be willing to make small changes to your philosophy if you feel like it.

FINAL THOUGHTS

Leadership philosophy is a crucial element, as it acts as the foundation for your leadership. It helps you determine the guiding principles, behaviors, and actions you want to put at the heart of your leadership. By carefully considering your values, priorities, and objectives, you can create a framework for effective and focused leadership.

Having a leadership philosophy creates clarity for your decision-making and your actions, which help you to inspire and to motivate the followers to support your vision. You will be a leader with a clear mission and way of operating, which makes it easier for people to respect and trust you because they will always know where you are coming from.

When it comes to drafting a leadership philosophy the key is to spend time analyzing yourself and writing down the things you believe in and value. Creating a document will ensure you are not only accountable but can easily remind yourself to focus on the essentials. It ensures you aren't just thinking about specific actions and behaviors, but to actually implement these in your leadership.

Leadership philosophy is often based on intuition, but also a careful examination of what your strengths and weaknesses are. It's about finding the voice that truly speaks for you rather than pretending to subscribe to things you don't believe in or can't achieve.

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