

# Developing a Personal Leadership Philosophy

LD 2-1

# Training Objective

- Task: Develop a personal leadership philosophy
- Condition: Given a class, example, reflection guide, and format
- Standard: Email your personal leadership philosophy in the required format to your TAC by the date he specifies

# Personal Leadership Philosophy: Definition

- “A set of beliefs, values, and principles that strongly influences how we interpret reality and guide our understanding of influencing humans. It’s our philosophy, our understanding, and interpretation of leadership, that affects how we react to people, events, and situations around us.”  
– George Ambler

# Beliefs, Values, Principles

- Beliefs
  - Convictions people hold as true
  - Derived from upbringing, culture, religious background, and traditions
- Values
  - Deep-seated personal beliefs that shape a person's behavior
- Principles
  - Moral rules or beliefs that help you know what is right and wrong and that influences your actions
- See <http://www.cadre-la.org/core/about/beliefs-values-principles/> for one organization's articulation of its beliefs, values, and principles

# Personal Leadership Philosophy: Purpose

- Articulates “what the leader believes” concerning leadership
- Creates a map that guides the leader as he attempts to shape a positive organizational climate
  - “Through the application of a personal leadership philosophy as manifested in the organizational command philosophy, the leader imparts his values throughout the organization and affects its moral and operational compass.”
    - Harry Garner

# Personal Leadership Philosophy: Process

- “Reflection on your life story and your experiences can help you understand them at a deeper level—and so you can reframe your life story in a more coherent way as your future direction becomes congruent with the knowledge of which you are and the kind of person you want to become.”

– Bill George

# Personal Leadership Philosophy: Development

- Reflect on one's past experience, values, and beliefs
- Identify transformational events or “crucibles” the leader experiences in life
- Codify the changes in values and beliefs that result from crucibles

# A Sample Personal Leadership Philosophy

- <http://www.youtube.com/watch?v=jELB-6ADJDI>
  - A Clemson “orientation ambassador”



# Crucibles: Good Times

Defining Moment	Thoughts and feelings at the time	How it changed you

# Crucibles: Bad Times

Defining Moment	Thoughts and feelings at the time	How it changed you

# Beliefs, Values, and Principles

- My beliefs
  - xx
  - xx
- My values
  - xx
  - xx
- My principles
  - xx
  - xx

# Relationship to People and Situations

- How I influence people
  - xx
  - xx
- How I react to people
  - xx
  - xx
- How I react to situations
  - xx
  - xx

# Impact on your Leadership and the Organization

- My definition of leadership
  - xx
- How I lead
  - xx
- How that effects my organization
  - xx

# Assignment

- Your next LTP is designated as an individual working session to write your own leadership philosophy
  - Finalize the rough draft you created today
  - Transfer it to the worksheet
  - Email it to your company TAC

# AAR for this LTP

- Sustain
- Improve