

IRREFUTABLE LAWS OF

# LEADERSHIP

# 21

"Follow Them and People Will Follow You"



By John C. Maxwell

# Living Sacrifice

- We each have differing gifts within the body of Christ but we are all leaders
- Lead with all Diligence Romans 12:1-8

# Proverbs 28:2

*When there is moral rot within a nation, its Government topples easily .*

*But with wise and knowledgeable leaders, there is stability.*



**Everyone has the  
Potential to become a  
*Leader***

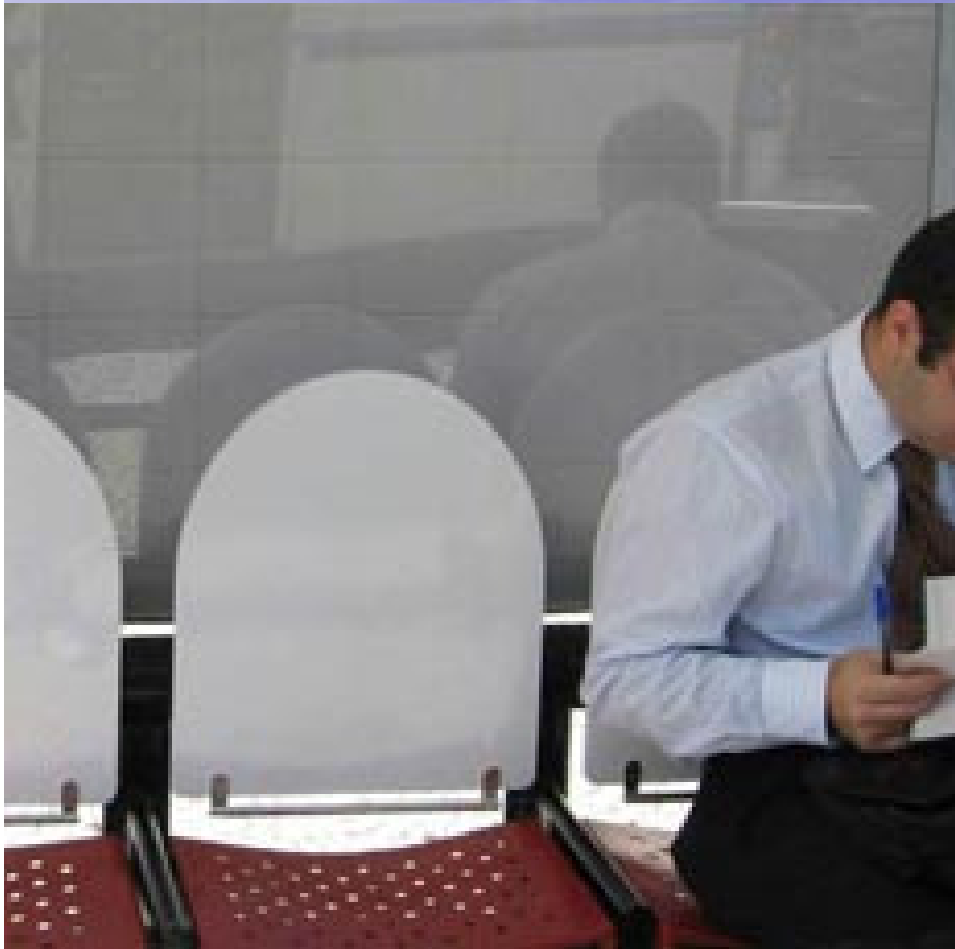
***Leadership ability  
determines a  
person's level of  
Effectiveness***

# 1. Law of the Lid



- Your leadership **ability** - for better or worse – **determines your effectiveness and your potential impact in your organization**
- To reach the highest level of effectiveness, you have to raise the lid on your leadership ability.

# Law of the Lid



- Leadership ability determines a person's level of effectiveness.
  - The higher you want to climb the more you need leadership
  - The greater the impact you want to make – the greater your influence needs to be
- **Leadership ability** is the **LID** that determines a person's level of effectiveness.

# Success without Leadership

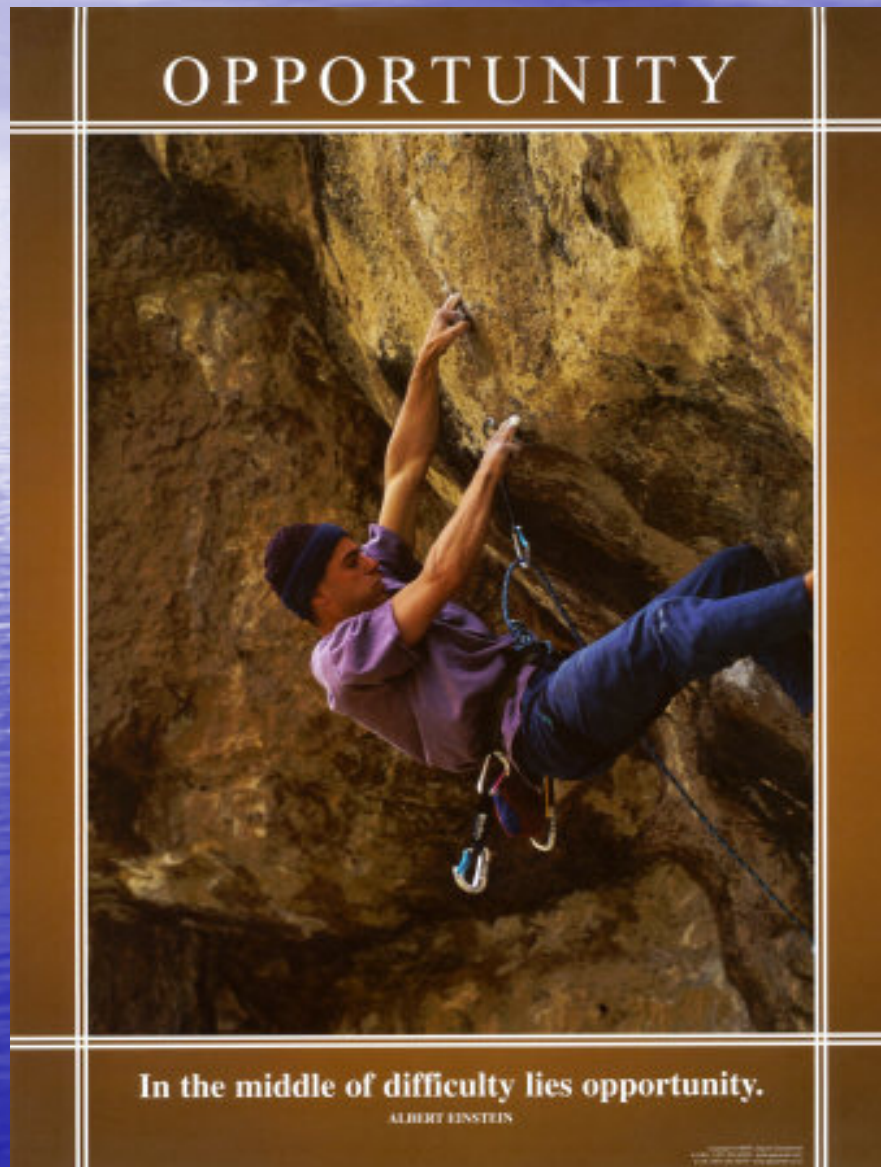
<b>LEADERSHIP ABILITY</b>	<b>10</b>											
	<b>9</b>											
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	<b>SUCCESS DEDICATION</b>											



# Success with Leadership

<b>LEADERSHIP ABILITY</b>	<b>10</b>												
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	<b>SUCCESS DEDICATION</b>												

# Law of the Lid



Good leaders will look for **Lid Lifting experiences** to grow in their leadership capacity

- **Seek** opportunities to grow your leadership
- **Search** for opportunities to improve organizational structures and procedures
- **Seize** opportunities to create greater efficiencies and to assist others in lifting their lids

# Law of the Lid

Every leader faces obstacles, challenges, tests, and trials.



- **Ineffective leaders** will wait to see what happens during these times
- **Effective leaders** will act by seizing the moment and will rise to the challenge.



Gave us a vision for the future and spoke to the greatness of America

Blamed American people for the recession told us to get use to having less



- It is a leader's choice to change and grow

- Effective Leaders

**(True Leaders)** will admit mistakes or shortcomings.

- Ineffective Leaders

**(Positional Leaders)** do not acknowledge shortcomings or mistakes for fear people will perceive them as ineffective and/or weak.

# Law of the Lid



- Ineffective-  
Positional  
Leaders:
  - Title of a leader  
but **without** trust  
or rapport from  
their followers
- They do not seek  
to grow!

# Law of the Lid



## Effective-True Leaders:

- Take time to build relationships

**In your leadership  
have you been a lid  
lifter?**

# Law of the Lid



LEADERSHIP

*The leader always sets the trail for others to follow.*

- Every Leader has Lids
  - Titles and positions do not eliminate them
  - The issue is not do you have Lids but what are you going to do about them
- What are the **Lids** leaders face?

# Lids that Leaders Can Face

*Fear* factor

- Fear
- Impatience
- Denial
- Impulsiveness
- Deceit
- Jealously
- Anger
- Confidence
- Lack of Knowledge
- Lack of Understanding
- Peoples' perception of them
- **What are your Leadership Lids?**



# Some Lids can be lifted by the Leader



- The leader must first **lift** his/her **Lids** before she/he can grow the organization
- How have you helped lift some lids from leaders, teachers, and staff in your area of service?



THE WHITE HOUSE  
WASHINGTON

August 9, 1974

Dear Mr. Secretary:

I hereby resign the Office of President of the  
United States.

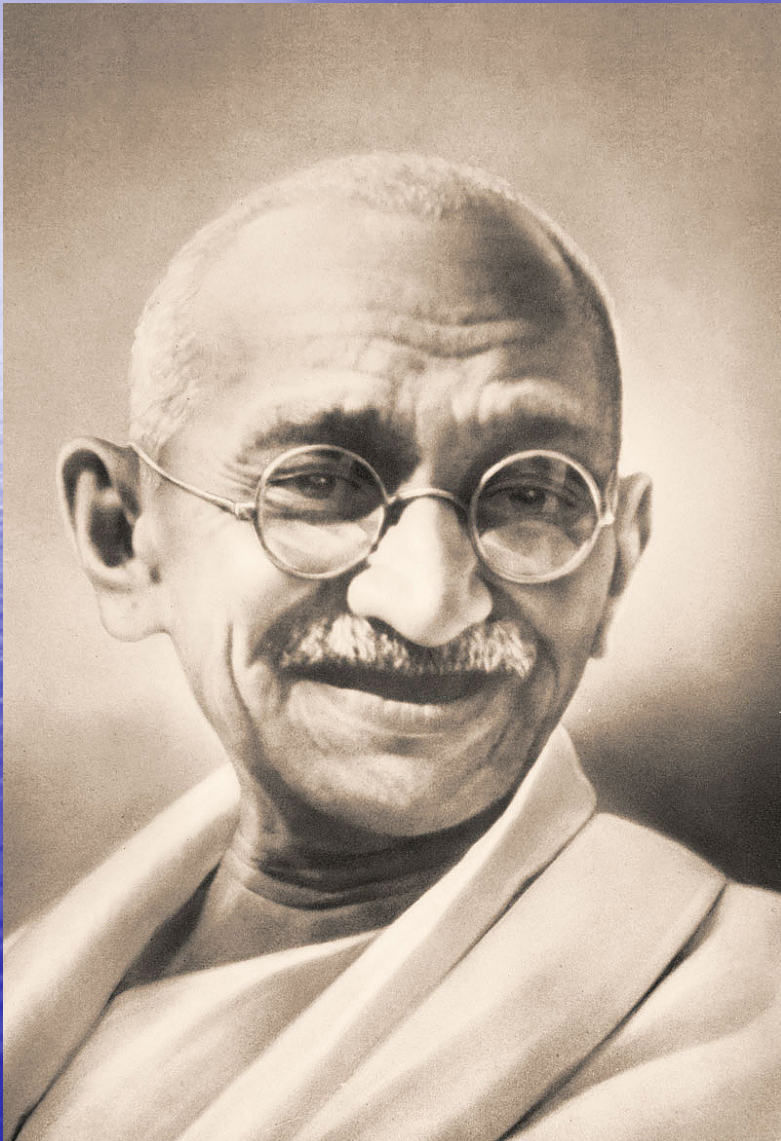
Sincerely,

A handwritten signature in cursive script that reads "Richard Nixon".

The Honorable Henry A. Kissinger  
The Secretary of State  
Washington, D. C. 20520

- All leaders will face times when they alone cannot lift their own lids
- When leaders hit those lids, that is the beginning of the end for their organization
- Why?

# Lid Lifters



- Because they give up and stop growing as a leader
- However, a few leaders, those with **courage** and **humility**, will seek other leaders for help, support, and encouragement so their lid can be lifted
- Do you have enough courage and **humility** to seek that help?

# Lid Lifters

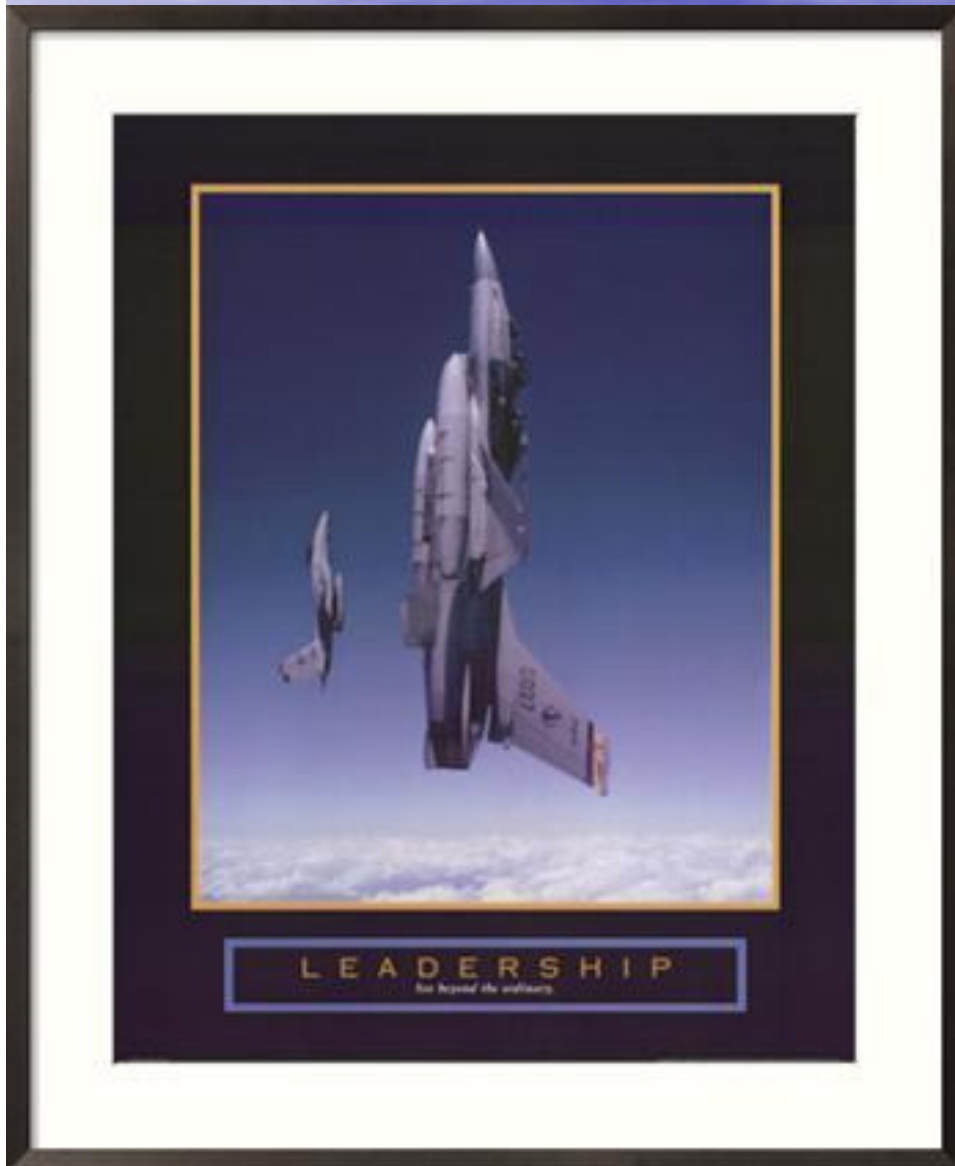


Lid Lifters always demonstrate three qualities that enables them to help leaders go to the next level.

- Their words:
- Their actions:
- Their Sacrifice:

**Who are the LID LIFTERS in your life?**

# Bring the Law of the Lid to Life



- Summary

- Everyone has the potential to be a leader
- Every leader has lids
- Some lids can be lifted by the leader
- Few leaders let others lift their lids in their lives

# **Bring the Law of the Lid to Life**

- **How are you with the various lids in your life?**
- **What is your attitude concerning them?**
- **Are you taking responsibility for them?**
- **Do you have enough humility and courage to allow a lid lifter into your area of need?**

## **2. The Law of Influence**

**The True Measure of Leadership is  
INFLUENCE-Nothing more nothing  
less**



# **The Law of Influence**

## **Leadership Myths:**

- **The Management Myth - *Leaders may manage, but managers aren't leaders.***
- **The knowledge Myth - *Leaders are knowledgeable, but knowledge doesn't make a leader.***
- **The Position Myth - *Leaders may hold important positions, but a position doesn't make a leader.***



# **The Law of Influence**

**Her husband had everything: wealth, privilege, position, and a royal title.**

**Yet instead of him, Princess Diana won over the whole world.**

**Why? She understood the Law of Influence.**

# **The Law of Influence**

**“You have achieved excellence as a leader when people will follow you everywhere if only out of curiosity.”**

**Colin Powell**

# **The Law of Influence**

**“It’s not the position that makes the leader: it’s the leader that makes the position.”**

**Stanley Huferty**

**The ultimate question is  
“Who is following me?”**

# **3. The Law of Process**

**Leadership Develops Daily, Not in a Day.**



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# THE FOUR PHASES OF LEADERSHIP GROWTH

INEFFECTIVE

EFFECTIVE

U  
n  
a  
w  
a  
r  
e

***I Don't Know What  
I Don't Know***

As long as a person doesn't know, what  
He doesn't know, he doesn't grow

***I Simply Go Because  
Of what I know***

The ability to lead becomes  
almost automatic

A  
w  
a  
r  
e

***I Know What I  
Don't know***

To be conscious that you are  
ignorant  
of the facts is a great step to  
knowledge

***I Grow and know  
It Starts to Show***

Recognize the lack of skill and  
begin the  
Daily discipline

***No one becomes a leader overnight. Even when someone  
is gifted with natural abilities, one still has to build one's  
collection of leadership skills.***

# **The Law of Process**

**Leadership is like Investing-  
It Compounds**

**but that process doesn't  
happen overnight**

**Need training and experience!!**

# **The Law of Process**

**Theodore Roosevelt helped create a world power, won a Nobel Peace Prize, and became president of the United States. But today you wouldn't even know his name if he hadn't known the Law of Process.**

## 4. The Law of Navigation

Anyone can Steer the Ship, But it Takes a Leader to Chart the Course





# **The Law of Navigation**

## **Navigators**

- **See the trip ahead**
- **Draw on past experience**
- **Listen to what others have to say**
- **Examine the conditions before making commitments**
- **Make sure their conclusions represent both faith and fact**

# **The Law of Navigation**

## **Navigators**

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# **The Law of Navigation**

**The Secret to the Law of  
Navigation is**

**Preparation**

# **5. The Law of E. F. Hutton**

**When the real Leader  
speaks, People listen**



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# PEOPLE BECOME REAL LEADERS BECAUSE OF ...

- **Relationships:**
- **Sacrifice :**
- **Character :**
- **Relevance :**
- **Vulnerability:**
- **Experience:**
- **Humility:**
- **Competence:**
- **Courage:**

## **The Law of E. F. Hutton**

**Being in power is like being a lady.  
If you have to tell people you are you  
aren't**

**Margaret Thatcher**

# 6. The Law of Solid Ground

Trust is the Foundation of Leadership





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# The Law of Solid Ground

## *Two Requirements to Build Trust:*

- Consistent Character
- Consistent Competence

## What Followers want in a Leader:

- Character
- Compassion
- Connection
- Credibility
- Confidence

Competence  
Commitment  
Contribution  
Courage



# **The Law of Solid Ground**

**To build trust, a leader, must exemplify competence, connection, and character.**

**Character makes trust possible. And trust makes leadership possible. That is the Law of Solid Ground.**



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# 7. The Law of Respect

*- People Naturally Follow Leaders Stronger  
Than Themselves*

## Leaders Gain Respect by:

- Respect for others
- Success
- Value Added to others
- Courage
- Faithfulness
- Leadership ability

## The Test of Respect:

- ✓ The response of the people when the leader ask for commitment
- ✓ The response of the people when the leader asks for Change

## **The Law of Respect**

**When people respect someone as a person, they admire her. When they respect her as a friend, they love her. When they respect her as a leader, they follow her.**





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# 8. The Law of Intuition

*- Leaders Evaluate Everything with a Leadership Bias*

## Three Levels of Leadership Intuition

- 1. Those who naturally see it** – those who are born with exceptional leadership gifts.
- 2. Those who are nurtured to see it** – one can become a leader if his abilities are nurtured and develop.
- 3. Those who will never see it** – those who has no interest in developing his skills.

# **The Law of Intuition**

**Everyone has some kind of intuition**

# **The Law of Intuition**

**Natural or Learned**

# **The Law of Intuition**

**Of all the laws of leadership  
The  
Law of Intuition  
Is the most difficult to teach**



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# 9. The Law of Magnetism

*- Who You Are Is Who You Attract*

- States that each of us creates and projects a certain kind of energy.
- Watch what you really believe about yourself- you are Going to magnetize someone who believes the same thing.

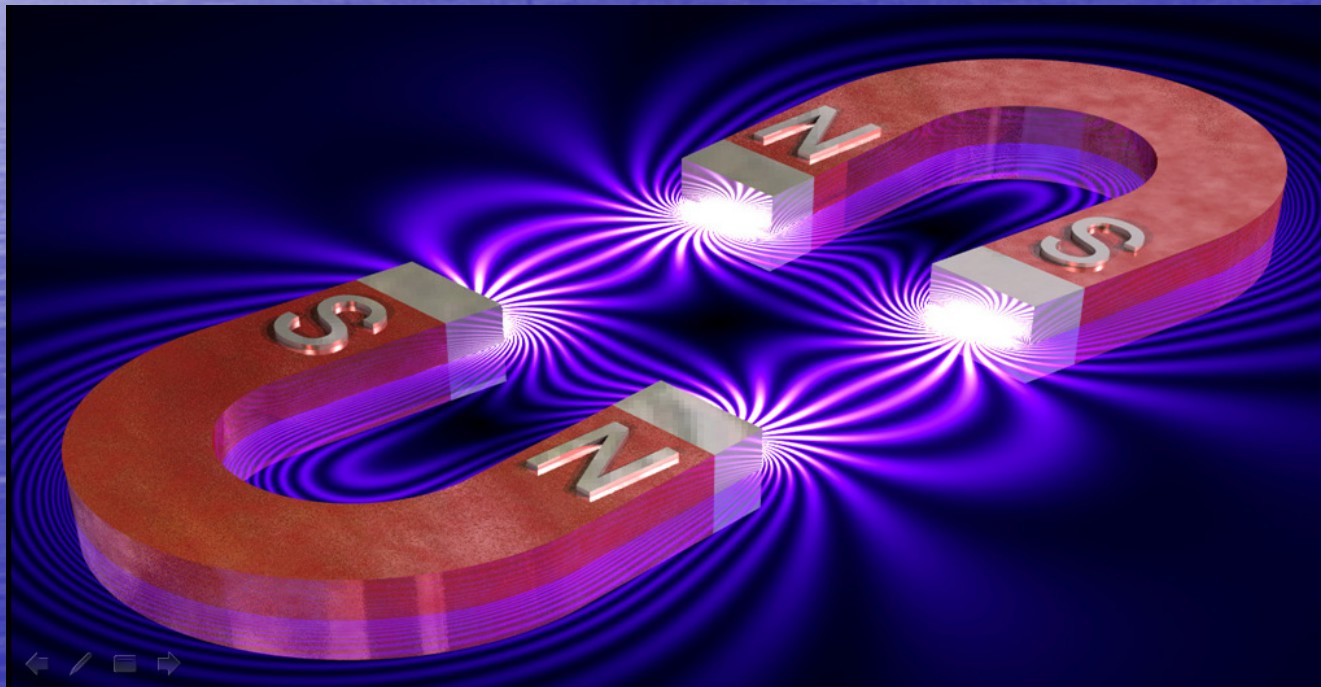
Who Follow you share common ground in several of these key areas:

- Attitude
- Generation
- Background
- Values
- Life experience



# The Law of Magnetism

Who You Are Is Who You Attract





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# 10. The Law of Connection

**- Leaders Touch a Heart Before They Ask for a Hand**

- *You can't move people to action unless you first move them with emotion. The heart comes before the head.*
- *The stronger the relationship and connection between individuals, the more likely the follower will want to help a leader.*
- *It's the leaders job to initiate connection with the people People don't care how much you know until they know how much you care*

# **The Law of Connection**

**You can't move people to action  
unless you first move them with  
emotion. The heart comes  
before the head.**

**People don't care how much you  
know until they know how much  
you care**

# **11. The Law of Inner Circle**

**- A Leader's Potential Is Determined by Those Closest to Him**

**The Value of Raising up the People in your inner Circle**

- ***Potential Value***
- ***Positive Value***
- ***Personal Value***
- ***Production Value***
- ***Proven value***

# **The Law of the Inner Circle**

**A Leader's Potential is Determined by  
Those Closest to Him**

# **The Law of the Inner Circle**

**You see, every leader's potential is determined by the people closest to him. If those people are strong, then the leader can make a huge impact. If they are weak, he can't.**

**That is the Law of the Inner Circle.**

# 12. The Law of Empowerment

- Only Secure Leaders Give Power to Others

## ***Barriers to Empowerment:***

- *Desire for job security – a weak leader worries that if he helps subordinates, he will become dispensable*
- *Resistance to change - Empowerment bring constant change because it encourages people to grow and innovate.*
- *Lack of self-worth – Threaten to change – threatens the Individuals self-worth.*

# **The Law of the Empowerment**

## **Only Secure Leaders Give Power to Others**





# **The Law of the Empowerment**

**“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it”**

**Theodore Roosevelt**

# **The Law of the Empowerment**

**Mark Twain once remarked that great things can happen when you don't care who gets the credit. But you can take that a step farther. I believe the greatest things happen only when you give others the credit.**



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# 13. The Law of Reproduction

- It Takes a Leader to Raise Up a Leader

## Leaders who develop leaders ;

- *See the Big Picture – Effective leadership mentor makes the development of leaders one of its highest priorities in life.*
- *Attract Potential Leaders – Leader's don't flock, you have to find them one at a time.*
- *Create an Eagle Environment - An environment where leadership is valued and taught becomes an asset to a leadership mentor.*

# **13. The Law of the Reproduction**

**It Takes a Leader to Raise Up a Leader**



# **The Law of the Reproduction**

**People cannot give to others  
what they themselves do not  
possess. Followers simply  
cannot develop leaders**

# **The Law of the Reproduction**

**Every effective leadership mentor makes the development of leaders one of his highest priorities in life. He knows that the potential of the organization depends on the growth of its leadership. The more leaders there are, the greater its chance of success.**

# 14. The Law of Buy- In

*- People Buy Into the Leader, Then the Vision*

**It's not an Either/Or Proposition**

<b>LEADER</b>	<b>+</b>	<b>VISION</b>	<b>=</b>	<b>RESULT</b>
<b>Don't Buy In</b>		<b>Don't Buy in</b>		<b>Get Another Leader</b>
<b>Don't buy in</b>		<b>Buy in</b>		<b>Get Another Leader</b>
<b>Buy In</b>		<b>Don't Buy In</b>		<b>Get Another Vision</b>
<b>Buy in</b>		<b>Buy In</b>		<b>Get Behind the Leader</b>

# **The Law of Buy-In**

**People Buy Into the Leader,  
Then the Vision**



# **The Law of Buy-In**

**You don't get credit for being "right."  
Your success is measured by your  
ability to actually take the people  
where they need to go. But you can  
do that only if the people first buy  
into you as a leader. That's the  
reality of the Law of Buy-In.**



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# 15. The Law of Victory

*- Leaders find a way for the teams to win*

## THREE COMPONENTS OF VICTORY:

- **Unity of Vision**
- **Diversity of skills**
- **A leader dedicated to victory and raising players to their potential**

## The Law of Victory looks like:

- *Leadership is Responsible*
- *Losing is Unacceptable*
- *Creativity is Essential*
- *Quitting is Unthinkable*
- *Commitment is Unquestionable*
- *Victory is Inevitable*

# **The Law of Victory**

**Leaders Find a Way for the  
Team to Win**

# **The Law of Victory**

## **Three Components of Victory**

- 1. Unity of Vision**
- 2. Diversity of Skills**
- 3. A Leader is Dedicated to Victory and Raising Players to Their Potential**



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# 16. The Law of Momentum

*- Momentum is a Leaders best Friend.*

## Momentum ...

- is the great exaggerator
- makes followers perform better than they are
- when absent, makes follower perform worse than they are

## To Gain Momentum:

- Understand its value
- Figure out what the motivating factors are
- Remove the de-motivating factors
- Recognize and honor member
- Practice character leadership

# **The Law of the Big Mo**

**Momentum Is a Leader's Best Friend**



# **The Law of the Big Mo**

**When leaders have momentum on their side, people think they're geniuses. They look past shortcomings. They forget about the mistakes the leaders have made. Momentum changes people's perspective of leaders.**

# **17. The Law of Priorities**

**Leaders Understand That Activity is Not  
Necessarily Accomplishment**



# The Law of Priorities

## The Three R's

- 1. What is Required?**
- 2. What gives the Greatest Return?**
- 3. What Brings the Greatest Reward?**

# 18. The Law of Sacrifice

**A Leader Must Give Up to Go Up**





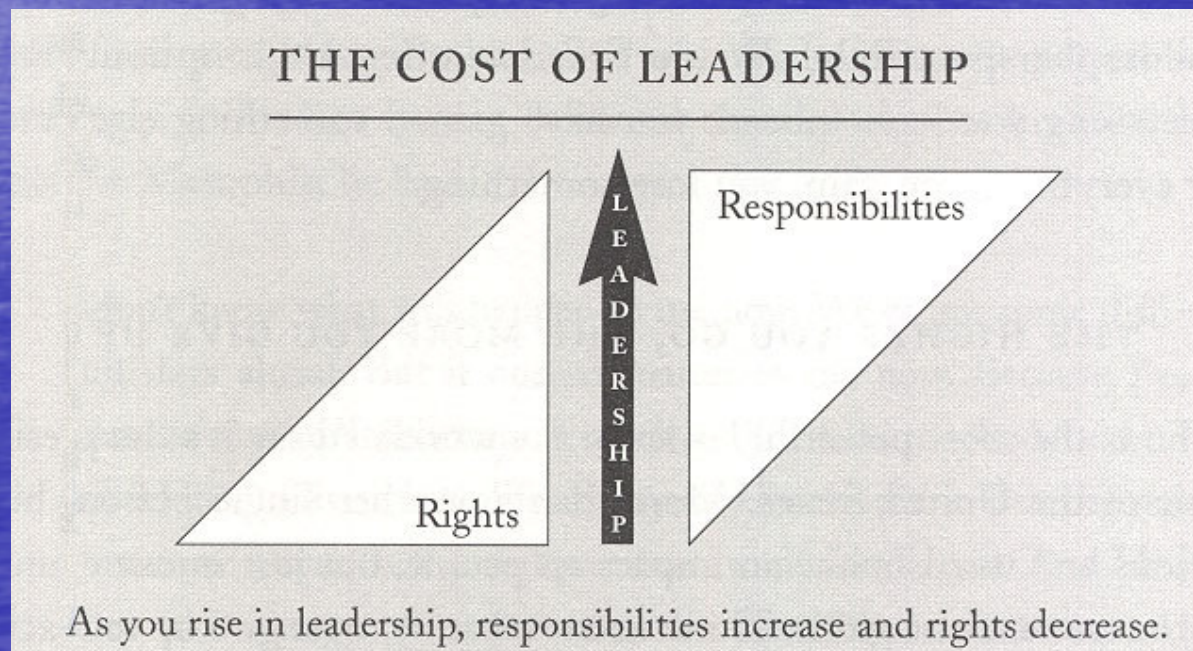
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## ***Sacrifice Statements:***

- There is no success without sacrifice
- The Higher level of Leadership – the greater the sacrifice
- You have to give up to stay up



# 19. The Law of Timing

When to Lead Is As Important As  
What to Do and Where to Go





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# The Law of Timing

## THE RESULTS OF TIMING

		ACTION	
TIMING	Wrong Time	Wrong Action Wrong Time <i>Disaster</i>	Right Action Wrong Time <i>Resistance</i>
	Right Time	Wrong Action Right Time <i>Mistake</i>	Right Action Right Time <i>Success</i>

Republic of the  
Philippines  
PANGASINAN STATE  
UNIVERSITY  
GRADUATE SCHOOL  
*Urdaneta City*



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# Timing Requires:

- **Understanding**
- **Experience**
- **Maturity**
- **Intuition**
- **Confidence**
- **Preparation**
- **Decisiveness**

# **20. The Law of Explosive Growth**

**To Add Growth, Lead  
Followers-To Multiply, Lead  
Leaders**





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# The difference between developing leaders and developing followers:

## ▪ Focus

- ✓ *Followers .... focus on the weaknesses of people*
- ✓ *Leaders .... focus on the strength of people*

## ▪ Priorities

- ✓ *Followers ... devotes attention to the bottom 20%*
- ✓ *Leaders .... develops the top 20%*

## ▪ Attitude

- ✓ *Followers ... lift up themselves*
- ✓ *Leaders ... lift up others*

## ▪ Expectations

- ✓ *Followers ... ask for little commitment*
- ✓ *Leaders ... ask for much commitment*



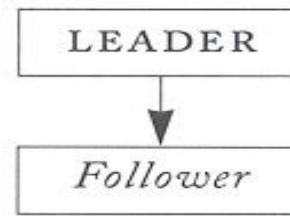


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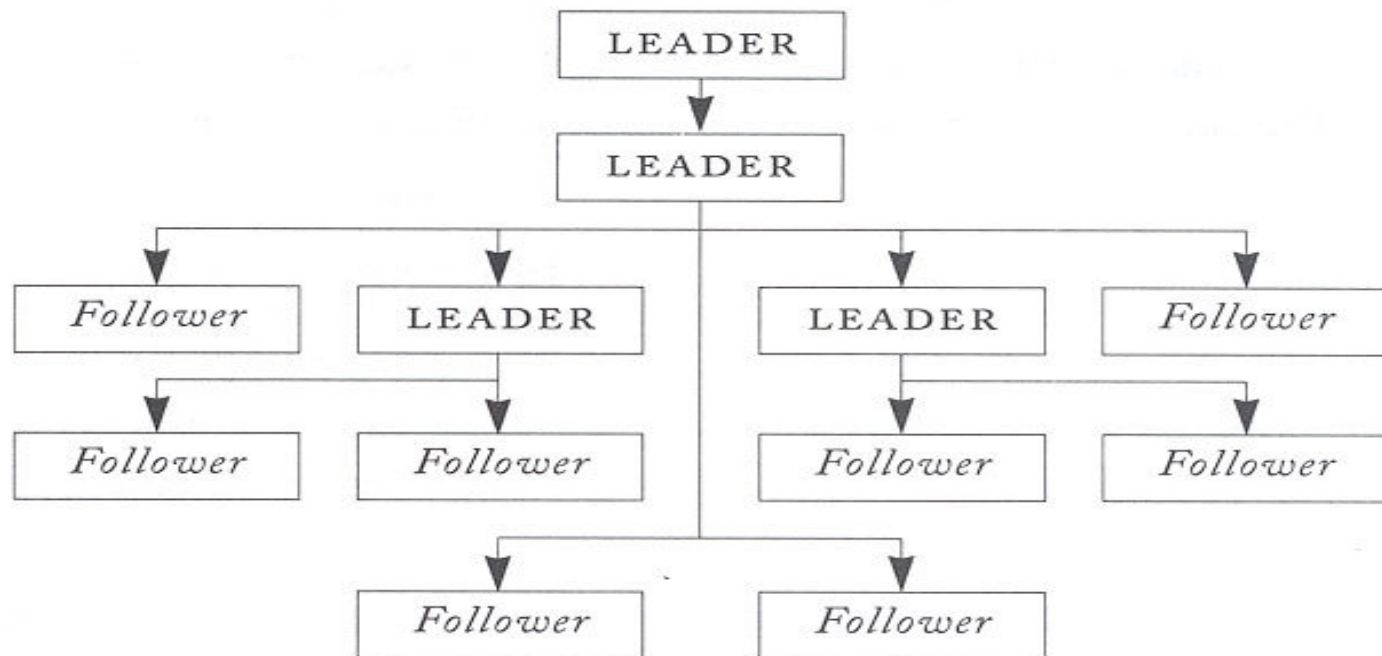
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## LEADERS WHO DEVELOP FOLLOWERS ADD ONE AT A TIME



## LEADERS WHO DEVELOP LEADERS MULTIPLY THEIR GROWTH





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# 21. The Law of Legacy

**- A leaders lasting value is measured by succession**

## **The Road to Legacy:**

- ***Achievement comes when someone is able to do great things for himself***
- ***Success comes when he empowers followers to do great things for him***
- ***Significance comes when he develops to do great things with him***
- ***Legacy comes when he raises his organization to do great things without him***

# **The Law of Legacy**

**Just as in sports a coach needs a team of good players to win, an organization needs a team of good leaders to succeed.**

**A legacy is created only when a person puts his organization into the position to do great things without him.**

Republic of the  
Philippines  
PANGASINAN STATE  
UNIVERSITY  
GRADUATE SCHOOL  
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# CONCLUSION

***Everything Rises and  
Falls on Leadership***

**As you work to build your  
Ministry, remember this:**



*Don't tell people how to do things, tell them what to do and let them surprise you with their results.*

*- George S. Patton*



# Recommended links:

- <http://johnmaxwellteam.com/>
- <http://www.iequip.org/>
- [https://www.youtube.com/watch?v=SK\\_c8zMIkyo](https://www.youtube.com/watch?v=SK_c8zMIkyo)
- <https://www.youtube.com/watch?v=ZLkRPmYBtX8>

# **Top 3 Must Have Resources:**

- **On Being A Servant of God  
Warren Wiersbe**
- **Spiritual Leadership Henry &  
Richard Blackaby**
- **Principle Centered Leadership  
Stephen Covey**



# **Next 5 Greats!**

- **Mastering the management Bugets  
John Pearson**
- **Thinking for a Change John Maxwell**
- **Developing the Leader Within You  
John Maxwell**
- **Developing the Leaders Around You  
John Maxwell**
- **Nehemiah and the dynamics of  
Leadership Cyril Barber**

# Some more good reads:

- 360 Degree Leader John Maxwell
- The Maxwell Leadership Bible
- Stop Setting Goals Bobb Biehl
- Next Generation Leader Andy Stanley
- Management Methods of Jesus Bob Briner
- Courageous Leadership Bill Hybels
- The Heart of a Leader Ken Blanchard

# Some more good reads:

- Leadership by the Book Blanchard, Hybels, Hodges
- Churchill on Leadership Steven Hayward
- 17 Indisputable Laws of Teamwork John Maxwell
- Communicating for a Change Andy Stanley & Lane Jones
- Who Moved My Cheese? Spencer Johnson

# Some more good reads:

- The One Minute Manager Blanchard, Oncken, Burrows
- The One Minute Manager Meets the Monkey
- Lacocca a biography by David Abodaher