1. The Law of the Lid – Leadership Determines the Level of Effectiveness

Principles of the Law:

Leadership ability is the lid that determines a person’s level of effectiveness. The lower an individual’s ability to lead, the lower the lid on his potential. The higher the leadership, the greater the effectiveness.

A person’s leadership ability always determines their effectiveness and potential impact.

Success is within reach of just about everyone. Personal success without leadership ability brings only limited 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.

There are two choices regarding personal leadership:
1. Increase your dedication to success and excellence; or
2. Work hard to increase your level of leadership

Leadership is the factor with a multiplying effect.

Leadership ability is always the lid on personal and organizational effectiveness.

Personal and organizational effectiveness are proportional to your strength of leadership.

The relationship between leadership and effectiveness is evident in sports. Talented athletes with poor coaches are not usually winning teams.

To change the effectiveness of the team, lift up the leadership of the coach. That’s the Law of the Lid.

Wherever you look, you can find smart, talented, successful people who are able to go only so far because of the limitations of their leadership.

Smart, talented, and successful people only have the impact, influence, and leadership relative to their leadership lid.

To reach the highest level of effectiveness, you have to raise the lid – one way or another.

Questions for Further Review:

1. How can we “raise the lid” of our aspiring school leaders?
2. How do we identify “smart, talented, successful” educators and provide them opportunities for influence and leadership?

3. Through which processes can we identify a person’s leadership ability?

4. Are these processes used within your organization?

5. Discuss an instance when a change in leadership improved a group’s effectiveness.

6. Discuss an instance when a change in leadership diminished a group’s effectiveness.

7. Describe the obstacles in your organization which place limitations on leadership.

**Action Plan:**

A. Consider your professional growth plan. Which aspects of leadership are you trying to improve?

B. Next, list your leadership strengths and weaknesses.

C. Return to your professional growth plan. Are you striving to improve your weaknesses? If so, why? If you work diligently to “raise your lid” in an area of weakness from a 2 to a 4, then you are still a 4. When you work to “raise your lid” in an area of strength from a 7 to a 9, then you are a 9!

D. Examine the professional growth plans of those you evaluate. Encourage them to develop their strengths, rather than focusing on their weaknesses.

**Evaluation:**

*Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)*

_____ I have a plan to raise my leadership Lid.

_____ I have a plan to raise the leadership Lid of those around me.

_____ TOTAL (Your leadership score for the Law of the Lid)
2. The Law of Influence – The True Measure of Leadership is Influence, Nothing More, Nothing Less

Principles of the Law:

If you don’t have influence, you will never be able to lead others.

Leadership is influence – nothing more, nothing less.

People have so many misconceptions about leadership. When they hear that someone has an impressive title or assigned leadership position, they assume that he is a leader.

True leadership cannot be awarded, appointed, or assigned.

Five Myths about Leadership

1. The Management Myth – a widespread understanding that leading and managing are one and the same. The best way to test whether a person can lead rather than just manage is to ask him to create positive change. Managers can maintain direction, but they can’t change it. To move people in a new direction, you need influence.

2. The Entrepreneur Myth – People may be buying what he has to sell, but they’re not following him. At best, he is able to persuade people for a moment, but he holds no long-term influence with them.

3. The Knowledge Myth – Most people, believing power is the essence of leadership, naturally assume that those who possess knowledge and intelligence are leaders. IQ doesn’t necessarily equate to leadership.

4. The Pioneer Myth – Another misconception is that anyone who is out in front of the crowd is a leader. But being first isn’t always the same as leading.

5. The Position Myth – Stanley Huffty affirmed, “It’s not the position that makes the leader, it’s the leader that makes the position.”

In any organization, hard work is required to gain influence and to earn the right to become the leader.

Bill Hybels, senior pastor of Willow Creek Community Church, believes that the church is the most leadership-intensive enterprise in society.

Positional leadership doesn’t work in volunteer organizations because their leaders don’t have leverage – or influence – therefore, are ineffective.

Consider this leadership proverb: “He who thinks he leads, but has no followers, is only taking a walk.”
Questions for Further Review:

1. Discuss the distinctions between management and leadership.

2. Examine the difference between efficient and effective leaders.

3. How can education leaders emerge as leaders rather than managers?

4. How do we encourage aspiring leaders to influence others?

5. Who are the influential leaders in your organization?

6. Why do they stand out among other leaders?

7. Cite examples where you or your leaders have created positive change.

8. What opportunities are available for leaders to gain influence and earn respect in your organization? How can we seize these opportunities?

9. Which barriers exist for leaders to gain influence and earn respect in your organization? How can they be eliminated?

Action Plan:

A. Consider the potential for creating positive change in your organization. List three crucial steps necessary to influence positive change.

B. List three opportunities which must be seized in order to influence others.

C. List three pitfalls which must be avoided when developing your influence as a leader.

Evaluation:

Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)

_______ I influence other leaders in my organization.

_______ I influence followers in my organization.

_______ TOTAL (Your leadership score for the Law of Influence)
3. The Law of Process – Leadership Develops Daily, Not in a Day

Principles of the Law:

Although it’s true that some people are born with greater natural gifts than others, the ability to lead is really a collection of skills, nearly all of which can be learned and improved.

Warren Bennis and Burt Nanus made a discovery about the relationship between growth and leadership: “It is the capacity to develop and improve their skills that distinguishes leaders from their followers.”

Successful leaders are learners. The goal each day must be to get a little better, to build on the previous day’s progress.

“If your hope is to make a fortune in a day, you’re not going to be successful.”

The Four Phases of Leadership Growth

Phase #1 – I don’t know what I don’t know.

Phase #2 – I know what I don’t know.

Phase #3 – I grow and I know and it starts to show.

Phase #4 – I simply go because of what I know.

The good news is that your leadership ability is not static. No matter where you’re starting from, you can get better.

“The secret to success in life is for a man to be ready when the time comes.”

Champions don’t become champions in the ring – they are merely recognized there.

If you want to be a leader, the good news is that you can do it. Everyone has the potential, but it isn’t accomplished overnight. It requires perseverance.

Questions for Further Review:

1. How can we determine the leadership and growth potential of aspiring leaders?

2. Which skills are necessary for leadership in your organization?

3. What can we do to provide aspiring leaders the opportunity to gain skills necessary for leadership?
4. What programs and professional development activities are in place for leadership training in your organization?

5. Name some ways a leader could improve his/her collection of leadership skills.

6. What long-term, embedded reinforcements would help aspiring leaders with continuous improvement?

**Action Plan:**

A. Identify the skills required for effective leadership in your organization.

B. Establish staff development programs which enhance the skills of aspiring leaders within your organization.

C. Initiate a leadership cadre for aspiring leaders. Determine who to invite, where to meet, and for how long. Create and communicate a clear vision for your program.

D. Communicate and collaborate with your local college and/or university to acquire resources, expertise, and the possibility of creating graduate credit opportunities for leadership activities which already exist.

**Evaluation:**

*Evaluate yourself on a score of 1 to 5 (1 is poor, 5 is great)*

_______ I have a plan to grow as a leader.

_______ I develop leadership capacity within my organization.

_______ TOTAL (Your leadership score for the Law of Process)