

Everything Rises and Falls with Leadership

Monday Call, October 1, 2012

- Special Mannatech Xtreme Food Makeover Blitz call tonight at 8 PM CDT – 800-768-2983 – Access Code 4717417. Be on the call the learn about the 12 week blitz, get tips on inviting prospects, and hear success stories
- Special Double-header Tuesday night Live with Dr. Steve Nugent. Oct 2nd Dr. Nugent will deliver an opportunity meeting for guest and Prospects and October 9th Dr. Nugent will have a associate training for your prospects from last week. These will be at Mannatech Corp Offices or www.mannatechlive.com

From John Maxwell's book, "The Five Levels of Leadership"

"If you want to make a positive impact on the world, learning to lead better will help you do it."

Overview of Maxwell's Five Levels

1. Level 1: Position

- a. Position is the lowest level of Leadership...the entry level.
- b. Influence only comes from position...based on the rights given to the position. Position is a poor substitute for influence.
- c. These are bosses but if this is the only level of leadership you reach, you are never a "leader."
You have subordinates, not team members.
- d. Rules, regulations, policies and organizational charts are used to control people.
- e. These people typically have a hard time working with volunteers, young people, and the highly educated.
- f. Position is the only level that requires no ability and effort to achieve.

2. Level 2: Permission

- a. Based entirely on relationships...people follow because they want to.
- b. When you like people, and begin to treat them like they have value, you develop influence "by permission."

- c. The agenda for these leaders is "getting to know their people, and how to get along with them." People build solid, lasting relationships.
 - d. A real problem with reaching this level of leadership, is that people get here and are satisfied to stay there.
3. Level 3: Production
- a. Must go from 2-3 if you want to get things done! This level is based on creating results.
 - b. Leaders gain influence and credibility, and people begin to follow them because of what they are doing for the organization.
 - c. Many things start happening at this level: work gets done, morale improves, profits go up, goals are met. It is also the level where momentum starts.
 - d. Success and productivity solve lots of problems.
 - e. Leaders here tackle big problems and face thorny issues. They can take their people to another level of effectiveness.
4. Level 4: People Development
- a. Leaders become great not because of their power, but how they empower others.
 - b. They use their position and productivity to invest into others, and develop them until they become leaders in their own rights. The result is they reproduce themselves.
 - c. People development builds championships...builds longevity.
 - d. Teamwork goes to a very high level. Why? Because the high investment in people deepens relationships, helps people know each other better, and strengthens loyalty.
 - e. Performance increases. Why? Because there are more leaders on the team and they help even more people to perform.
- Leaders here have followers and lifelong friends because they change others' lives in a meaningful way.
5. Level 5: Pinnacle
- a. Requires not just effort, skill and intentionality, but a high level of talent.
 - b. They develop leaders to be Level 4 leaders.
 - c. Most leaders don't reach this level because it takes so much more work than just leading followers. However, developing leaders to the

point that they are able and willing to develop other leaders is the most difficult leadership task of all.

d. They create legacy in what they do. They create level 5 organizations.

"Level 5 leaders often transcend their position, their organization, and sometimes, their industry."