

## Finding Your Inner Leader Key Concepts

Major leadership principles developed by Richard Gitlin and reinforced by the many speakers included:

1. *You're the Director of Leadership Development for "You, Inc."* Don't expect others to develop you as a leader – you're accountable; you have the most at stake.
2. *Development as a leader happens from the inside out.* Focus time and energy on developing yourself rather than applying a label to yourself or expecting others to anoint you. You can't do without the development from within.
3. *Leadership is worth taking on...maybe.* If the burdens and responsibilities aren't worth it for you, do not take on a leadership role.
4. *Leadership isn't one thing– it's a confluence of factors.* Leadership is a confluence of content, context, and characteristics.
5. *Who dares, leads.* Leadership takes courage, creativity, thinking outside the box, shifting paradigms in the face of resistance and/or indifference.
6. *Leadership is a journey not a destination.* Leadership is a means to an ends not an end in itself.
7. *Leadership development is both championed and constrained by the organization.* What you do will be either championed or constrained by the organization. Consider the system, organization, context within which you are operating. Are there leadership opportunities at all levels or only at the top?
8. *To do the impossible you have to see the invisible.* Help them see, understand, and then embrace the vision.
9. *There aren't any first principles of leadership, only principles that you put first.* All leadership is situational. Whatever the situation calls for dictates what principles you apply.
10. *Leadership is a joint venture between leaders and followers.* Followers are as much a part of leadership as leaders. You can't be a leader without followers. It's a joint venture; it's co-created.
11. *Leaders cultivate confident uncertainty among followers.* Followers must trust leaders enough to leave some questions for later answers/decisions.
12. *Successful leaders listen and learn.* Leaders use other people's perspectives as well as their own.
13. *Harmonize not homogenize.* Successful leaders create a unity of diversity. "When we sing in harmony we have blended esthetically different tunes – there is a unity of diversity."
14. *Until you act, you're a looker not a leader.* Timely action is the only thing that changes things. Leaders transform knowledge into action.

15. *Leadership is finding creative answers when convention says there are none.* The ability to change your perspective – rather than follow convention - based on your situation is essential.
16. *Learn to count what really counts.* How do you build trust with your followers: courage, confidence, competence, collaboration, creativity, communication, credibility, commitment, and conviction.