

Levels of Leadership Success

A Leadership Development Tutorial

Number 3



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Levels of Leadership Success

| Performance Element | Level I Success | Level II Success | Level III Success |
|--------------------------------|-------------------------------|-----------------------------|------------------------------|
| Primary Direction of Influence | Down the Chain | Up the Chain | Across the Chain |
| How Feedback is Treated | As Something to be Disputed | As Something to be Accepted | As Something to be Sought |
| Focus of Attention | Systems/Workflow Optimization | Being a "Go-To" Person | Providing Thought Leadership |
| Key Challenges | Task Management | People Management | Self Management |
| Questions Asked | To Gather Information | To Gather Insights | To Stimulate Thinking |
| Awareness | What's Going Wrong | What's Going Right | What Needs to Happen |

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