**Principle Centered Leadership**
by Stephen Covey

**FOUR LEVELS OF PRINCIPLE-CENTERED LEADERSHIP WITH KEY PRINCIPLES**

- Practice from the inside out
- Each level is necessary but not sufficient
- Book Divided into sections
  1. Trustworthiness & Trust
  2. Empowerment & Alignment
MORAL COMPASS

YESTERDAY’S MAPS DON’T REFLECT THE PRESENT OR THE FUTURE
YOUR MORAL COMPASS IS MUCH MORE RELIABLE IN NEW FRONTIERS
You cannot harvest what you don’t plant and nurture

There are no shortcuts – nature runs her course not yours

You can kill things at any time – no recovery

Success is sweet

How is your leadership like a farm?
When an opportunity or crisis exists the leader has a choice of what leadership style to use.

**Coercive** – use status/power to enforce will

**Utility** – can make functional changes that enhance communication/operation

**Principle-Centered** – based on trust and requires time to develop, can’t fake
SIX CONDITIONS OF EMPOWERMENT
WORKING TOWARD SELF MANAGEMENT

1. Character – What a person is
   • Integrity (Habits = Values and Words=Deeds)
   • Maturity (Courage Balanced with Consideration)
   • Abundance Mentality

2. Skills – What a person can do
   • Communication
   • Planning/Organization
   • Synergistic Problem Solving

3. Win-Win Agreement

4. Self-Supervision

5. Helpful Structures and Systems

6. Accountability (Self-evaluation)

TRUST

Do
Plan
Control
Four Levels of Principle Centered Leadership

PS PARADIGM For TOTAL QUALITY
one P and 8 S’s

FOUR LEVELS

1. Personal
   - Self Trustworthiness

2. Interpersonal
   - People Trust

3. Managerial
   - Style Empowerment

4. Organizational
   - Structure Systems
   - Strategy Alignment

Shared Vision and Principles

STREAMS → Teach People to Fish
We all want to influence people in our personal or professional lives. How do we do it?

- **Overt Attempts to Influence**
  - (Telling, Explaining, Teaching)

- **Relating**
  - (Making deposits)

- **Modeling**
  - (Example)

→ 30 Methods of Influence
INFLUENCE

3 Basic Categories of Influence:

1) To model by example (others see)

2) To build caring relationships (others feel)

3) To mentor by instruction (others hear)
30 METHODS OF INFLUENCE

1. Refrain from saying the unkind or negative thing, particularly when you are provoked or fatigued
2. Exercise patience with others
3. Distinguish between the person and the behavior or performance
4. Perform anonymous service
5. Choose the proactive response
6. Keep the promises you make to others
7. Focus on the circle of influence
8. Live the law of love
9. Assume the best of others
10. Seek first to understand
11. Reward open, honest expressions or questions
12. Give an understanding response
13. If offended, take the initiative
14. Admit your mistakes, apologize, ask for forgiveness
15. Let arguments fly out open windows
30 METHODS OF INFLUENCE

16. Go one on one
17. Renew your commitment to things you have in common
18. Be influenced by them first
19. Accept the person and the situation
20. Prepare your mind and heart before you prepare your speech
21. Avoid fight or flight—talk through differences
22. Recognize and take time to teach
23. Agree on the limits, rules, expectations, and consequences
24. Don’t give up, and don’t give in
25. Be there at the crossroads
26. Speak the languages of logic and emotion
27. Delegate effectively
28. Involve people in meaningful projects
29. Train them in the law of the harvest
30. Let natural consequences teach responsible behavior