Developing a Personal Leadership Philosophy

Cadre Leadership Seminar
Training Objective

• Task: Tailor your personal leadership philosophy to your upcoming cadre experience
• Condition: Given a review of the 2C LTP on developing a personal leadership philosophy
• Standard: Email your revised personal leadership philosophy in the required format to your TAC and company commander by COB today
Personal Leadership Philosophy: Definition

• “A set of beliefs, values, and principles that strongly influences how we interpret reality and guide our understanding of influencing humans. It’s our philosophy, our understanding, and interpretation of leadership, that affects how we react to people, events, and situations around us.”
  – George Ambler
Beliefs, Values, Principles

• Beliefs
  – Convictions people hold as true
  – Derived from upbringing, culture, religious background, and traditions

• Values
  – Deep-seated personal beliefs that shape a person’s behavior

• Principles
  – Moral rules or beliefs that help you know what is right and wrong and that influences your actions

• See [http://www.cadre-la.org/core/about/beliefs-values-principles/](http://www.cadre-la.org/core/about/beliefs-values-principles/) for one organization’s articulation of its beliefs, values, and principles
Personal Leadership Philosophy: Purpose

• Articulates “what the leader believes” concerning leadership
• Creates a map that guides the leader as he attempts to shape a positive organizational climate
  – “Through the application of a personal leadership philosophy as manifested in the organizational command philosophy, the leader imparts his values throughout the organization and affects its moral and operational compass.”
  • Harry Garner
Personal Leadership Philosophy: Process

• “Reflection on your life story and your experiences can help you understand them at a deeper level—and so you can reframe your life story in a more coherent way as your future direction becomes congruent with the knowledge of which you are and the kind of person you want to become.”

  — Bill George
Personal Leadership Philosophy: Development

• Reflect on one’s past experience, values, and beliefs
• Identify transformational events or “crucibles” the leader experiences in life
• Codify the changes in values and beliefs that result from crucibles
A Sample Personal Leadership Philosophy

• http://www.youtube.com/watch?v=jELB-6ADJD1
  – A Clemson “orientation ambassador”
# Crucibles: Good Times

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<th>Defining Moment</th>
<th>Thoughts and feelings at the time</th>
<th>How it changed you</th>
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## Crucibles: Bad Times

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Beliefs, Values, and Principles

• My beliefs
  – xx
  – xx

• My values
  – xx
  – xx

• My principles
  – xx
  – xx
Relationship to People and Situations

• How I influence people
  – xx
  – xx

• How I react to people
  – xx
  – xx

• How I react to situations
  – xx
  – xx
Impact on your Leadership and the Organization

• My definition of leadership
  – xx

• How I lead
  – xx

• How that effects my organization
  – xx
Assignment

• Reflect on the general personal leadership philosophy you created in the 2C LTP and tailor it to your upcoming cadre experience
  – Use the prescribed worksheet
  – Email it to your company TAC and company commander
  – Schedule a time to discuss it with your TAC