In his book “From Good to Great”, Jim Collins created the concept of Level 5 Leadership. This was as a result of his study to look into what makes a great company. In his research, he realized that 11 companies were unique out of the 1435 companies that he started with. These 11 unique companies are the companies which were headed by what he termed as “Level 5 Leaders”. This newsletter will throw some light on each level and exactly what it entails.

Jim Collins found that the great leaders had humility and do not seek success for their own glory but rather the success of the team or organization so that it can thrive. They would always share credit for success and are the first to accept blame for mistakes. He discovered that they are fearless when it comes to making decisions especially the ones that all other people might find to be risky. Although you do not have to sequentially pass through each level before you become a Level 5 Leader, you must have the skills and capabilities found in each level of the hierarchy.

**Level 5 Leadership**
- Highly capable individual
- Contributing Team member
- Competent Manager
- Effective Leader
- Executive/Great Leader

**Quotes of the Month**
- A great leader’s courage to fulfill his vision comes from passion and not position. John Maxwell
- The price of greatness is responsibility. Winston Churchill
- As we look ahead into the next century, leaders will be those who empower others. Bill Gates
- Innovation distinguishes between a leader and a follower. Bill Gates

**Level 1: Highly Capable Individual.** This is the stage where it is possible for you to do a lot of things or at least 1 thing very well. You make high contributions with your work and possess useful levels of knowledge and you have the talents and skills needed to do a good job. In addition to this, you should have good working habits be willing to go out of your way to help others while your own work does not suffer.
Level 2: Contributing Team Member. As a leader, you contribute to the achievement of group objectives. You work effectively with others in a group setting. You always use your knowledge and skills to help your team succeed. You work effectively, productively and successfully with other people in your group.

Level 3: Competent Manager. You organize people and resources towards the effective and efficient pursuit of specific predetermined objectives.

Level 4: Effective Leader. Most top leaders fall into this level and end there. However at this level, you are able to organize a department or organization to meet performance objectives and achieve a vision. You will capitalize on commitment to a vigorous pursuit of a clear and compelling vision and in the process stimulates the group to higher performance.

Level 5: Executive/Great Leader. Now you have all of the abilities needed for the other four levels, and you have the unique blend of humility and will that is required for true greatness. You learn to build enduring greatness through a combination of personal humility and professional will.

To do: Discuss this with your mentor. Find out where you are when it comes to the 5 levels and discuss with your mentor how to get the others or how to get to level 5 easily.