

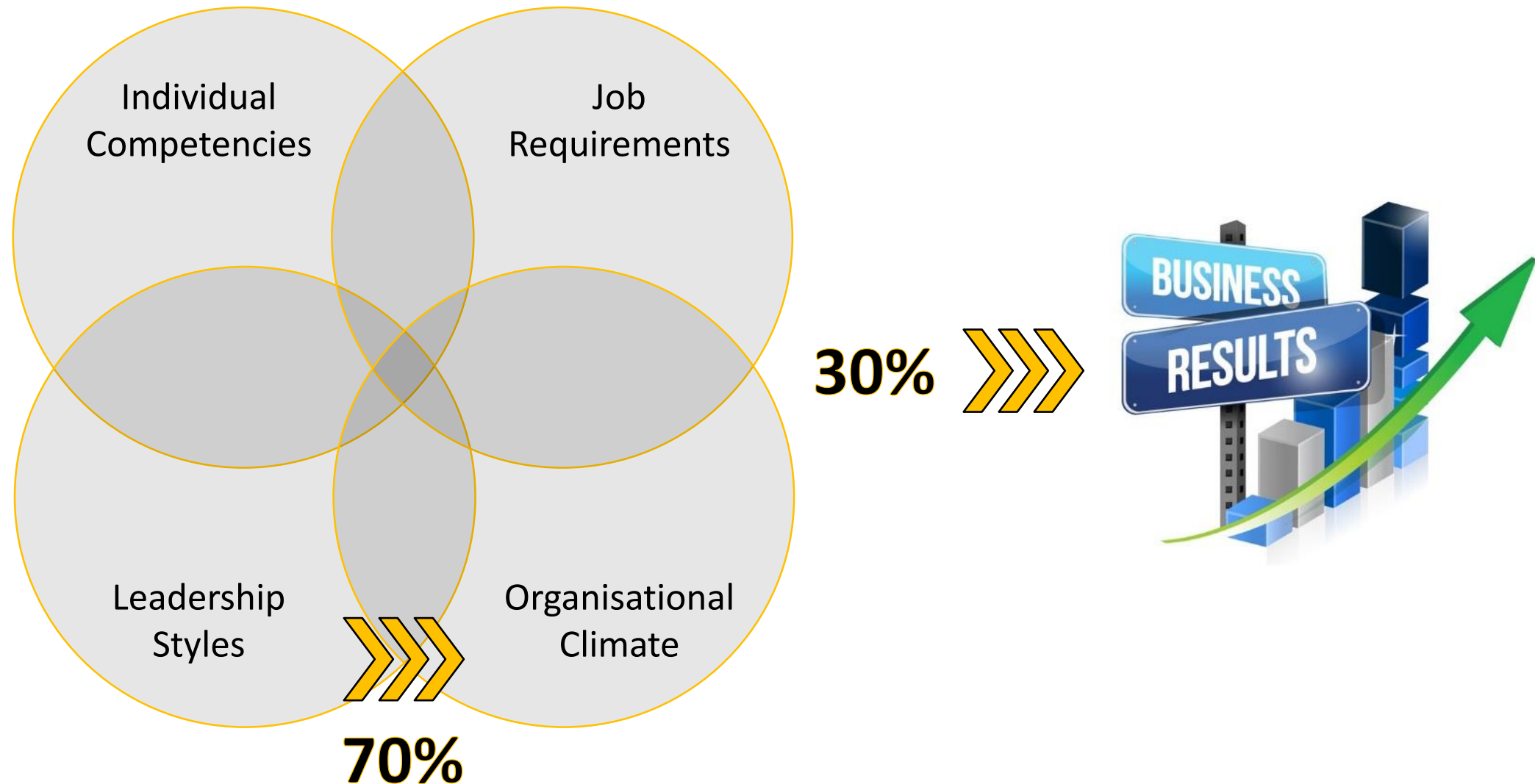


**A leader is one who knows  
the way, goes the way, and  
shows the way.**

John C. Maxwell

Organizational Climates by Wael Bakhaty

# The Four-Circle Model of Organisational Performance



# Great Leaders are different in 4 Ways

**Who they  
Are**

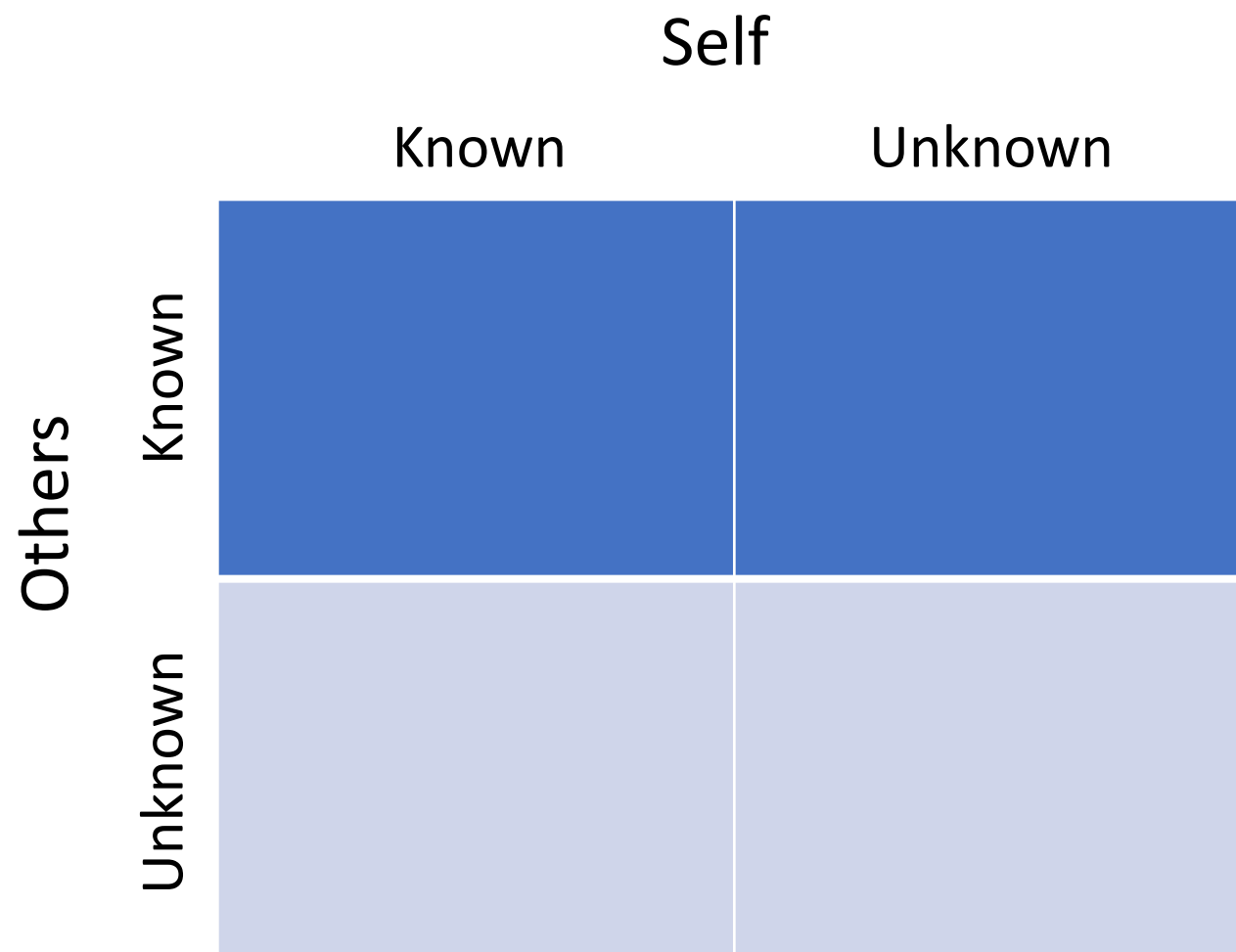
**How they  
Think**

**What they  
Do**

**Results they  
Get**

# Self Awareness

## Johari Window



2 Psychologists **J**oseph Luft (1916–2014) and **H**arrington Ingham (1916–1995)

# Organizational Climate





# Final Advice

## 5 Pinnacle

*People follow because of who You are and what You represent.*

*You build a Foundation for Leadership.*

## 4 People Development

*People follow because of what You have done for them.*

*You develop Relationships with Others who permit You to lead them.*

## 3 Production

*People follow because of what You have done for the Organization.*

*You establish Credibility by producing Results.*

## 2 Permission

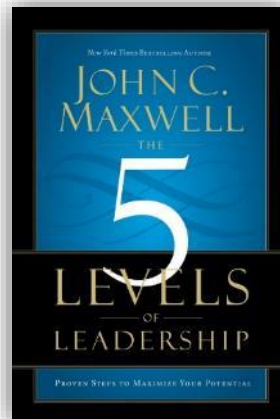
*People follow because they want to.*

*You develop Your Employees to become Leaders.*

## 1 Position

*People follow because they have to.*

*You develop Successors and create a Culture of Leadership.*





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Thank You