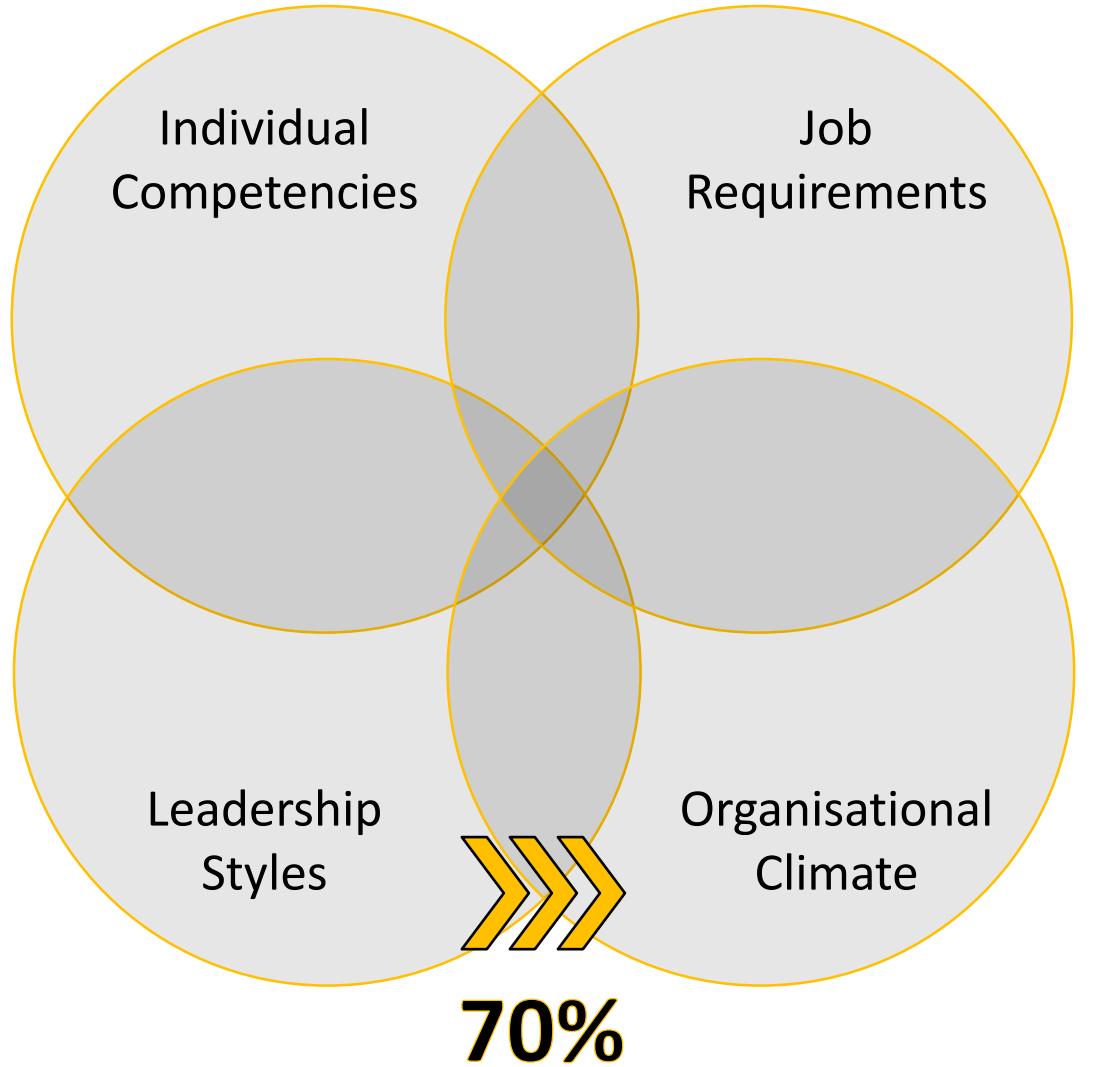


**A leader is one who knows
the way, goes the way, and
shows the way.**

John C. Maxwell

Organizational Climates by Wael Bakhaty

The Four-Circle Model of Organisational Performance



30% ➤➤➤



Great Leaders are different in 4 Ways

**Who they
Are**

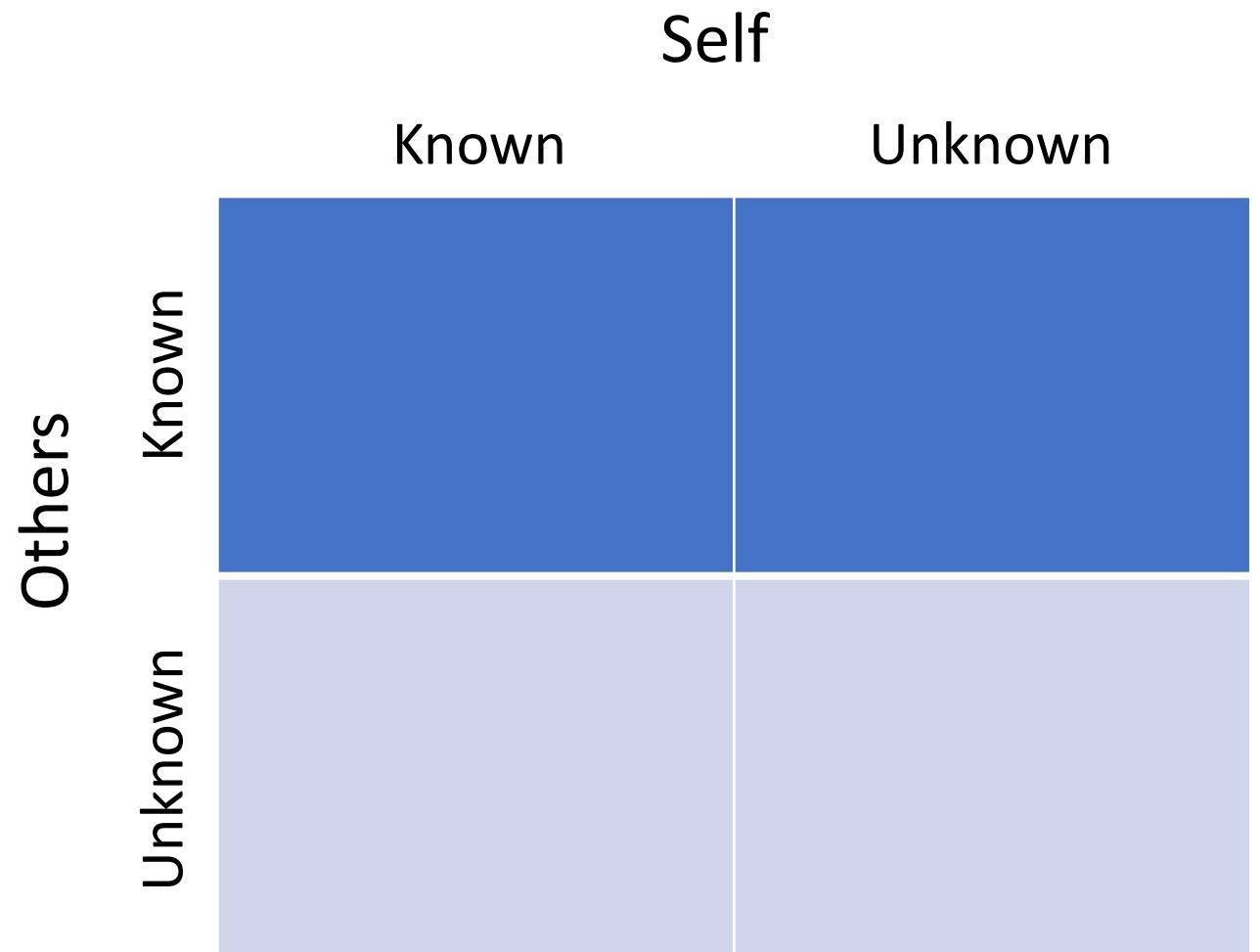
**How they
Think**

**What they
Do**

**Results they
Get**

Self Awareness

Johari Window



2 Psychologists **Joseph Luft** (1916–2014) and **Harrington 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.

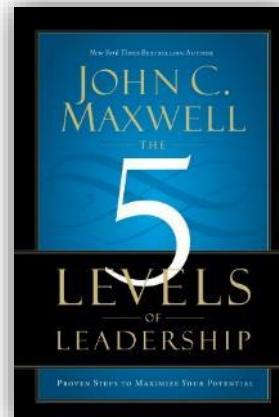
You develop Your Employees to become Leaders.

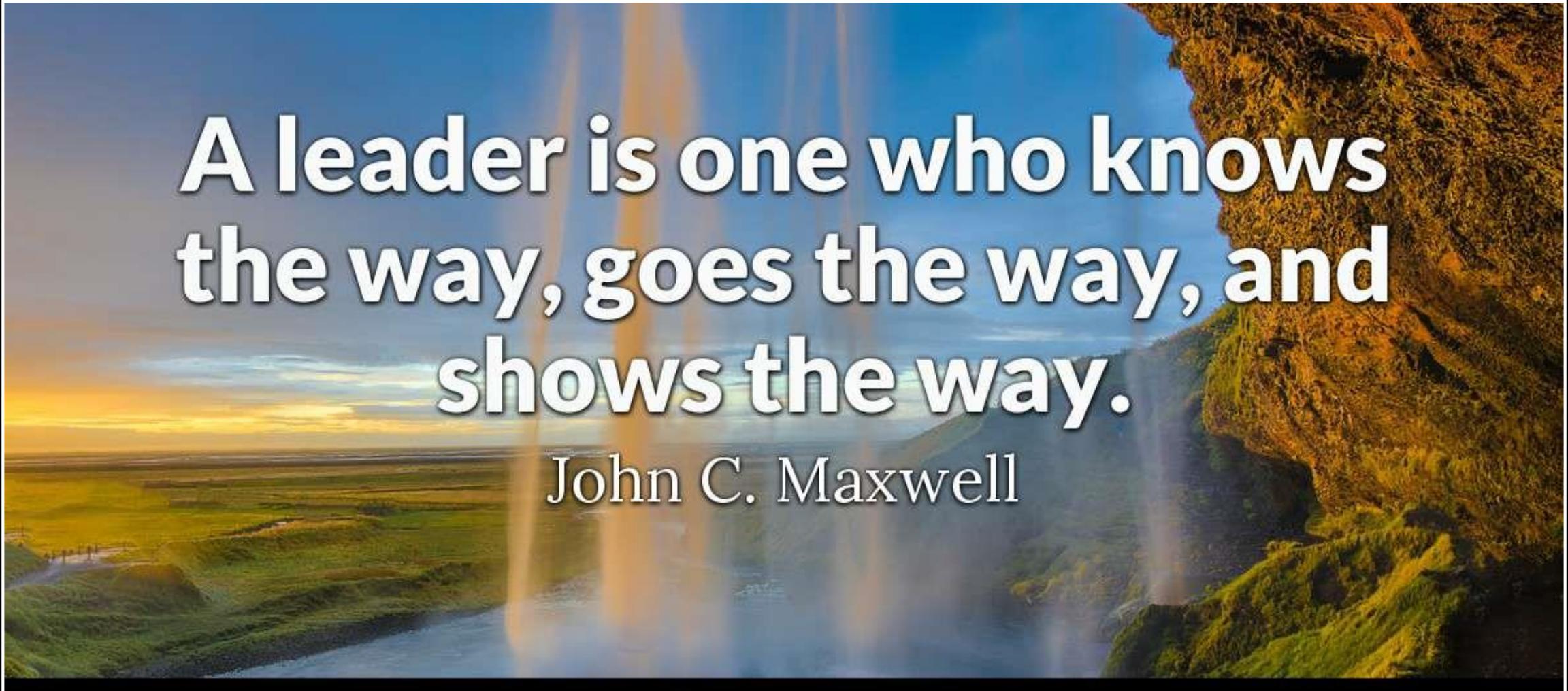


1 Position

People follow because they have to.

You develop Successors and create a Culture of Leadership.





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the way, goes the way, and
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Thank You