

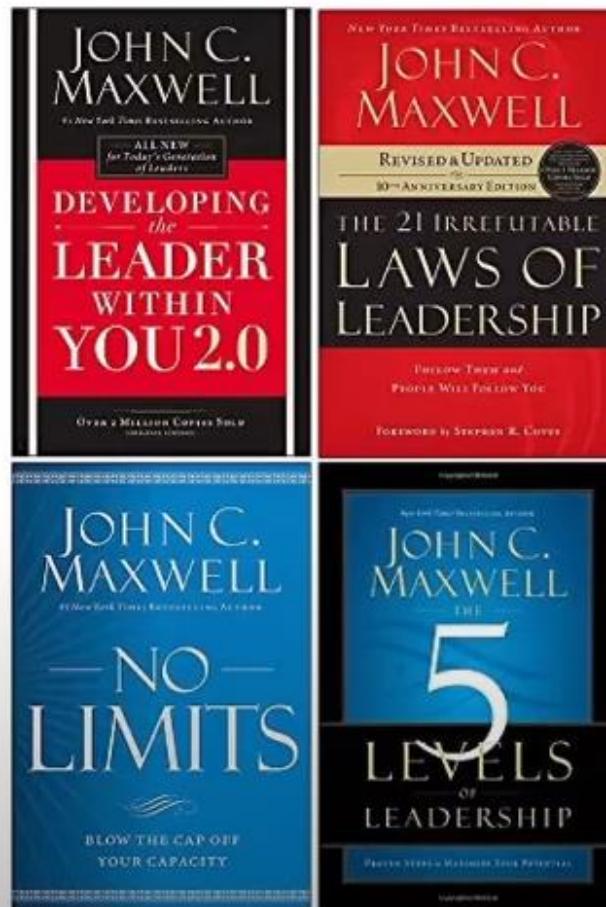
MODULE 6

Leading for Change

HR ONLINE P - L - I - P P I N E S



John Maxwell - American author, speaker, and pastor who has written many books, primarily focusing on leadership.





LEVEL 1 OF LEADERSHIP: POSITION

People follow you because they have to



LEVEL 2 OF LEADERSHIP: PERMISSION

People follow you because they want to



LEVEL 2, YOU MUST: LISTEN WELL



LEVEL 2, YOU MUST: OBSERVE



LEVEL 2, YOU MUST: LEARN



LEVEL 3 OF LEADERSHIP: PRODUCTION

People follow because of what you have done for the organization



LEVEL 4 OF LEADERSHIP: PEOPLE DEVELOPMENT

People follow because of what you have done for them



KEY #1 TO PEOPLE DEVELOPMENT: RECRUITMENT



KEY #2 TO PEOPLE DEVELOPMENT: POSITIONING



KEY #3 TO PEOPLE DEVELOPMENT: EQUIP



LEVEL 5 OF LEADERSHIP: PINNACLE

People follow because of who you are and what you represent



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5 Levels of Leadership

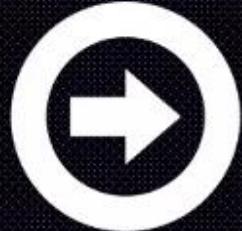
- Position – They have to follow you
- Permission – They want to follow you
- Production – You produce results
- People Development – You Recruit, Position and Equip People
- Pinnacle – Respect; They follow you because of who you are and what you have done

CHANGE

- Targeted
- Specific Issues, Problems or Opportunities
- Can be temporary
- Can be incremental

TRANSFORM

- Comprehensive
- Radical shift
- More disruptive, deeper, radical
- Long-term
- Multi-dimensional, profound



HR ONLINE
PHILIPPINES

Strategic Analyses

- Process that involves researching / reviewing / assessing an organization's business environment within which it operates, using certain frameworks or models
 - External Strategic Analysis: environmental scanning to determine and understand macro-environmental scenarios such as market growth or decline, the company's position, potentials, customer/market trends etc.
 - Internal Strategic Analysis: looking inwards (within the organization) to identify positive and negative points of the company/business unit

Strategic Analysis



External

PEST Analysis,
PESTEL/PESTLE,
STEEPLE, STEER, TELOS
and many more

Internal

SWOT Analysis,
Gap Analysis, VRIO,
McKinsey 7S

<https://www.youtube.com/watch?v=GFVKKTwkANY>

**POLITICAL
ECONOMIC
SOCIAL
TECHNOLOGY
LEGAL
ENVIRONMENTAL**

PEST/O Analysis

P: POLITICAL/LEGAL	E: ECONOMIC	S: SOCIO-CULTURAL	T: TECHNOLOGICAL
Elections, Government Policies, Legislation, etc.	Stability, Disposable Income, Inflation, Foreign Exchange, etc.	Age Ranges, Population, Social Classes, Education levels, etc.	Advancements - Artificial Intelligence, Internet Connectivity/Access, etc.

OTHERS:

Environmental, COVID, Wars,
Climate/Weather, etc.