

# HOW TO BUILD YOUR LEADERSHIP PIPELINE

Leadership Level	How you get results	Time	Work Value
<b>Level 1:</b> <b>Leading Yourself</b> <b>(Individual Contributor)</b>	Individual effort	Allocate time for your work – Do what you have been hired to produce	Value your impact on the task – Helping and collaborating with others
<b>Level 2:</b> <b>Leading Others</b>	Get Results Through Others	Allocate time to help develop others, sharing the vision and purpose of the organisation and how it relates to the team and individuals	Value the fact that your success is through how your team operates aligned to the overall company purpose and vision
<b>Level 3:</b> <b>Leading Leaders</b>	Get Results Through Leaders	Allocate time to developing other leaders, sharing the vision and purpose of the organisation and how it relates to their teams and as individuals	Value the fact that your success is through how your leaders are able to build productive teams
<b>Level 4:</b> <b>Leading Functions</b>	Getting results through the function or department	Allocate time to develop your leader of leaders and the unit or function	Value the fact that your success is through how your leaders of leaders are able to execute your strategy for the function that aligns to the business strategy
<b>Level 5</b> <b>Leading the Organisation</b>	Getting Results through the functions aligned with the strategy of the business overall	Allocate time to communicate to your organisation and teams. Share your purpose and vision. Ask questions around how your direct report are developing their teams and leaders of leaders	Value the fact that your success is through your functional leaders.  Keep asking them who they are developing into leaders, this starts and maintains a leadership culture and your leadership pipeline is always being addressed.