

Jim Collins:

Level 1: Good job, Good Knowledge, Talent, skills, No real leadership role, do their own thing. They have potential. **Highly Capable Individual**

Taking band for the credit, or to get out of PE, takes care of their own part, no help of others.

Level 2: Contributes to/for the team. **Contributing Team Member**, Takes time out of band to practice, help a friend or section mate, participate actively in sectionals, Work as a team....is also a high Capable Ind.

Level 3: **Competent Manager**, skills in organizing, working towards specific goals. Identify what to practice, Go-To person, Mediocre Section Leader - form the group work toward the goal.

Level 4: **Effective Leader**, Achieving a vision, Manage a competent section, without leader, section may be confused, Usually the highest level - struggle to create new leaders.

Respected section leader, make long-term goals happen - and continue after departure.

Level 5: **Level 5**, Level 4 + Humility, willing to ask for and allow help, Passion for the cause, ambition for the group (over self), takes responsibility to self and group (**pass the credit** - take the blame), ambition for group...AND cause (Perform to Inspire).

Looks like Michaela, disciplined to make hard decisions w/ confidence. (white socks, steering others to make the right decision, spending money on extra socks for others, how to motivate others to achieve, choose truth over non-truth, stand against the buffeting winds (when to call a sectional), How to help a section, know the music so well they are thinking of ways to help the section.

Fine line between being liked and respected, Knows when it's time to get to work, go in early to help others, ALWAYS **PREPARED!** Never gives up - keeps moving to the goal.

The Big question:

****How to be a strong leader w/out being disliked****

Clocks/Tells Time:

Tells time - in charge (Knows what time it is)

Musical skill - maybe not leadership skills

Always in tune.... Play in tune with me (rather than building listening skills, etc

Doing their own thing

Builds clocks - builds the team so others can read the clock.

Leadership skills . . . may or may not have the musical skills

Builds underlying skills

Actively works to make those around them stronger

Genius w/ a 1000 helpers

Genius carries the load

Relies on charismatic traits

Not fact based

Gets the job done
ruler
Take the fame - give the blame

Level 5 - develops others to carry on
Uses talent and skill to develop new leaders
Admit human-ness
Develops new leaders
Motivates team to work for the goal (not for the leader)

John Maxwell:

Level 1: Positional: Job / duties / placed in a position.

Level 2: Permission: Relationships, people follow by choice, not necessarily helpful, charisma. Likes

Level 3: Production: Follow out of respect for accomplishments, sections are capable and effective - might lack closeness, active participant - have a plan.

Level 4: People Development: Develop other leaders, Respected by team

Level 5: Pinnacle: help sections become leaders, make leaders who make more leaders, set standards for current and future team, followed for who they are and who they represent (according to Maxwell...requires natural talent), create opportunities, good at what they do, example can affect other sections/teams.