21st Century Leadership Development Roadmap

Stage I: I know
Committed to traditional leadership
False confidence
Unconscious / unskilled
Own command & control
Indifferent to leadership development

Stage II: I don’t know
Awareness of traditional leadership limitations
Decreased confidence
Conscious / unskilled
Experiment with sharing command and control
Value leadership development

Stage III: I know that I don’t know
Begin to integrate 21st Century Leadership principles and beliefs
Confidence building
Conscious / skilled
Share more command and control
Seek leadership development opportunities

Stage IV: I don’t know what I don’t know
Committed to 21st Century Leadership
High confidence
Unconscious / skilled
Promote shared command and control
Practice stewardship (technical functional and leadership development)

Commit to change

Organizational standard
Train traditional leadership
(executives and managers only)
High risk / low opportunity

Organizational standard
Train 21st Century Leadership
Low risk / high opportunity