

Guiding Principles for the Successful Leader

Note: The following ten principles are one example of what one organization has done to demonstrate its commitment to leadership development.

I promise the members of my team:

1. To set the right example for them by my own actions in all things.
2. To be consistent in my temperament so that they know how to “read” me and what to expect from me.
3. To be fair, impartial, and consistent in matters relating to work rules, discipline, and rewards.
4. To show a sincere, personal interest in them as individuals without becoming overly “familiar.”
5. To seek their counsel on matters that affect their jobs and to be guided as much as possible by their judgement.
6. To allow them as much individuality as possible in the way their jobs are performed, as long as the quality of the end result is not compromised.
7. To make sure they always know in advance what I expect from them in the way of conduct and performance on the job.
8. To be appreciative of their efforts and generous in praise of their accomplishments.
9. To use every opportunity to teach them how to do their jobs better and how to help themselves advance in skills level and responsibility.
10. To show them that I can “do” as well as “manage” by pitching in to work beside them when my help is needed.

Signed _____

Source: Marriott Corporation. The promise managers must sign every year as a rededication to the principles they have agreed to. (From William Bickham’s *Liberating the Human Spirit in the Workplace*).