

THE 21 IRREFUTABLE LAWS OF LEADERSHIP

Follow Them and People Will Follow You

By John C. Maxwell



The Big “So What”



“Everything rises and falls on leadership.” The book covers **21 principles that help you to become a more powerful and effective leader**, based on Maxwell’s insights from over 40 years of leadership successes, mistakes, and observations of leaders in business, politics, sports, military etc.

Introduction



The principles of leadership do not change over time, though their application may vary. There are several important points to note:

- To lead well, you must do all 21 things well. Yet, no single person can apply all 21 laws perfectly. **Besides constantly improving yourself, the other way is to develop a strong leadership team, so that all 21 laws can be satisfied.**
- **All 21 laws can be learned** and mastered.
- **Each law stands alone** (hence you need not learn them in sequence) **but they complement/reinforce one another.**
- **The laws bring consequences.** People will follow or not follow you, depending on whether you apply or violate the laws.
- The laws **need to be applied in real life** to form the foundation of leadership.



1. The Law of the Lid

Leadership ability determines a person’s level of effectiveness



Your level of effectiveness and accomplishments is determined by your level of leadership. In fact, **leadership has a multiplier effect on success** – by raising your leadership ability, you can increase your overall effectiveness many times, without increasing your success dedication.

KEY QUOTES

“Everything rises and falls on leadership.”

“Whatever you will accomplish is restricted by your ability to lead others.”

“The higher you want to climb, the more you need leadership. The greater the impact you want to make, the greater your influences needs to be.”

Applying the Law of the Lid:

-  **List your major goals** - identify those that need others' cooperation
-  **Assess your leadership ability** (using the assessment in the book)
-  **Ask others** to rate your leadership
-  Compare the ratings and **evaluate gaps if any**. Decide how willing you are to grow your own leadership abilities

KEY QUOTES



2. Law of Influence

The true measure of leadership is influence – nothing more, nothing less.

Contrary to myths, **leadership is not the same as management, entrepreneurship, knowledge, pioneer-ship, or position.**



The proof of leadership is in the followers. **People follow leaders due to 7 factors**, namely their:

- Character - who they are
- Relationships - who they know
- Knowledge - what they know
- Intuition - what they feel
- Experience - where they've been
- Past successes - what they've done
- Ability - what they can do

"If you don't have influence, you will never be able to lead others."

"True leadership cannot be awarded, appointed or assigned. It comes only from influence, and that cannot be mandated. It must be earned."

"When the real leader speaks, people listen. Leadership is influence – nothing more, nothing less."

Applying the Law of Influence:

-  Identify the myths you were susceptible to + **changes in thinking** required
-  Rate yourself on & identify ways to **improve the 7 factors**
-  Test your leadership abilities – **lead a volunteer organization** for 6 months



3. The Law of Process

Leadership develops daily, not in a day.

Leadership is like investing – **it compounds overtime**, and you won't make a fortune overnight. Leaders' abilities to learn, develop and improve their skills set them apart from their followers.

There are **5 phases to leadership growth**:

Phase 1: **I don't know what I don't know** – which is a barrier to growth

Phase 2: **I know that I need to know** – becoming conscious of your ignorance is a first step to knowledge.

Phase 3: **I know what I don't know** – & have a plan for personal growth

Phase 4: **I know and grow, and it starts to show** - but leadership is still a conscious effort

Phase 5: **I simply go because of what I know** – the ability to lead has become almost automatic.

Applying the Law of Process:

-  Create **your personal plan for growth**
-  Provide **opportunities for growth to your followers**
-  Create **a culture of growth** in your organization



4. The Law of Navigation



Anyone can steer the ship, but it takes a leader to chart the course

Good leaders are navigators and set the direction for their team. **They have a clear vision for their destination, see the entire trip in their minds, understand who and what they need to be successful, and recognize the obstacles in advance.** The larger the organization, the harder it is to make a mid-course correction, and the more clearly the leader must see ahead.

Being a good navigator requires preparation

- **Look inward**: Draw on your past success & failures. A good way to learn from past experiences is to do reflective thinking
- **Look outward**: Examine the conditions before making commitments for you and your team
- **Listen to what others have to say** and gather information from multiple sources
- **Balance faith** (confidence to make the trip) **and fact** (of what needs to be done)



Grow My Life
Empowering Your Potential

KEY QUOTES

"See what a person is doing every day, day after day, and you'll know who that person is and what he or she is becoming."

"The goal each day must be to get a little better, to build on the previous day's progress."

*"A leader is one who sees more than others see, who sees farther than others see, and who sees before others do."
- Leroy Eims*

"Balancing optimism and realism, intuition and planning, faith and fact can be very difficult. But that's what it takes to be effective as a navigating leader."

Applying the Law of the Navigation:

 Set aside time for **reflective thinking** - Reflect weekly, or immediately after every major success or failure.

 **Do your homework**

 Know whether you naturally lean towards faith or fact, & **have someone with the opposite inclination to complement you** in your team

Navigation strategy

Predetermine a course of action

Lay out your goals

Aadjust your priorities

Notify key personnel

Allow time for acceptance

Head into action

Expect problems

Always point to the successes

Daily review of your plan



KEY QUOTES

"The bottom line in leadership isn't how far we advance ourselves but how far we advance others."

"Inexperienced leaders are quick to lead before knowing anything about the people they intend to lead. But mature leaders listen, learn and then lead."



5. The Law of Addition



Leaders add value by serving others

Effective leaders understand that **to increase profits, they should add value**. They also recognize that it takes many people to build a successful organization; they **share and give credit** rather than claim credit for themselves.

To lead effectively, it is **important not to have unresolved relational conflict with others**. When we adopt a genuine attitude of serving others, it removes the wrong leadership agenda, and clears the way for greater achievements.

To know if you are adding value to others, ask this question: *are you making things better for your followers?*

How to add value as a leader:

- **Truly value others**, and demonstrate that you care
- **Make yourself more valuable to others** - the more you pursue personal growth, the more you have to offer
- **Know and relate to what others value** – to do so, listen to others, learn what's valuable to them, then lead based on that

[Maxwell shares a 4th personal guideline – **Do things that God values** - i.e. treat people with respect, reach out to and serve them. (skip this if it does not relate to your faith/beliefs.)

KEY QUOTES

“When it comes to leadership, you just can’t take shortcuts, no matter how long you’ve been leading your people.”

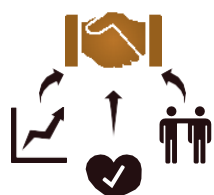
“Character makes trust possible. And trust makes leadership possible. That is the Law of Solid Ground.”

Applying the Law of Addition:

-  Perform **small acts of service** for others, without seeking recognition or credit. Keep doing it until you feel no resentment doing them.
-  List down the **people closest to you**, what they value, and rate how well you know it. Spend time with those you need to get to know better.
-  **Start adding value** to the people on your list



6. The Law of Solid Ground



Trust is the Foundation of Leadership

Without trust, there can be no influence. **Trust is built when a leader consistently demonstrates competence, connection & character.** A sound character is key to building long-term trust for it conveys consistency, potential & builds respect.

When you make a mistake as a leader, others can see it. But, if you have been consistent as a leader, your followers are usually prepared to forgive lapses in ability, especially if you are ready to **confess and apologize to regain the trust.**

Applying the Law of Solid Ground:

-  **Assess how trustworthy you are** to your followers (by how open they are with you) and to your colleagues and leaders (by how much responsibility they entrust to you)
-  **Build your character** by focusing on integrity (be totally honest, even when it hurts), authenticity (be yourself with everyone) and discipline (do the right things despite of how you feel)
-  Apologize to those you have hurt or betrayed in the past and commit to **slowly re-earn their trust**



7. The Law of Respect

People naturally follow leaders stronger than themselves.



When people first come together in a group, they all go about their own ways, in different directions. As they interact more, the strongest leaders tend to stand out and people will follow them.

Maxwell observes these **top 6 ways that leaders gain respect**:

- **Natural leadership ability**
- **Respect for others**
- **Courage** to do what's right, even at the risk of failure
- **Success**, in terms of past accomplishments and track record
- **Loyalty** to stick to the team until the job is done, stay with the organization and followers through tough times
- **Value added** to others

To measure your level of respect as a leader, look at the calibre of the people that you attract, and how they respond when you ask for change or commitment.

Applying the Law of Respect:

- 📋 Assess your **current level of leadership**: Review the response you received when you last asked for commitment or change.
- 📊 Rate yourself on the **6 leadership qualities**. Identify 1 practice/habit/goal to improve in each area, and work on each one for a month
- 💬 **Ask people closest to you** what they respect most about you, and which areas you need most to grow in.



8. The Law of Magnetism



Who you are is who you attract

As leaders, we usually have a mental list of the qualities we want in our people. However, **we attract not what we want, but who we are**. People are drawn to others with similar characteristics: generation, attitude, background, values, energy levels, giftedness, and leadership ability. Hence:

- If you are dissatisfied with the ability of people you are attracting, improve your **leadership skills**.
- If you are dissatisfied with the reliability of your followers, develop your **character**.



Grow My Life
Empowering Your Potential

KEY QUOTES

"How do leaders earn respect? By making sound decisions, by admitting their mistakes, and by putting what's best for their followers and their organization ahead of their personal agendas."

"Who you attract is not determined by what you want. It's determined by who you are."

- If you are happy with who you are attracting, recruit **people who are different from you**, to fill your area of weaknesses.



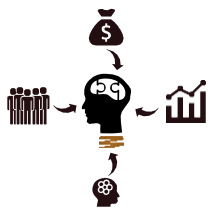
Applying the Law of Magnetism:

- ☑ Writedownthe**qualities you desire** in your followers, and why. Test your self-awareness: ask someone you trust if you have these qualities
- 👤 Identify if you need to develop your character and/ or leadership skills. **Find mentors** who can and will help you - ideally from a similar profession and are several steps ahead of you in their career.
- 📋 List your 5 biggest strengths and weaknesses in terms of skills. Create a profile of the kind of **people who can take you to the next level.**

KEY QUOTES



9. The Law of Intuition



Leaders evaluate everything with a leadership bias.

We are naturally intuitive in our area of strength, be it communication, arts, etc. How we see people and events is determined by who we are – hence, leaders see things with a leadership bias.

Leaders use informed intuition, i.e. they **gather facts and intuitively read what's going on**, to make sound decisions. It involves both natural ability and learned skills:

- **Leaders read their situation:** They sense attitudes, team dynamics, when things are improving or declining, and they know it even before they have hard facts like reports and statistics.
- **Leaders read trends:** They step back and look years or decades ahead, beyond individual projects or goals.
- **Leaders read resources:** They intuitively focus on optimizing resources. They look beyond their individual efforts, to mobilize people and leverage resources.
- **Leaders read people:** They sense people - their hopes, fears and concerns - and this is one of the key intuitive leadership skills.
- **Leaders read themselves:** They know their own strengths and weaknesses, skills and blind spots, and current state of mind.

"Who you are dictates what you see."

"Natural ability and learned skills create an informed intuition that makes leadership issues jump out at leaders."

"A leaders has to read the situation and know instinctively what play to call."

"Leadership is really more art than science. The principles of leadership are constant, but the application changes with every leader and every situation. That's why it requires intuition."

Applying the Law of Intuition:

- 👂 Determine which is your **strongest natural talent**, and focus on trusting your intuition in that area, before developing it for leadership.
- 🧠 Improve your **ability to read people** (if you are not strong in it) through books on relationship, conversing more with people and watching people.
- 📋 Train yourself to **mobilize people and harness resources** – think through how you can achieve your current projects/goals without doing the work yourself (except for recruiting, empowering and motivating).

KEY QUOTES

10. The Law of Empowerment



Only secure leaders give power to others

To lead well means to help people reach their potential – build them up, give them resources, authority, responsibility, and autonomy to achieve. The main ingredient of empowerment is **belief in people**.

Leaders usually fail to empower others due to **3 key barriers**:

- **Desire for job security**, i.e. fear of becoming dispensable
- **Resistance to change**, which is inevitable for progress
- **Lack of self-worth**, and they can't give power to others because they feel they have no power themselves

Applying the Law of Empowerment:

- 🔒 Assess your **self-worth and sense of security**. Take positive steps to add value to yourself and improve your self-worth.
- ⭐ Grow your **belief in people**. Help them to use their gifts & opportunities.
- 🤝 Learn to **give your power away**: Set your best people up for success.

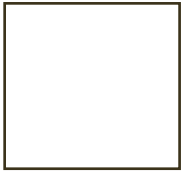
*“Great leaders gain authority by giving it away.”
- James B. Stockdale*

*“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.”
- Theodore Roosevelt*

“To keep others down, you have to go down with them. And when you do that, you lose any power to lift others up.”

11. The Law of Connection

Leaders touch a heart before they ask for a hand



We need to connect with people emotionally before we can move them to action. **The bigger the challenge, the stronger the connection needed.** The stronger the connection, the easier it is to enlist support.

It's the leader's job to initiate connection with the people, not vice versa. **The key to connecting with people is to relate to them as individuals,** even if they are in a group. When speaking to a large group of people, focus on talking to one person. To connect well:

- **Connect with yourself:** Belief in who you are & where you lead
- **Communicate with openness and sincerity**
- **Know your audience:** learn their names, histories, goals
- **Live your message:** To be credible, practice what you preach
- **Go to where they are:** Remove physical barriers and try to attune yourself to their culture, background, education etc.
- **Focus on them, not yourself**
- **Believe in them:** Communicate not because you have something of value to say, but because you believe your audience has value
- **Offer direction and hope**

Applying the Law of Connection:

- 📌 **Connect with yourself** (become more self-aware, value your strengths and deal positively with your weaknesses).
- 📋 Maxwell listed **10 questions** for you to assess your level of self-awareness and identify your blind spots
- 🚶 Learn to "**walk slowly through the crowd**" – spend a few minutes a day building relationships & connecting with people
- 🗣️ If you'd rate yourself <8 out of 10 as a public speaker, improve your **communication skills**.



12. The Law of the

Members are those you turn to for advice, advice. You need to **be intentional about your circle**, and to constantly improve

inner circle, ask these questions:



KEY QUOTES

"When it comes to working with people, the heart comes before the head."

"The stronger the relationship and connection between individuals, the more likely the follower will want to help the leader."

"People's opinion of us has less to do with what they see in us than it does with what we can help them see in themselves."

"It may sound corny, but it's really true: people don't care how much you know until they know how much you care."

- Do they have **high influence** with others?
- Do they bring a **complementary gift** to the table?
- Do they hold a **strategic position** in the organization?
- Do they **add value** to me and to the organization?
- Do they have a good fit with and **positively impact** other inner circle members?

You should identify and cultivate before you recruit your inner circle members, so you can assess if they display **excellence, maturity, and good character** in everything they do.

Applying the Law of the Inner Circle:

- 🔑 List down the names of your inner circle members and what each one contributes. Identify people to **fill gaps and eliminate redundancies**.
- 📈 **Develop your current and future inner circle members** by strategically mentoring them/ developing relationships, giving extra responsibilities, accountability and credit.
- 👤 Create a **smaller inner circle group** if you are leading a large team.

13. The Law of the Picture



People do what people see

Great leaders **show the way with the right actions**, which are copied by their followers to success. Leaders understand the **role of the vision**:

- A **mission** provides the purpose or the “**why**”
- A **vision** provides a picture of the “**what**”
- A **strategy** provides a plan or the “**how**”

Besides having a clear vision of the future and what must be done, leaders bridge the vision gap between them and their followers. **To bring the picture alive, they don't just communicate the vision; they effectively model the vision, setting the right example and showing the way.** Such clarity and credibility produces belief, energy, passion, and motivation for people to keep going.



KEY QUOTES

“Only if you reach your potential as a leader do your people have a chance to reach their potential.”

“You can do what I cannot do. I can do what you cannot do. Together we can do great things.”

- Mother Teresa

“Great leaders always seem to embody two seemingly disparate qualities. They are both highly visionary and highly practical.”

“Followers may doubt what their leaders say, but they usually believe what they do.”

“More than anything else, employees want leaders whose beliefs and actions line up. They want good models who lead from the front.”

KEY QUOTES

"The leader finds the dream and then the people. The people find the leader and then the dream."

"Every message that people receive is filtered through the messenger who delivers it."

Applying the Law of the Picture:

-  Give yourself **a character audit**. Review your actions last month against your list of core values- identify gaps & inconsistencies for improvement, in both actions/attitude.
-  Ask someone you trust to **observe and note inconsistencies** between what you teach and do. Review the results without defending yourself.
-  List **3-5 things you wish people will do better**. Rate yourself - Improve on items with low scores and set visible examples for items with high scores.



14. The Law of Buy-In



People buy into the leader, then the vision

The message being received is always filtered through the messenger. People follow worthy causes because **they first buy into worthy leaders who promote those causes**. They listen to people whom they believe in, feel are credible, and want to go along with.

Leader + Vision = Results

When followers buy-in to both the leader and the vision, they will follow the leader through any challenge, i.e. **both components are eventually needed for breakthrough results**. However, people need to first buy into the leader.

Applying the Law of Buy-In:

-  Write down the **vision statement** for your leadership & organization. Make sure it is worthy of your time and effort. If not, rethink it.
-  **Rate the buy-in** of each person you lead on a scale of 1-10.
-  Develop a strategy to **earn credibility** with each person.



15. The Law of the Big Mo

Momentum is a leader's best friend.



Often, momentum is the determining factor between losing & winning. An

organization or team with momentum is like a train moving at high speed that can plough through obstacles. *The Big Mo...*

- **Is a great exaggerator.** It magnifies both obstacles & possibilities to make them look bigger than they really are.
- **Makes leaders look better than they are.** A leader starts getting credit when he creates success for his team, and this is compounded over time to make him seem more successful.
- **Helps followers perform better than they are.** With the Big Mo, even average people can deliver above-average results.
- **Is easier to steer than to start.**
- **Is the most powerful change agent.** People are more willing to be a part of the change if there's strong momentum and past successes.
- **Is the leader's responsibility.** Leaders should initiate and sustain momentum, as they have the vision and ability to assemble/motivate a team.
- **Begins inside the leader:** A leader drives his vision consistently and enthusiastically, until enough momentum is generated.
- If you are faced with a huge inertia and massive negativity, the only way to create positive momentum is **to start small and gradually build up momentum over time**, until it reaches a tipping point.

Applying the Law of the Big Mo:

- 🔥 Check in on yourself: Are you consistently enthusiastic about your vision?
- 🌱 Identify demotivating factors in your team & how you can remove/minimize them
- 🏆 Celebrate and reward accomplishments in your team



16. The Law of Victory



Leaders find a way for the team to win.

Victorious leaders don't accept defeat. To them, **there's no alternative to winning & they keep fighting till they succeed.**

In fact, great leaders are at their best when faced with a great challenge that pushes them to do whatever it takes to bring their people to victory.



KEY QUOTES

"When you have no momentum, even the simplest tasks seem impossible... When you have momentum on your side, the future looks bright, obstacles appear small, and troubles seem inconsequential."

"Momentum is like a magnifying glass; it makes things look bigger than they really are."

"Getting started is a struggle, but once you're moving forward, you can really start to do some amazing things."

"Given enough momentum, nearly any kind of change is possible in an organization."

"You cannot kindle a fire in any other heart until it is burning within your own."

- Eleanor Doan

There are **3 components of victory** in any field or domain:

- **Unified vision**, with all players working towards the same agenda
- **Diverse skills**, and an appreciation for each unique skill
- **Right leadership**, i.e. a leader who's dedicated to victory, and brings players to their potential, towards the common vision



Applying the Law of Victory:

- 👤 **Be absolutely dedicated** to the success of your team. If not, it is either the wrong vision, or you are in the wrong organization/ leadership role.
- 👥 List down all the skills needed to achieve your goals. Bring the **right members** on your team/ train current members.
- 🗣️ Speak with individual team members to understand what they value. Consistently **articulate a single vision** that aligns all members' goals.

KEY QUOTES

"Victorious leaders have one thing in common: they share an unwillingness to accept defeat."

"When the pressure is on, great leaders are at their best. Whatever is inside them comes to the surface."

"Busyness does not equal productivity. Activity is not necessarily accomplishment."

"Leaders should get out of their comfort zone but stay in their strength zone."

"Passion provides the fuel in a person's life to keep him going."

17. The Law of Priorities

👤 *Leaders understand that activity is not necessarily accomplishment*

👤 **Not every leader practices prioritization because:**

- They confuse activity with accomplishments.
- It's **hard work**, as prioritization means constantly thinking ahead, and working to align the moving pieces with the vision.
- It involves doing what's **uncomfortable or painful**

To become more effective, **prioritize your lives using the 3Rs**:

- 1. What is Required?** What must you do that nobody can or should do for you? Focus on those and eliminate/ delegate the rest.
- 2. What gives the greatest Return?** Focus on your natural gifts and strengths to get more productive and fulfilled. If something can be done 80% as well by someone else, delegate it.
- 3. What brings the greatest Reward?** Make time for the things that gives you greatest personal satisfaction.

Use similar considerations to prioritize and make decisions **at an organizational level**.

Applying the Law of Priorities:

-  Identify an area in your life that is not working well. Determine how you can solve the issue and realign your priorities.
-  Write down your answers to the 3Rs. Create a list of the things you are doing that don't fit solidly into one of the 3Rs: redesign or eliminate them
-  Regularly revisit the priorities for you and your team



18. The Law of Sacrifice

A leader must give up to go up



True leadership is not all about freedom, power and wealth. It requires sacrifice, **to trade something of value that you possess**, for something even more valuable that you don't yet possess. Leaders may not even see the success from their sacrifices, but someone in the future will benefit from it.

- **There is no success without sacrifice:** Good leaders understand trade-offs. They sacrifice the good for the great.
- **Leaders are often asked to give up more than others:** With greater responsibilities comes greater sacrifice. Good leaders prioritise what's right for the team, ahead of themselves.
- **You must keep giving up to stay up:** Successful leaders continuously change, improve and sacrifice.
- **The higher the level of leadership, the greater the sacrifice**

Applying the Law of Sacrifice:

-  **Create 2 lists** – the things you are willing to give up, vs those you are not willing to give up, to advance as a leader
-  List down **what you're prepared to offer** that's of value (e.g. time, energy, resources) for something of even greater worth
-  Identify possible "**destination disease**" you may have (the thinking that you can sacrifice for a limited period of time then "arrive"), & write down a statement of ongoing-growth to counter that mind-set

KEY QUOTES

"Effective leaders sacrifice much that is good in order to dedicate themselves to what is best."

"Leaders must be willing to give up more than the people they lead."

"In leadership, sacrifice is an ongoing process, not a onetime payment."



19. The Law of Timing

When to lead is as important as What to do and Where to go

Right Time	Mistakes ✗	Success ⬤
	Disaster 💀	Resistance ↔
Wrong Time	Wrong Action	Right Action

Timing is everything. It can make the deciding difference between success and failure. Only the right action at the right time will deliver results in success.

Good leadership timing involve the following factors:

- Understanding of the situation
- Maturity of motives
- Confidence in what's to be done
- Decisiveness
- Experience
- Intuition
- Preparedness

Applying the Law of Timing:

- 🕒 **Review the recent and major actions** you've initiated and how much attention you gave to timing.
- ☒ **Analyse some failed initiatives** for your organization or team to determine whether they were caused by the wrong action or timing (Maxwell listed a list of questions to help with the assessment)
- 📝 **Use the list of factors above** to prepare for the timing of your actions



KEY QUOTES

"When the right leader and the right timing come together, incredible things happen."

"Reading a situation and knowing what to do are not enough to make you succeed in leadership. If you want your organization, department, or team to move forward, you must pay attention to timing."



20. The Law of Explosive Growth

To add growth, lead followers. To multiply, lead leaders.

Why develop leaders? Maxwell summarizes it as such:

"If you develop yourself, you can experience personal success.
If you develop a team, your organization can experience growth.
If you develop leaders, your organization can achieve explosive growth"

To lead leaders, you need a different focus and attitude:

"Leaders who develop leaders multiply their organization's growth, because for every leader they develop, they also receive the value of all that leader's followers."

"Proactive leaders... know that if they develop the best, the best will help with the rest."

Leaders who attract followers...	Leaders who develop leaders....
...Need to be needed👤👤	...Want to be succeeded👤
...Develop the bottom 20% ▲	...Develop the top 20% ▲
...Focus on weakness 🧑🏻	...Focus on strengths 🧑🏻
...Treat everyone the same 👤👤	...Treat individuals differently👤👤
...Spend time with others 🧑🏻🧑🏻	...Invest time in others 🧑🏻🧑🏻
...Grow by addition ➕	...Grow by multiplication ✖
...Impact only people they touch 🧑🏻	...Impact people beyond their reach 📍



KEY QUOTES

“Leadership development compounds. The more you invest in people and the longer you do it, the greater the growth and the higher the return.”

“Leaders are like eagles – they don’t flock That’s why they are so hard to find.”

“The only way to lead leaders is to become a better leader yourself.”

“Our ability as leaders will not be measured by the buildings we built, the institutions we established, or what our team accomplished during our tenure. You and I will be judged by how well the people we invested in carried on after we are gone.”

“Most people simply accept their lives – they don’t lead them.”

It can be **challenging to lead leaders**:

- There are more followers than leaders, and they don’t flock, so leaders are **hard to find**.
- Leaders are **hard to gather**, because you need to create an attractive environment that they can thrive in.
- Leaders are **hard to keep**, and will only follow you if you constantly grow and stay ahead of them.

Applying the Law of Explosive Growth:

- **Identify the stage you are at**: developing yourself, your team or leaders.
Start developing leaders if you are not already doing so.
- **Identify how you can find and gather potential leaders**
Identify how you can **gather and hold leaders**



21. The Law of Legacy

A leader’s lasting value is measured by succession



A leader’s lasting value is measured by what he leaves behind. This in turn requires a leader to **be highly intentional about his legacy**:

- **Know the legacy you want to leave**: How do you want to be remembered when you are gone? Decide on the one sentence that will summarize your life.
- **Live the legacy you want to leave**
- **Choose who will carry on your legacy**: A legacy can only live on in people, not things or lifeless objects.
- Make sure you **pass the baton**

Applying the Law of Legacy:

-  What will your life stand for? Summarize it in one line. This may take time to crystalize and could change with maturity and experience.
-  What must you change in order to live that legacy?
-  Identify and start to invest in the person(s) who will carry out your legacy.



KEY QUOTES

"If you want to create a legacy, you need to live it first. You must become what you desire to see in others."

Other details to look out for in the book



The book was first published in 1998. In this 10th Anniversary Edition, Maxwell updated the 21 Laws based on what he learned from leaders applying the principles in real-life.

The book includes many leadership examples including Maxwell's personal experiences, sportsmen, corporate leaders, US presidents, and leaders of social causes. Some of the real stories and case studies include those of Mother Teresa, Abraham Lincoln, Theodore Roosevelt, Harriet Tubman, George W Bush, Herb Lance Armstrong, Martin Luther King Jr, Nelson Mandela, Mahatma Ghandi, Jim Sinegal, and Ray Kroc.

After each chapter, Maxwell provides several tips on how to apply the leadership law in your life, as well as a leadership evaluation/assessment in Appendix A.

About the Author



John Calvin Maxwell (born 1947) is an American author, speaker, and pastor. Maxwell was born in Garden City, Michigan, and currently resides in South Florida. He is an evangelical Christian, and completed a bachelor's degree at Ohio Christian University in 1969, a Master of Divinity degree at Azusa Pacific University, and a Doctor of Ministry degree at Fuller Theological Seminary.

Maxwell has led several churches and is currently a teaching pastor at Christ Fellowship in Palm Beach Gardens, Florida. He also speaks annually to a wide range of organizations and leaders. Maxwell was one of 25 authors named to Amazon.com's 10th Anniversary Hall of Fame. In May 2014, Maxwell was named the #1 leadership and management expert in the world by *Inc. Magazine*.

He has written over 70 books, including *The 21 Irrefutable Laws of Leadership*, *Developing the Leader Within You*, and *The 21 Indispensable Qualities of a Leader*.



About Gareth Lloyd and Grow My Life



I am a passionate leader and self-starter, with excellent inter-personal skills. I work to support individuals and organisations discover their full potential, create opportunities and possibilities, and transform them into goals, growth and success.

With over 30 years of experience of living, working and studying in 16 countries in 3 continents, I have acquired profound insights and understanding of cross-cultural relationships and what real connections mean. I go into every new coaching, training, and consulting project with an open mind.

Find out more about me at <http://garethlloyd.net>