Creative Metier

COMMUNITY OF LEADERS

Welcome to the Creative Metier Community of Leaders

Making it easier for you to change the world

In this edition of the Community of Leaders newsletter we build on the work you have done so far on your values and strengths to develop your personal leadership philosophy; this is the definition of your core leadership beliefs.

Recap on previous editions of the newsletter here.

Your Personal Leadership Philosophy

Developing a personal leadership philosophy is a powerful exercise to deepen your leadership. It involves reflecting on your values, purpose, practices and experiences to articulate a clear statement of how you lead.

Your philosophy serves as your guiding compass, helping you stay true to your principles, make consistent decisions and lead with greater authenticity.

What is a Personal Leadership Philosophy?

A personal leadership philosophy is a concise definition of your core beliefs about leadership. It defines who you are as a leader, what you stand for, and how you intend to lead others.

Whilst your philosophy remains rooted in your fundamental values and principles it evolves as you grow and gain new experiences, so it's important to reflect at each point of your leadership career.

Why is it Important?

Consistency: Having a clear leadership philosophy helps you remain consistent in your actions and decisions, especially in challenging situations. It guides your leadership behaviours, ensuring you stay aligned with your values.

Authenticity: A well defined philosophy enables you to lead in a way that is true to yourself, building trust and credibility with your team and transparency about your beliefs and intentions.

Decision making: When faced with difficult choices, your leadership philosophy serves as a reference point. It helps you evaluate options based on your core values, leading to more ethical and principled decisions.

Clear expectations: Articulating your leadership philosophy allows others to understand what to expect from you as a leader, and what you expect from them.

Example Philosophies

"I believe in leading with integrity, empathy, with a commitment to continuous learning. My purpose is to empower others to reach their full potential while driving our collective success. I lead by example, value open communication, and strive to create a positive and inclusive environment where everyone feels respected and valued. My vision is to build a legacy of strong, confident leaders who are equipped to navigate challenges and achieve lasting impact."

"I believe in fostering a collaborative and inclusive environment where every team member feels valued and empowered to contribute. Integrity, respect, and transparency are at the heart of my leadership approach, guiding my decisions and interactions. I am committed to continuous learning and personal growth, both for myself and my team, and I lead with empathy and a strong sense of responsibility. My goal is to inspire others to reach their full potential while collectively achieving our shared objectives with purpose and excellence."

Develop Your Philosophy

Use the following coaching questions to support you to develop your philosophy. Aim for clarity and brevity, your philosophy should be concise enough for you to easily remember and put into practice.

Prepare

Reflect on your leadership experiences throughout your career, both positive and negative. What have you learned from them? What values were at play? How did these experiences shape your beliefs about leadership?

Consider the leaders who have influenced you. What qualities did they possess? How did they behave? What can you learn from them to incorporate into your own philosophy?

Develop the Five Key Areas

Your values: What are the values that shape your leadership? E.g. authenticity, connection, change, momentum

Your purpose as a leader: What drives you to lead? What do you hope to achieve through your leadership? E.g. making a positive impact, developing others, achieving excellence, or creating a collaborative environment.

Your beliefs about leadership: What are your beliefs about leadership that shape how you approach leadership? E.g. leading by example, empowering others, fostering a culture of continuous learning.

Your leadership practices: What are the practices and behaviours that you commit to as a leader? How will you demonstrate your values and beliefs in your daily interactions? E.g. deep listening, giving regular feedback, or making decisions with transparency.

What is your vision for your leadership: What is the long term impact you want to have as a leader? What legacy do you want to leave? How do you want to be remembered by those you lead?

Action

Use the examples above to help you shape your thoughts into one or two concise paragraphs.

Once you've written your philosophy commit to living it every day. How can you use it as a tool to guide your decisions, actions, and interactions with others?

Periodically revisit and refine it as you grow and evolve as a leader.

Submit Your Question

Each month we provide an opportunity to anonymously submit your questions on the leadership topic. Click the button below to send us your question.

Submit your question

Explore More

Watch: Start with why - how great leaders inspire action

Long read: Start with Why - Simon Sinek

Long read: The Leadership Challenge - James Kouzes and Barry Posner

Long read: Dare to Lead - Brené Brown

Latest Blog Post

Feeling under resourced at a human level? This is something we see so often in coaching. Senior leaders who are working exceptionally hard and doing a brilliant job, yet feeling isolated and exhausted at a human level.

Group coaching provides this human level resourcing, as well as a perspective shift, peer support and a deep sigh of relief that you are not alone as a leader.

Read more about the power of group coaching in our latest blog post

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