



Nelson Mandela's quote, "*Lead from the back — and let others believe they are in front,*" connects to the idea that the strongest leadership is "*low-ego*": you guide direction and values without needing to be the hero. When people feel ownership, they step up — and the outcome outlasts you.

How to apply it in practice:

- Speak last in key discussions so others shape the ideas first.
- Delegate real decision rights, not just tasks ("*You decide—here are the guardrails*").
- Share credit loudly; take blame quietly.
- Build successors: rotate visible opportunities and stretch assignments.

Source:

Stengel, R. (2008, July 9). *Mandela: His 8 Lessons of Leadership*. *TIME*.