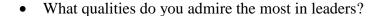
Leadership Reflection

- How did you first get into a leadership position?
- What was most helpful for you as a new leader?
- If you could go back, what do you wish had been different?
- If you could go back, what would you say to yourself as a new leader?





12 Keys to Growing New Leaders

1.	Start with	for the Holy Spirit to bring you new leaders; for you
	to see their gifts and potential; and	for their leadership journey

- 2. **Be** ______ make the process a priority for yourself and your team; rarely happens by accident or at the moment you need to find a new leader
- 3. **Give them Opportunities** hand off some responsibility; give them authority and a say in what you're doing
- 4. **Set the Bar** ______ communicate your expectations; hold them accountable; challenge them to continually improve
- 5. **Be Open to Change** your way is not the only way; allow them to try new things; give them the freedom to do things differently
- 6. **Allow for Failure** we have all messed up…some of our best learnings come from things we did which did not work; embrace failure as a growth opportunity

12 Keys to Growing New Leaders

- 7. **Give** _____ acknowledge what they are doing well and where they need to improve, but do so with specifics
- 8. **Encourage and Praise** celebrate growth steps and the achievement of goals; reward where possible major accomplishments; keep encouraging
- 9. **Share Your Experiences** young leaders today are very open to learning from those they see as ahead of them; build relationships by telling stories
- 10. **Focus on Their** ______ our tendency is to focus on weaknesses; what do they do well? Help them grow their strengths…but not get tripped up by their weaknesses
- 11. **Invest in Them** look for opportunities for them to continue to learn and grow as leaders (classes, books, workshops, conferences, coaching, etc...)
- 12. Mentor Them

Mentoring Model

I DO – YOU WATCH – WE TALK

I DO – YOU HELP – WE TALK

YOU DO – I HELP – WE TALK

YOU DO – I WATCH – WE TALK

YOU DO – SOMEONE NEW WATCHES – WE TALK



Resources

Developing the Leader Within You by John Maxwell

Next Generation Leader: 5 Essentials for those who will shape the future by Andy Stanley

Wooden on Leadership by John Wooden and Steve Jamison

Great Leaders Grow: Becoming a Leader for Life by Ken Blanchard and Mark Miller

Leadership on the Other Side by Bill Easum

Failing Forward: Turning Mistakes into Stepping Stones for Success by John Maxwell

Courageous Leadership by Bill Hybels

The Advantage: Why Organizational Health Trumps Everything Else in Business by Patrick Lencioni



"Do not conform to the pattern of this world, but be transformed by the renewing of your mind." Romans 12:2

