

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?
- What qualities do you admire the most in leaders?



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

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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

