

## **Developing Leadership**

### Leaders have Followers

How do you recognize leaders?

- The basic guideline is that leaders have a base. They can bring people to events.
- A leader has followers – those who are trusted and can motivate others. They know how to get along.

### Start with a Balanced Ticket

If you want racial, ethnic and class integration, your leaders must reflect this from the start – no tokenism!

Start with action and stay flexible. You need people who are both task and maintenance leaders.

Typical task functions are:

- preparing an agenda;
- recommending objectives;
- stating key questions;
- problem solving;
- clarifying
- moving the group to action;
- recording decisions.

Typical maintenance functions are:

- welcoming and introducing people;
- actively listening;
- including everyone in discussions;
- encouraging quiet people;
- saying thank you;
- giving positive feedback;

### Seek Qualities and Develop Skills

Cyril is \_\_\_\_\_ (a quality)

Cyril is good at \_\_\_\_\_ (a skill)

A quality is something you are intrinsically.

A skill is something you learn.

Search for people with the qualities we need who are capable of learning particular skills.

### Qualities Leaders Need

1. Commitment to what we are doing.
2. Honesty tempered with tact.
3. Positive outlook (avoid negative people situations).
4. Confidence and Self-Assurance – these people accept both compliments and criticisms.
5. Trust – leaders fundamentally trust and like people while possessing a healthy skepticism.

### Almost all Leaders Must Develop their Skill Level – provide opportunities and encouragement.

Think of all the things a person can get out of being a chapter leader;

- notoriety
- new skills
- respect
- excitement
- social activity
- a chance to make history

- an opportunity to start a new career
- new allies and a wider circle of influence
- greater contact with the media

One of the secrets of leadership development is breaking a big project into manageable pieces and then finding people to deal with each piece. (e.g. – Shows)

#### Building Leadership Effectiveness

- have regular group evaluations
- have a system to rotate roles
- make sure your leaders are enjoying themselves
- use your strongest leaders to train others (e.g.- coaching)
- ask your leaders to set personal goals
- be prepared to hire a professional organizer if one is needed (e.g. – fund raising or grant writing)

#### Special Note

If you are not developing leaders then you are not building your Chapter/Society