



# Become Worth Following

## Leadership Dictionary




---

### Three Domains of Leadership Development

- *Lead Yourself*
  - *Lead Others*
  - *Lead Leaders*
- 

### Lead Leaders

The Four Dimensions of Organizational Strength

-  Learning
-  Teaching
-  Mentoring
-  Empowering

### LEARNING

For a team to reach its potential as a team, the leader(s) have to be willing to learn while staying focused. This is harder than it sounds because often as you learn new things it's easy to get distracted and possibly rerouted from your direction. It's even harder in the information age. Here are a few learning skills that we teach. (Soon we'll offer online courses for these.)

- **Keep an open mind**-There's a lot to learn and you absolutely don't know it all.
- **Stick to your guns**-Remember you already made a decision and a plan. Stay focused in the light of new information.
- **Keep a journal** of possible ideas for the future-You can always come back to these things.
- **Test run new thoughts**-delegate if you have to, but (if you have the time, energy and resources) try out an idea and see where it takes you.
- **Remember learning doesn't mean acting**-some ideas are good in certain contexts, or for certain people or even just good to know as you make decisions and guide people through decisions.



# Become Worth Following

## Leadership Dictionary





---

### Three Domains of Leadership Development

- *Lead Yourself*
  - *Lead Others*
  - *Lead Leaders*
- 

### Lead Leaders

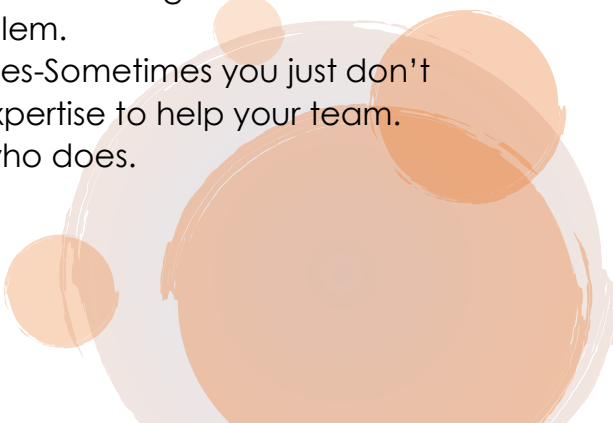
The Four Dimensions of Organizational Strength

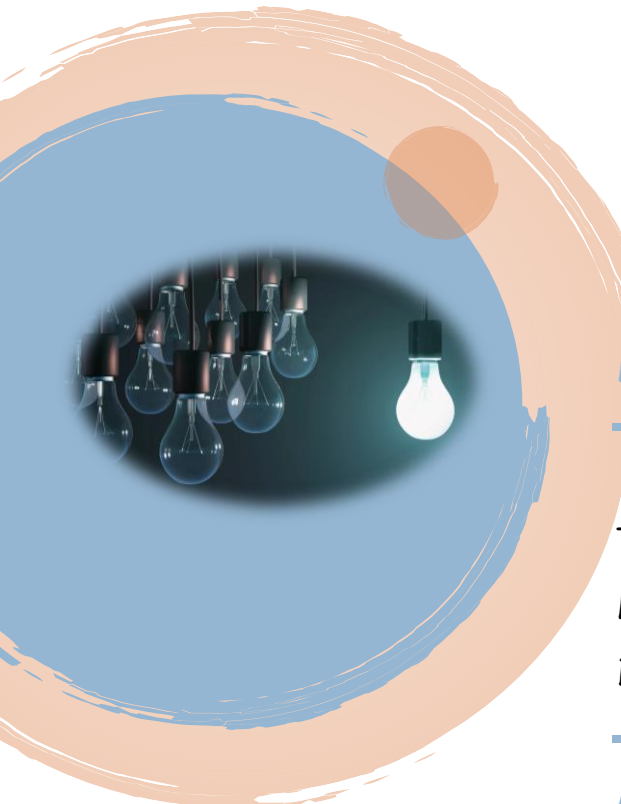
-  *Learning*
-  *Teaching*
-  *Mentoring*
-  *Empowering*

### TEACHING

Sometimes there will be formal teaching going on. You might have a member of a team (or multiple members) who need to understand important things about how your team is going to reach its goals. Some of these things will be technical and specific and some of them will be more process oriented and nebulous. Here are a few skills we teach. (Soon we'll offer online courses for these as well.)

- Be specific- Know the exact learning outcomes of a "teaching session". Be respectful of people's time by having a plan.
- Be clear-Help people understand exactly what knowledge they need and for what purpose.
- Assume the people you teach know things that you don't-This is wise and always true.
- Don't give people too much at one time-Give people what they need in order to allow them to move the group toward its goals. More than that can be a problem.
- Use outside resources-Sometimes you just don't have the time or expertise to help your team. Bring in someone who does.





# Become Worth Following

## Leadership Dictionary




---

### Three Domains of Leadership Development

- *Lead Yourself*
  - *Lead Others*
  - *Lead Leaders*
- 

### Lead Leaders

The Four Dimensions of Organizational Strength

-  *Learning*
-  *Teaching*
-  *Mentoring*
-  *Empowering*

### MENTORING

Just teaching ideas and skills will not usually give people what they need to be high impact team players. It is often helpful for your high impact team players to show the way. Here are a few things we teach about mentoring. (Soon we'll offer online courses for these as well.)

- Train up your mentors-Just because a person says they want to be a mentor, doesn't mean they'll be good at it. Give them the time and resources to make a difference.
- Build in time for the mentoring to take place-"Get together when you can" is not a strategy.
- Build a program into your work process-If it is a one-time thing, it will probably stall out.
- Set parameters to your mentoring relationships-They can become great friendships, but it's not necessary.
- Pair intelligently-Get professional help if you need to but know that a bad pairing can be worse than no pairing at all.





# Become Worth Following

## Leadership Dictionary

---

### Three Domains of Leadership Development

- *Lead Yourself*
  - *Lead Others*
  - *Lead Leaders*
- 

### Lead Leaders

The Four Dimensions of Organizational Strength

-  *Learning*
-  *Teaching*
-  *Mentoring*
-  *Empowering*

### EMPOWERING

Empowering is not the same as delegating. Delegating means, you sit around and think up things to do and get other people to do them. Empowering means, everyone understands where the group is going and what needs to happen in order to get there. The person (or people) in charge need to trust their teammates and let go of control. This frees up everyone to focus on their own contribution to the team's goals. Here are a few things we teach about empowering. (Soon we'll offer online courses for these as well.)

- Build trust-This is really hard and is usually built slowly in small steps. Giving responsibility to others means releasing it yourself. Starting small will give others a chance to show they are trustworthy and you a chance to trust.
- Get input- Work really hard to find out the capability of others. Get in there and see where people want to contribute. (HINT: High impact team players LOVE to contribute)
- Create accountability-This can feel really uncomfortable in many cases. Normally it's because there was never a genuine understanding of a commitment to begin with. Work hard to build understanding of what is going to be done and then everyone go do it.

