

# How to Develop Leaders

## WHY SHARED LEADERSHIP IS HELPFUL:

- As organizers one of our primary roles is to recognize, develop and grow leadership for the movement
- Each leader provides different perspectives and those unique perspectives could help to bring more success
- Share the workload
- There is capacity if other leaders need to step down or step away without affecting the team, group, campaign, or organization
- Ensures that nothing that needs to be done is missed or overlooked

## LEADERSHIP DEVELOPMENT:

- There should be a plan for leadership development
- This plan should consist of:
  - » Recruiting existing leaders
  - » Possible leaders, for example:
    - Someone who others already follow
    - Someone who shows up consistently and is reliable
    - Someone who understands how to work with others and across difference
    - Someone who has demonstrated leadership skills
- Methods to develop them
- Topics to cover
- Who is responsible for:
  - » Asking the person to step up
  - » Providing necessary training and support
- Timeline of the process
- Regular evaluation process to ensure that everyone is participating and working to hold each other accountable



## HOW TO DEVELOP NEW LEADERS:

### Method 1: Give additional responsibilities one at a time

- Ask person to take on additional responsibilities
  - » Provide training
  - » Provide support

- With each responsibility added, check in
- Find out how it is going
- Determine when to add another responsibility
- With each new responsibility, make sure to provide training and support
- Go as slowly or as quickly as the person needs
- Useful to use this method:
  - » If person might be overwhelmed to take on a large number of responsibilities all at once
  - » When you want to test the person before adding a lot of responsibilities

**Method 2: Hold a 1:1 and ask person who has met the criteria to take on leadership role**

- Explain why need leadership and why the person is the perfect candidate
- Provide training
- Provide support
- Check in as needed
- Useful to use this method
  - » When potential leader has experience
  - » When potential leader has skills that matches the need well
  - » When potential leader has indicated desire to take on additional responsibilities

**Method 3: Hold a a team meeting**

- Discuss what roles are needed for success
  - » Describe responsibilities for each role
  - » Describe qualities and skills needed for each role
  - » Take volunteers or have members nominate leaders
- Provide training
- Provide support
- Check in when needed
- Useful to use this method
  - » When team is newly forming
  - » When team is transitioning from one goal to a new one
  - » When team wants or needs to reset

