Leadership Strategies
2020 & Beyond

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Presenters

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A leader is one who knows the way, goes the way, and shows the way.

John C. Maxwell
L.E.A.D.

- L - Lead others with a persuasive VISION
- E - EMPOWER others to lead
- A - ADVANCE others to leadership
- D - DEVELOP leadership skills of others
VISION

success
money
future
ideas
finance

business
communication
creative
management

company

strategy
innovation

motivation
teamwork
analysis

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

– John Quincy Adams
Creativity. People want to follow a vision that is unique and expresses a future beyond the normal profitability, happy workplace, best in the business sorts of phrases often used in a vision statement.

Influencing. By persuasive, we mean the vision itself will influence others to follow.

Inspiration. Inspiring others to follow is a conscious action that the leader must plan and consider how it is communicated to others.

Motivation. A persuasive vision must motivate others to move with the leader toward achieving the goals.

Planning. To achieve a vision, the leader, in collaboration with team members, must plan how it will happen.

Strategic Thinking. Leaders must look at the big picture and think about how what is done now relates to what is desired for the future.
Empower Your Team

- **Pursuit** - Offer a pathway for them to achieve their personal goals and objectives while leading their team to do the same.
- **Business Development** - Give them increasingly responsible for business development activities to grow a line of business or your organization.
- **Service Quality** - Task them with seeking ways to improve product or service quality and seek feedback from customers/clients about your organization and the quality of your products or services.
Decision Making - Require timely decisions that consider the intended and unintended results and include the input from others who have experience related to the decision.

Financial Management - Have leaders focus on learning the intricacies of financial management and its impact on the organization.

Culture Ambassador - Engage them in creating a culture that even the newest member of the organization realizes their role is important and they need to be proactive in their customer-focused behaviors.

Relationship Building - Help your staff build relationships, both internally and externally, with you and others.

The “X” factor. - Provide opportunities to leverage their strengths by teaching, coaching, or mentoring others.
“When employees are empowered to lead, they are more likely to make decisions that are in the best interest of the company and the customer as well.”
“Good leadership isn’t about advancing yourself. It’s about advancing your team.”

— John C. Maxwell
Advance into leadership

- Leaders advance others into leadership by opening doors of opportunity that have a positive and lasting impact on the behavior of those they lead.
- Opportunities are important to leaders because they’re important to the people they lead.
- Opportunities are the venues where people can try, test, better, and even find themselves.
- Open-door Leaders intentionally go out of their way to reach the people who are least like themselves in order to ensure that everyone has a fair shot.
- The leader’s job is to match the opportunity to the person and to help the person—and the organization—exploit the opportunity for all it’s worth.
Create new jobs matched with new job titles that utilize the skills and talents of existing staff to lead

Appoint team leads where applicable. Give others the opportunity to be the designated team lead.

Assign them to staff board committees and report out at board meetings.

Help staff create the leadership role they want

Look for opportunities that stretch and challenge their leadership skills. Perhaps it is volunteering, or taking on a new work project, or even leading the team with “THEIR” initiatives.
Future leaders of your organization are already among us

Who on your team has the desire and will to initiate and continue their growth?

- Expressed their desire in a meeting or one on one?
- Shown up to learn from leadership, even if not involved from leadership capacity?
- Sought out learning/training that develops them as a person?
- Have been commended for seeking to learn, grow or develop by others?
- Lead in other ways, within or outside the organization?

“Regardless of position, leadership skills helps everyone be more successful.”
DEVELOP Your Team Leadership Potential

- **Assess** current skills for knowledge of the areas to develop and strengths to leverage.

- Reflect on their strengths and weaknesses to **identify** the specific tasks to keep staff focused and successful in their development actions.

- **Create** a development plan that identifies the specific actions they will take to grow and improve their leadership skills. Also include the career goal milestones that they wish to achieve.

- **Provide** coaching or mentoring from respected leaders to help speed their growth and hold them accountable to their development plan.

- **Offer** other resources to assist their growth, such as research and additional education or training resources.

- Review, revise and **celebrate** their effort and progress.
A LEADER TAKES PEOPLE
Where They Want To Go.
A GREAT LEADER
Takes People Where
They Don’t Necessarily Want To Go,
BUT OUGHT TO BE.

ROSALYNN CARTER