

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



“

If your actions inspire others to dream more,
learn more, do more and become more,

YOU ARE A LEADER.

– John Quincy Adams

”

Persuasive Vision

- ▶ **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

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.”



ADVANCE[®]



**“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.**

R O S A L Y N N C A R T E R