

Rec Kids Today, Leaders Tomorrow

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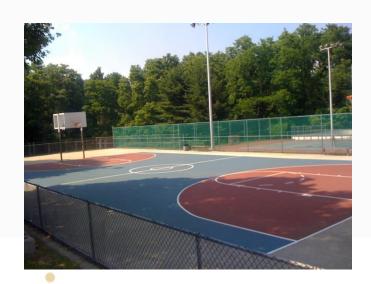
Meet the Presenter

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"TO BE A KING THAT WEARS A CROWN IS FAR MORE GLORIOUS TO THOSE WHO BEHOLD IT THAN IT IS TO THOSE WHO WEAR IT."

- RUYARD KIPLING



BEFORE WE DEVELOP LEADERS, WE NEED TO TAKE A QUICK LOOK IN THE MIRROR AND ...



LEAD YOURSELF

- What do I look like as a leader?
 - Do I do my part?
 - –Am I doing everything I can to impact the lives of the people I meet?



1. Determine what leaders look like

LEADERS ...



Leaders...

- Are energetic (energy givers)
- Have a growth mind set
- Empower others
- Give more than their share
- Do the extras (sometimes you might not see it)
- Connect with others rather than simply communicate
- Work on improvement every single day
- Have the uncanny ability to "Carry On"
- Develop and embrace their own culture



CULTURE – overused and under taught

"A way of life of a group of people – the behaviors, beliefs, values and symbols they accept, generally without thinking about them, and that are passed along from one generation to the next."

- ✓ What do we want to be known for?
- ✓ How do we get there?
 - 1. Think substance
 - 2. Process based
 - 3. Develop a support system that shares your vision
 - 4. Challenge system what happens when times get tough?
 - 5. Accountability



- 2. Cast a vision for them
 - PYN
 - Speak to their potential
 - Connect what you need to what they care about



- 3. Give them opportunities to lead
 - Experiential leadership
 - Give up the "every days" (EDs)
 - Teach them the right language
 - Say the right thing the right way
 - Be mindful of target, tone and timing
 - "Stretch them" and in turn "stretch yourself"
 - "Become comfortable being uncomfortable"



Experiential Leadership

- 3 steps
 - 1. I do, you watch, we talk
 - 2. You do, I watch, we talk
 - 3. You do, we talk



4. Mentor them

- Put in the time and effort
- Come up with a development plan
- Give resources (books, articles, challenges, etc.)
- Meet with them regularly, not just when problems arise
- Lock in some accountabilities
 - What your accountable for
 - What he/she is accountable for



- 5. Acknowledge them
 - Public and intentional acknowledgment works best
 - Show appreciation develop a culture of gratitude
 - Put a spotlight on leadership when it happens
 - ✓ Catch them doing something good
 - ✓ Establish a culture of celebration



- 6. Teach them to lead in all aspects of life
 - What are they doing when they aren't with you?
 - Take these lessons and apply it to school, sports, etc.



Resources

BOOKS

- ✓ 5 levels of leadership
- ✓ Lead for God's Sake
- ✓ Go Giver
- ✓ The Energy Bus
- ✓ Leaders Eat Last
- ✓ Drive
- ✓ Toughness

OTHER

- ✓ Leadership blogs
 - √ 30 definitions of leadership
 - ✓ The Culture Engine
 - ✓ Leadershipnow.com
 - ✓ GreatleadershipbyDan.com
- ✓ Webinars
 - ✓ Headcoachacademy.com
 - ✓ Leadercast.com



QUESTIONS, COMMENTS?



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