



# 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?



# How do we develop leaders?

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





# How do we develop leaders?

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



# How do we develop leaders?

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



# How do we develop leaders?

## 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



# How do we develop leaders?

## 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



# How do we develop leaders?

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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