

Where to Start?

FIVE STEPS YOU CAN TAKE **TODAY** TO
TRAIN STRONGER LEADERS
BUILD BETTER TEAMS
ACHIEVE MORE!

*Being selected doesn't make them a leader.
 It says they're interested in
 learning to lead.*

1 COACH THE CULTURE:

Are you frustrated and disappointed in the lack of leadership in your organization? Are you taking time to articulate a vision for the culture?

We often get bogged down in the 'what' of our organization and neglect to discuss our 'why'. It can feel like there is 'too much to do' to make time for something like this –

Do it anyway!

Find brief moments regularly to visit with your entire group. Share concise thoughts about the culture you want to help them build that matches the behaviour your're modeling.

Look to replace phrases like 'I expect' with 'We encourage' or 'This is group of people that...'

Methodically teach them what a healthy organization should value. Although you may not sense a strong response immediately, rest assured –

They're listening.

2 INVITE THEM TO HELP:

As you begin coaching the culture, you'll energize many about your vision, but they won't know how to help until you invite them!

Now is the time you raise the bar!

Schedule a convenient opportunity for any interested in learning more to join you for an optional leadership session.

*Dispel the myth that you are the 'leader' and let them know that **their organization needs their help!***

When they arrive, take time to praise them for wanting to be involved, share your vision for the leadership 'team', and show them the next step to join.

After that initial meeting, some will fall away. *That's ok! Work with those who **keep coming back.*** Regardless of if 2 or 20 show up, these members will be the foundation on which you build your culture.

Want help with the selection process?

[Schedule a consultation call with Jeff!](#)

3 TRAIN THEM:

Congratulations! You now have a group of excited 'leaders'...NOW WHAT?

Don't just name them; TRAIN THEM!

Giving someone a title makes them about as much of a leader as giving them two pieces of bread makes them a toaster. It doesn't make any sense, and yet too often, many groups miss the level of impact they desire because they assume people already know how to lead.

This would be like assuming a 1st year Med student knows how to perform heart surgery, which is a mistake you only make once. Being selected for the team means they are interested in **learning to lead.**

At this point, set aside a specific time to provide initial training. Help them see how they can impact the group in small but meaningful ways.

Leadership training doesn't have to be complicated. You can do it yourself, or if you need help, email jonesLeadership.

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... Give them a push.

EMPOWER THEM:

Don't allow your young leaders to get stuck in neutral.

The type of people who gravitate towards serving are often high achievers who are accustomed to being the best at everything. They are afraid they might break something and thus spend time standing at the edge of the pool, wondering how the water feels.

...Give them a push.

Maybe not literally but encourage them to adventure out and wade in the water. Show them where the stairs are, tell them the water is warm (in a good way!), and **be specific** about how to help. Eventually, there may be job descriptions for everyone, but in the beginning, it might be as simple as providing a small list of items that could help the group.

Ready for the next level?

Ask your leaders what other priorities they see that could improve the experience for everyone.

ENCOURAGE THEM:

To encourage is simply to give courage to someone else.

I'm confident your new leaders will be excited to help, but it does not take long for the excitement to fade and fear and doubt to fill that void. **You must schedule regular opportunities to follow-up with your leaders.** An initial training session is a great starting place, but it is just the beginning of a longer conversation.

Start small!

In the beginning, it might just be 15 minutes each week, but it is **critical** that you meet with the team, provide encouragement, redirect efforts that didn't quite hit the mark, and share ideas for what to tackle next.

A culture is not built with one session or one meeting. It's built by constant care and communication between its stewards and those who it means to serve.

Don't just name them: Train them!



STILL UNSURE WHERE TO START? [SCHEDULE A CONSULTATION!](#)

*As a high school band director for over twenty years, I know student leadership can be a stressful topic. Overwhelming uncertainty surrounding leadership structures can leave you feeling isolated and frustrated. **jonesLeadership** workshops provide young leaders the training they need to effectively serve their peers in a framework that empowers you to efficiently guide your program.*

*Book an opportunity to work with **jonesLeadership** TODAY at jonesleadership.com!*