



INVEST IN DEVELOPING LEADERS

Dwight Mason

“A true leader is not the one with the most followers, but one who creates the most leaders.” – Neale Donald Walsch

Why should you personally invest in developing leaders?

1. It helps attract and keep _____ employees.
 - It's a _____.
 - It builds _____.
 - It brings in _____ people.
2. It helps you maximize performance and create a “deep bench” of _____ employees.
3. It communicates _____.
4. It helps you _____ and _____ money.
5. It can establish a _____ of ongoing learning that will propel you into the future.

Ask yourself these questions and grow:

What kind of leadership will I need in the days ahead?

What industry/cultural changes might I expect?

What do I need to know to continue to be able to lead?

For great leaders, developing others is not optional; it's *necessary*.

Questions to ask yourself:

Do you believe your people can learn and develop?

Do your people believe they can learn and develop?

Do they have the self-awareness required to identify strengths and weaknesses?

Are they motivated to make a change?

Let me ask you some very personal questions now:

Are you leading by example?

Are you providing the right and enough support?

How do you approach mistakes and failure?

Are you looking for tools to help you?

I want to recommend LODESTAR: <https://www.lodestar-guidance.com/default.aspx>
Lodestar Guidance provides employers the tools to empower employees so that they work productively, develop professionally, and decide responsibly in a thriving culture.

If you are going to be a great leader of people, you have to be able to see in them what they cannot yet see in themselves. As John Maxwell says, "Put a 10 on their heads and then help them become it."

"Treat people as if they were what they ought to be and you help them to become what they are capable of being." – Johann Wolfgang von Goethe