



BlackBallotPower

Identifying & Developing Leaders

Finding and developing leadership is a slow process which sometimes results in success and as often in failure. It boils down to perseverance and hard work. However, there are some guidelines.

Where might you find potential leaders?

On your board or steering committee; at membership meetings and community meetings: be on the lookout for potential leaders negotiation. It is important to know the difference. The good organizer/leader recognizes this and uses leaders in situations best suited to their particular skills.

Are they angry or emotional when they talk about issues?

We need intelligent leaders, who can show true emotion. Always look or those people who, in a meeting can express anger.

Will other people follow them?

Test them in a meeting and see if the emotion carries over to the public. Will others agree to what they are suggesting?

Will they take suggestions and directions from others?

Good leaders are open to suggestions and adaptations of the strategy. They check with the group before agreeing to anything. They understand that their power comes from the people.

Will they take responsibility?

Good leaders are willing to see that fliers get passed out, that phone calls get made, that letters are written. Good leaders take responsibility for their own decisions and for the decisions and actions of the organization.

What skills do leaders need?

Good leaders need to be articulate, assertive and sensitive as needed. It takes practice, experience and practice to becoming a leader.

Sometimes you need to negotiate; other times you need to confront. A good leader will know the difference and when to use what approach. For a leader must be a people person.

Leadership Development

There must be a systematic plan for leadership development in order for potential leaders to learn new skills, hone existing skills thereby enhancing their development.

Take leadership development seriously.

Topics to include are:

- ✓ How to get turnout for a meeting
- ✓ How to write up a good agenda
- ✓ How to conduct a meeting
- ✓ How to handle difficult people at a meeting
- ✓ How and when to confront
- ✓ How and when to negotiate
- ✓ How to insure democratic decision making
- ✓ How to delve into the issue (including the history)
- ✓ How to develop issues
- ✓ How to advocate to change systems
- ✓ How to develop winning strategies
- ✓ How to raise funds for our work

Make sure each session has time for people to role play and strategize. Model the skills you want them to learn.

Ask for feedback on the training module. What else would they like included? How could it be improved. What worked well.

Have trainers be mentors to developing leaders. Meet with them regularly and make yourself available when they need your support.

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