

tips to aid emerging leaders

cultivating emerging leaders webinar – august 8, 2013

For Positional Leaders:

- Build developing and mentoring staff into your work plan
- Encourage staff to establish peer networks outside of the agency
- Delegate projects to long-standing or enthusiastic staff
- Discuss staff future career goals and see if your agency can help staff achieve their goals
- Use adaptive leadership to mobilize others to tackle difficult challenges whenever possible. Addressing adaptive challenges will build up emerging leaders
- Coach staff instead of directing them, ask how they would handle situations and let them learn through doing, especially once they've been at the agency for some time and are dedicated and reliable
- Model a health balance of professional and personal life. Building leadership capacity should not be used as a means for delegating an unreasonable amount of work on staff and will help in long-term staff retention
- Don't expect the Heroic Leader to emerge. Emerging leaders may fill the leadership role different than the traditional Heroic Leader model
- Emerging leaders may not feel that they are ready for positional power, but given enough opportunities to take on leadership tasks / roles they will begin to identify as a leader

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California Partnership to
End Domestic Violence

CompassPoint
Nonprofit Services

Jemmott Rollins
Group

Women's Foundation
of California

For Emerging Leaders:

- Find mentors: reach out to them and run situations by them. Mentors don't have to be employed at your agency, they can be doing similar work at an outside agency. They may hold a position to aspire to hold or manage their team in a way you admire
- Talk to your manager/supervisor/ED about your career goals. Express your interests and goals, ask them to help in your professional development
- Learn to balance your professional and personal life. This is an important step in building up your leadership capacity