

*The Care*



*and Feeding  
of Leaders*

# Our Journey Today



Getting to Know Us!



What's It All About?



First Take Care of You!



Now Take Care of Them!



Passing the Torch!

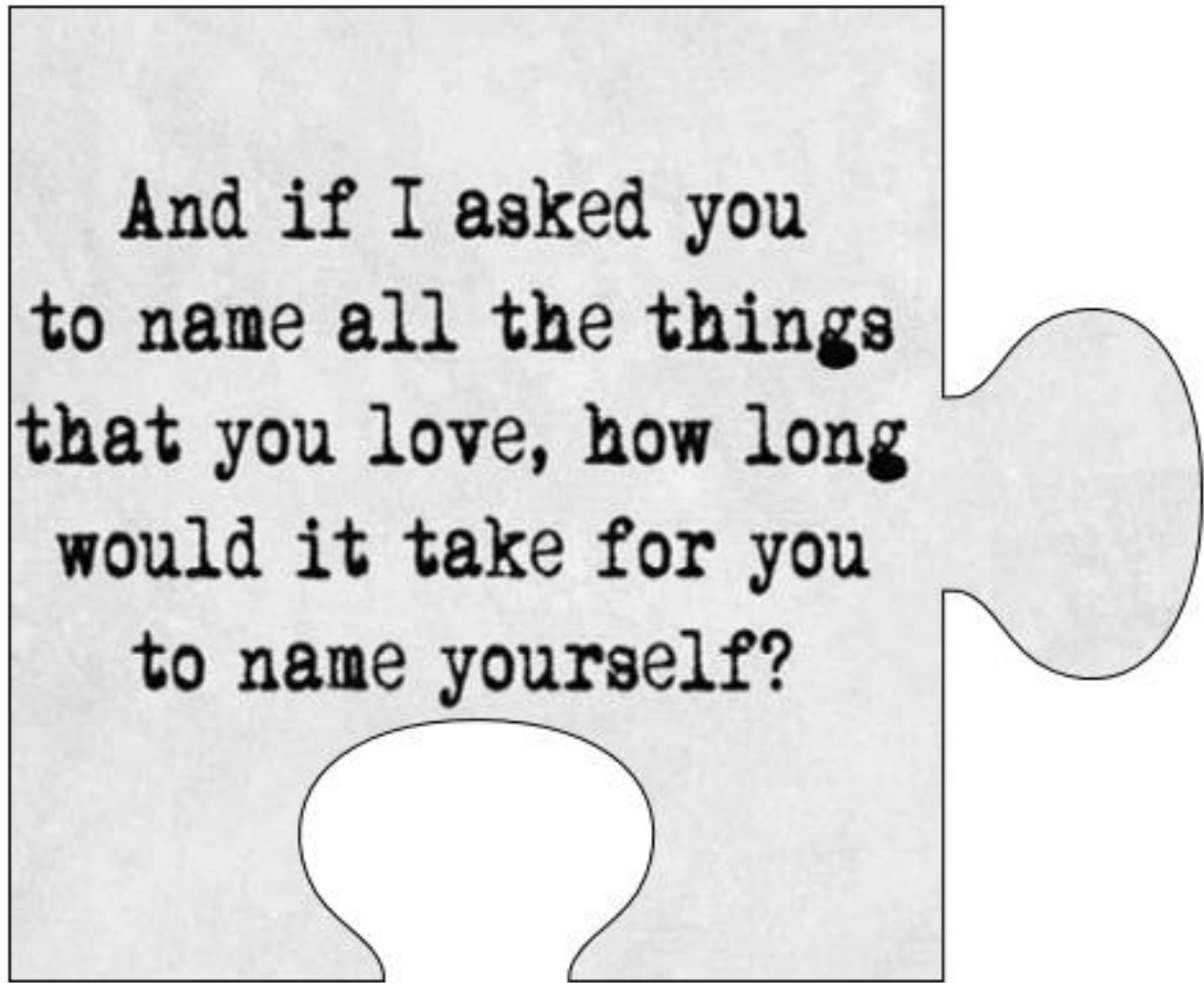
# Getting to Know Us!

What do you love?



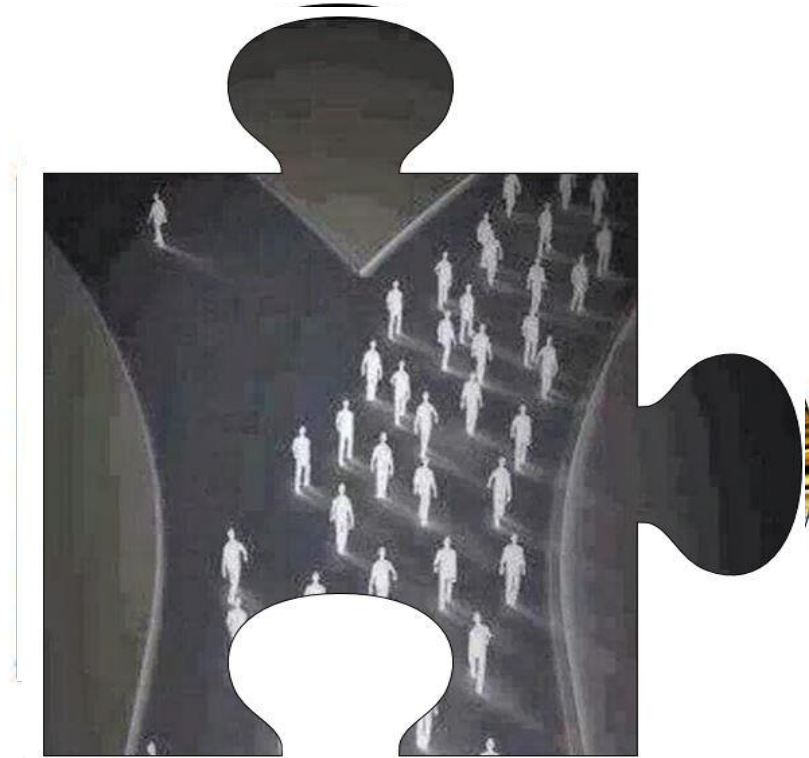


# First Take Care of YOU!

A single puzzle piece is centered on a white background. The puzzle piece is light gray with a black outline. It has a semi-circular notch at the bottom and a semi-circular bump on the right side. Inside the piece, the text is written in a black, monospaced, typewriter-style font. The text is centered and reads: "And if I asked you to name all the things that you love, how long would it take for you to name yourself?"

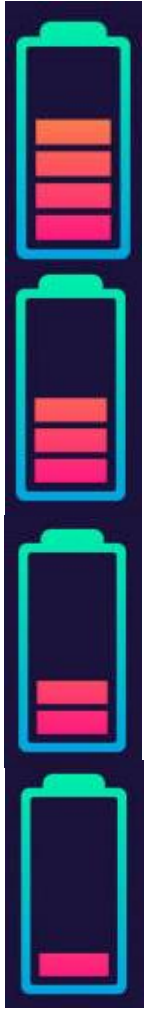
And if I asked you  
to name all the things  
that you love, how long  
would it take for you  
to name yourself?

# First Take Care of YOU!



Put yourself first, then help others ...

# Classic Energy Drains



Focusing on what you can't control

Holding on to what you thought should happen

Not asking for help

Taking ourselves too seriously

# Classic Energy Boosts



Find things to laugh at

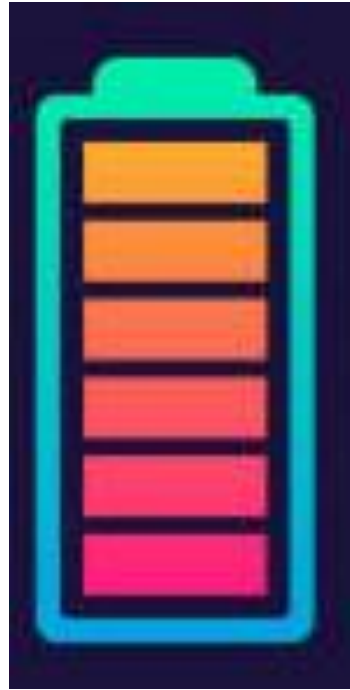
Identify and value your personal 'why'

Practice compassion for people who annoy you

Talk to someone who believes in you

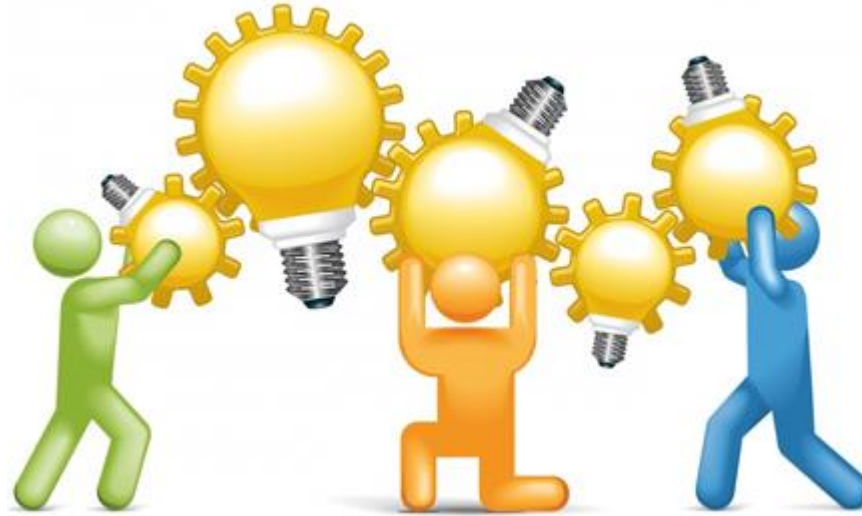


# Classic Energy Boosts



**SING!!**

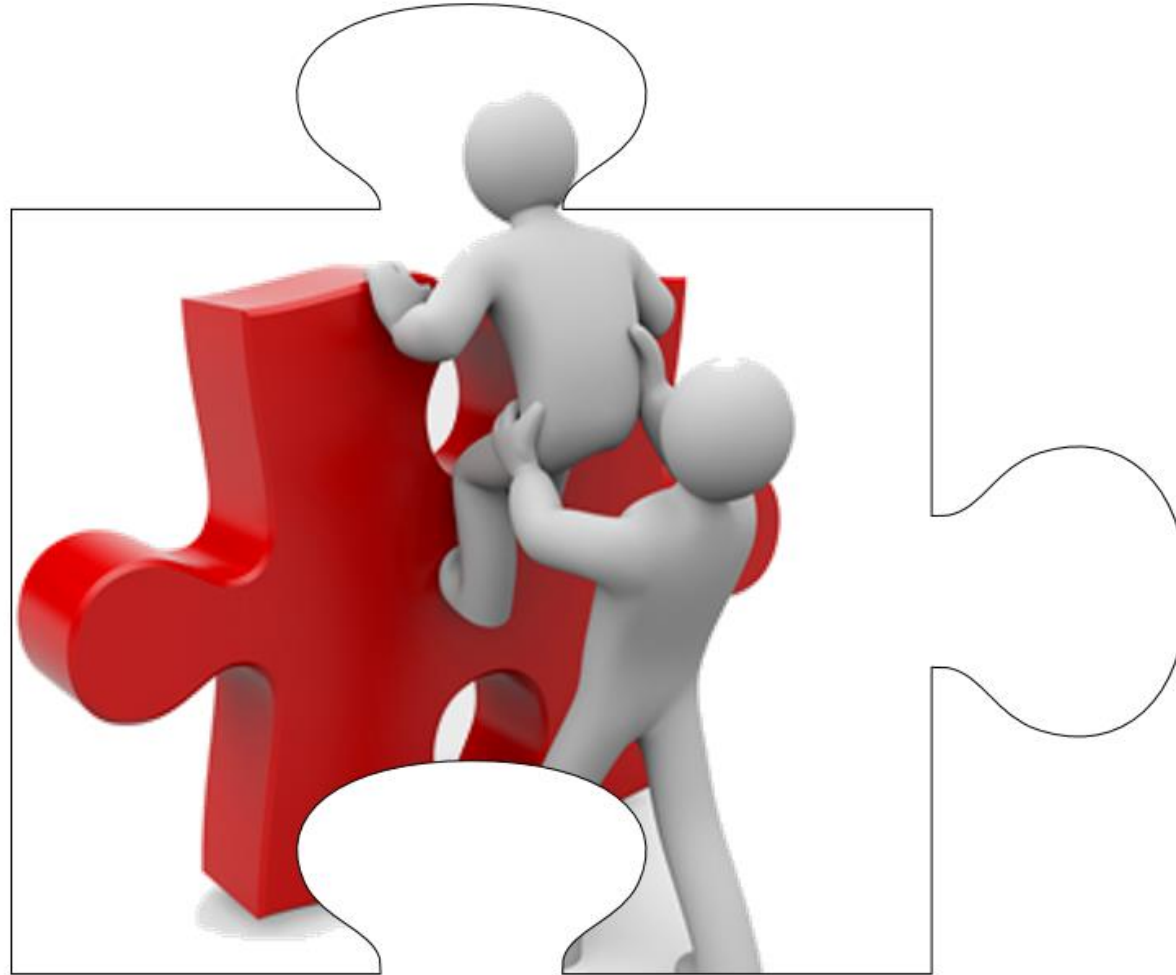
# Activity



Think about something that is an energy drain for you. Can you avoid it or spend less time on it?

Think about something that is a powerful energy source for you. Do you set aside time specifically for it?

# Now Take Care of Them!



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What do you admire about me?

How can I improve?

Why do you value me?

What did I do great?

What do you need from me?

Where do I stand with you?

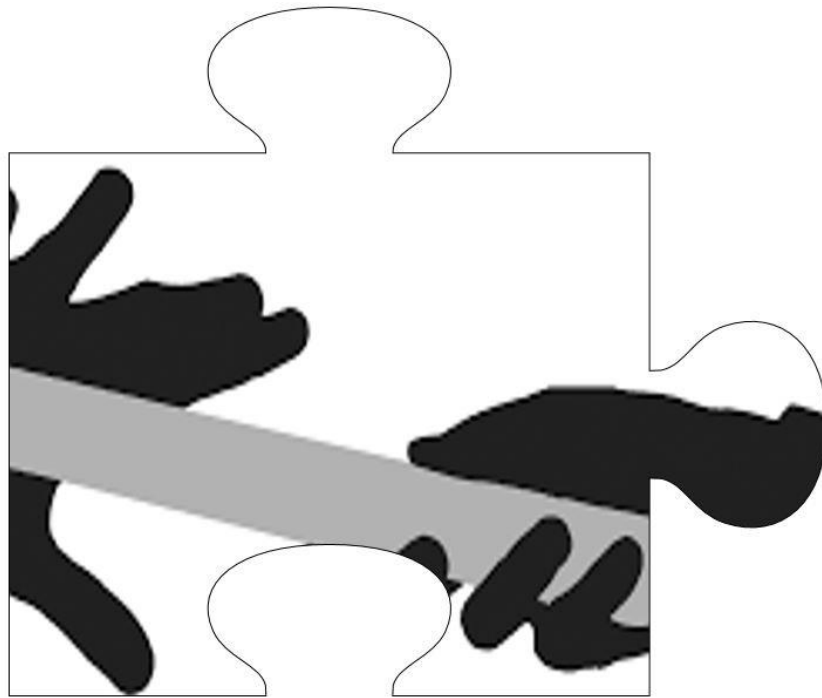
**Authenticity**

# Activity



Think about a moment that someone said something that made you feel valued and supported. Do you have a way to keep that moment at hand for when you need encouragement.

# Passing the Torch!



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**Manage workload**

**Experience and confidence**

**Promotes true leadership**

**Identifies strengths and weaknesses**

**Succession planning**

**Responsibility and accountability**

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**If you want something done  
right, do it yourself**

**I'm not sure I know  
how**

**I'm not sure I can trust  
someone else to do it**

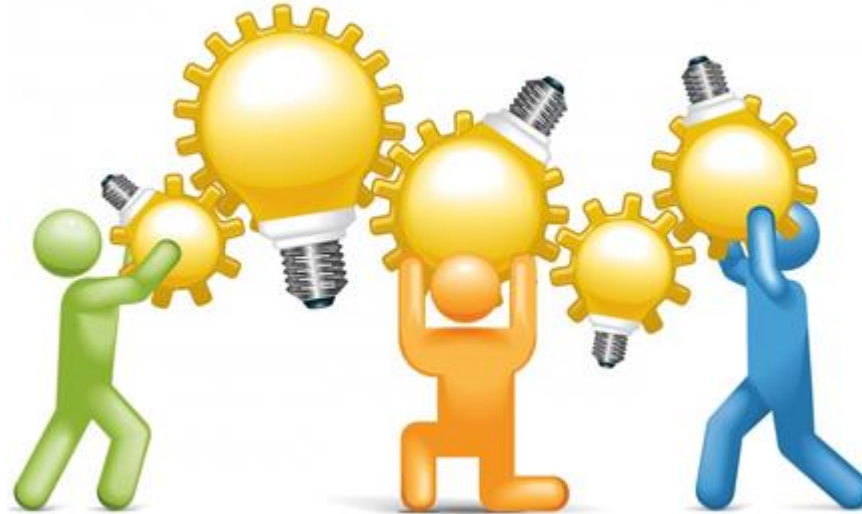
**I really like doing it  
myself**

**It takes less time to do it  
myself**

**It might not be good  
enough**



# Activity



Think about a reason that keeps you from delegating.  
Strategize how you can move past that.

# The Steps of Delegation

Agree to Commitments

Set expectations

Identify who will do it

Define the skills or gifts required

Define what needs to be done

## Define what needs to be done

How 'big' is it (volume of work and importance)?

When does it have to be done?

Is it an established task or a new one?

## Define the Skills or Gifts Required

What skills or gifts are necessary?

How well-developed do the gifts need to be?

Is there training, guidance or mentorship required?

## Identify Who Will Do It

Who has proven skills or gifts?

Who has potential skills or gifts?

What kind of orientation or training is needed?

# Set Expectations

Is the required outcome clear to everyone?

Are outcomes defined and understood?

What type of reporting or monitoring is needed?

## Agree to Commitments

Is everyone in agreement on timelines and levels of quality?

Is there a defined process for dealing with issues and challenges?

Is everyone in agreement on what success looks like?

# The Five Levels

1. Do exactly as I say
  - process is defined
  - successful outcome is highly likely
  - measure is easy to establish and evaluate





# The Five Levels

2. Do research and get back to me for a decision
  - focus is on information gathering
  - defining scope of work is important
  - harder to measure success



# The Five Levels

3. Do research and make recommendations
- alternative and pros and cons presented
  - recommendations for decision making provided
  - decision remains with delegator



# The Five Levels

4. Make a decision and tell me what you did
  - authority for decision making transferred
  - delegator kept informed
  - high level of trust required



# The Five Levels

5. Make whatever decision you think best
  - delegator hands off completely
  - delegator supports the decision made
  - highest level of trust required



# What level?



1. Pricing new riser options
2. Creating an advertisement for a new director
3. Planning a chorus guest night



# Passing the Torch!

*mentor*

[UK: 'mentɔː(r), US: 'mentɔr]

*noun*

Someone who shares their  
knowledge and experience to inspire  
others to reach their goals.

# Passing the Torch!

## Having a Mentor

- Receive personalized support
- Learn from other's experiences
- Improve performance
- Learn to ask good questions
- Learn to self-reflect

## Being a Mentor

- Provide personal support
- Pay it forward
- Share in another's success
- Become a good listener
- Practice the art of good feedback

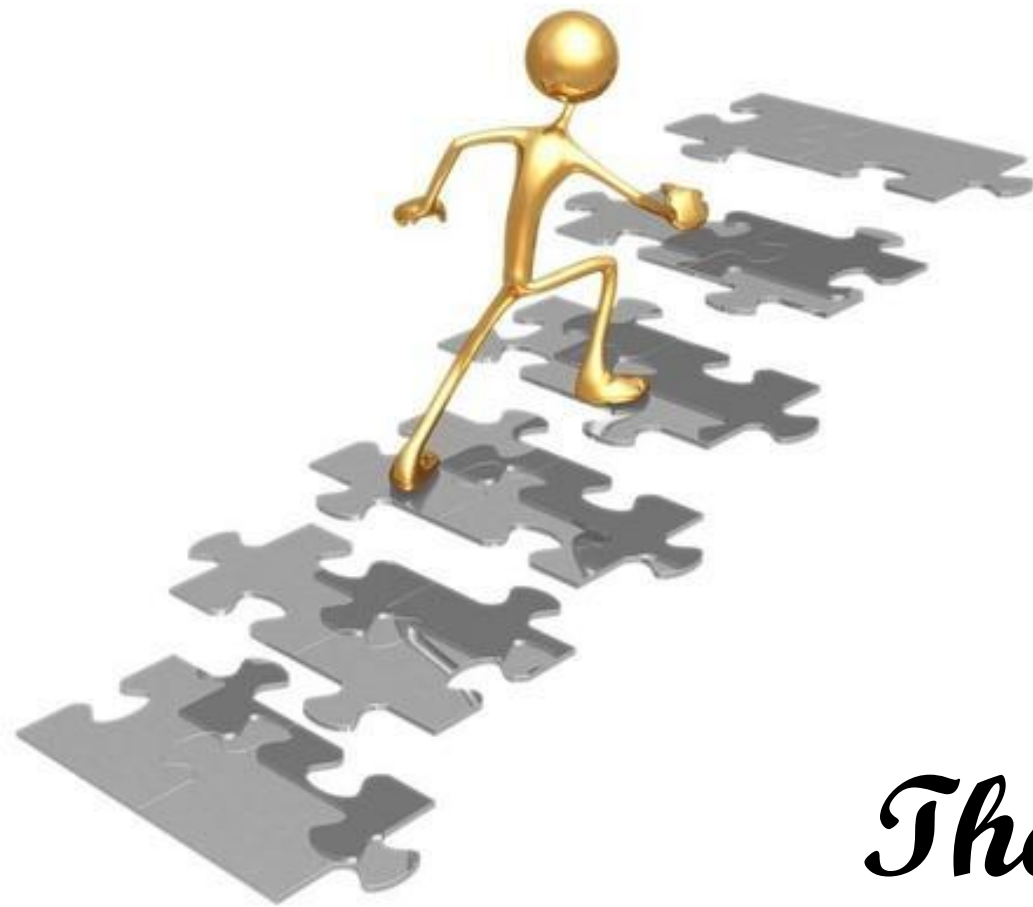
Increased self-confidence and self-awareness

Develop and hone strong communication skills

Exposure to new and different perspectives

Growing a personal network

*Questions?*



*Thank you!*