

The 5 Gs: Tips for Leadership Development One on Ones

A leader is:

- Someone who helps to advance the goals of the community, or of the organization and inspires others to do the same.
- A leader is someone who develops other leaders.

1. Genuine

- Be about it. Model the kind of leadership you want to develop in others.
- See the person's potential and build an authentic relationship.
- Help set them up for success.
- Offer honest feedback on what this person does well and also honest constructive feedback. Believe in the person's potential to keep on growing over the long-haul.
- Be mindful in how you communicate.

2. Goals

- Get clear on the purpose of why you are doing this one on one and any goals for the one on one.

3. Great Listening

- The act of listening is a gift. Do more listening than talking.
- Come with open-ended questions to guide the conversation.
- Through active listening, you can help people identify the ways they want to grow and to see the bigger picture, recurring patterns and draw out lessons for the future.

4. Geared Towards the Emerging Leader

- Think about where they are at, what they're looking for, what you may suggest as places/ways to grow.
- Give specific examples of successes you have seen them accomplish, or areas of growth.
- Be mindful of the power dynamics of your context.

5. Grounded

- Practice self-care so you can bring your shine.
- Know yourself.
- Believe that you have something to offer.