

DEVELOPING EMERGING LEADERS

Today, most organizations understand that effective leadership must be sustained in order to grow, innovate and reach the desired levels of success. This is why organizations work hard to train and develop emerging leaders. They understand that Leaders are not born, they are taught.

Often times in organizations top performers and strong individual contributors are identified to become the new leaders. This methodology is not necessarily effective because managing oneself is quite different than moving an entire team to success. Therefore, the first step in selecting and developing emerging leaders is to insure that this is what the individual wants to do. Asking key questions can start this conversation.

For example:

Do you realize your time will now be allocated between your technical skills and your interpersonal skills?

Are you comfortable transitioning to activities like long term planning, budgeting, hiring, management meetings, etc.?

The important point here is to have these conversations prior to promoting emerging leaders into managerial roles. There is nothing more deflating than going from a top performer to a failed leader. Organizations have some level of responsibility to avoid this where possible.

Once emerging leaders are promoted, they must be helped to develop the necessary self-leadership skills. In order to guide others the leader must have:

- Self awareness
- Strong ethics
- Self motivation
- Work life balance
- A mentor/coach

Once this self foundation is built the emerging leader can be guided in developing the necessary skills to lead others. These include:

- Effective communication
- Conflict resolution
- Hiring the right people
- Decision making
- Management courage
- Team motivation

In summary, the proper identification and development of emerging leaders is essential to the success of all organizations.



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