Developing the Leaders Around You

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- Introduction
- Subject matter expert
- Identify – What do leaders look like?
- Nurture – Why leaders need to reproduce leaders.
- Equip – 5 steps to successfully developing the leaders around you

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My Journey from Agent to Executive

Agent

Team Lead, Team Manager, AVP/Unit Manager

VP/Group Operations Manager

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Subject Matter Expert (All-Star)

- Responsible for own performance (ME)
- Mastered relevant business acumen to service the client
- Excels at performance metrics (top producer)
- Begins supporting other members of the team answering questions
- Begins training other agents or performs off phone projects (WE)
- Exhibits continuous desire to grow
Identify – What Does a Leader Look Like?

Leadership Characteristics:
- Ability to make things happen
- Influence others
- Think differently

Leadership Challenge:
- Hard to find
- Hard to gather
- Hard to unite
- Hard to keep
Nurture – Why Leaders Need to Reproduce Leaders

- It starts with the leader (ME)
  - Am I developing my potential as a leader?
  - Am I helping others develop their potential?
- Most producers are not reproducers
- Organizational growth is directly related to it’s personnel potential
- To add growth, lead followers. To multiply, lead leaders. – Law of Explosive Growth*
- There is no success without a successor

“The growth and development of people is the highest calling of leadership” - Harvey Firestone

*21 Irrefutable Laws of Leadership
Boss or Leader?

Levels of Leadership:

1. **Position**: People follow because they have to
2. **Permission**: People follow because they want to
3. **Production**: People follow because of what you have done for the organization
4. **People Development**: People follow because of what you have done for them
5. **Personhood**: People follow because of who you are and what you represent

"A boss creates fear, a leader confidence. A boss fixes blame, a leader corrects mistakes. A boss knows all, a leader asks questions."
Equip – 5 Steps to developing leaders

1. Model: People do what people see
2. Mentor: Stretch people and develop
3. Monitor: Provide a safe environment to take risks
4. Motivate: Empowering others
5. Multiply: Leading leaders

“The best executive is the one who has sense enough to pick good men to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.”

- Theodore Roosevelt
Recap - ACT

- Identify the leaders around you
  - Who makes things happen?
  - Who influences those around them?
  - Who has similar values but thinks different thoughts?

- Nurture – Reproducing Leaders
  - Am I developing my potential as a leader?
  - Am I helping others develop their potential?
  - Who is my successor?

- Equip – ACT
  - Apply – what will I apply as a result of today’s learning?
  - Change – what will I change as a result of today’s learning?
  - Teach – what will I teach others as a result of today’s learning?
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