

**LEADER DEVELOPMENT**  
Multiplying leaders for the nations  
[www.learninganddevelopment.org/leaders](http://www.learninganddevelopment.org/leaders)

**LEADING WITH A DEVELOPMENTAL BIAS**  
Increasing Your Capacity by Multiplying Other Leaders  
Lindy Black  
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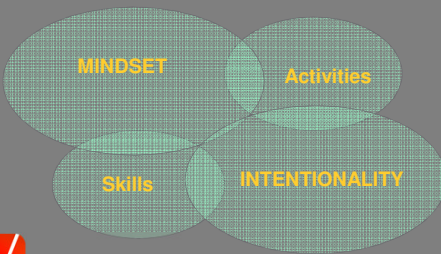
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**Components for Leading with a Developmental Bias**



**MINDSET**      **Activities**  
**Skills**      **INTENTIONALITY**



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**Mindset: Think “development” all the time**

Staff meetings have 3 components:

1. Business: Tactics
2. Relational Component: Building Trust
3. Development: Leadership Growth



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Intentionality: Think and plan ahead for developmental questions, opportunities, and feedback

1. What was your role (or part)?
2. What did you want to see happen?
3. What went well?
4. What would you do differently?
5. What did you learn?
6. May I make some observations?



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Activities: Learning exposures, opportunities, assignments, linking to resources



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Skills for Developing Others: Asking questions, listening well, developmental dialog, feedback, "with them" - informal & formal, teachable moments



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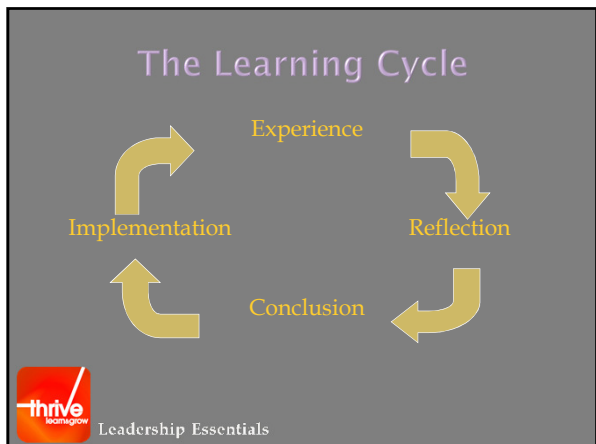
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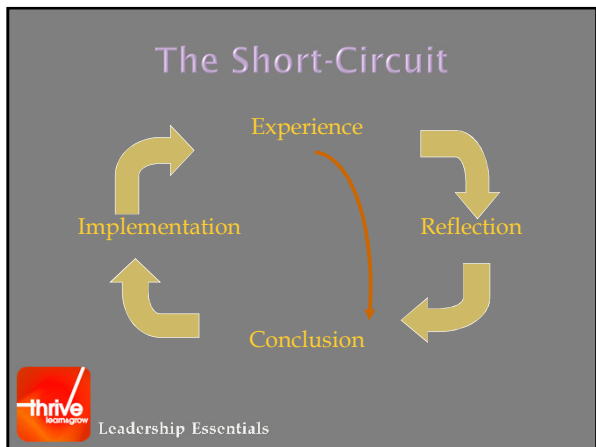
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## The Art of Asking Questions

When Jesus came to the region of Caesarea Philippi, he asked his disciples, "Who do people say the Son of Man is?" They replied, "Some say John the Baptist; others say Elijah; and still others, Jeremiah or one of the prophets." "But what about you?" he asked. "Who do you say I am?" Simon Peter answered, "You are the Christ, the Son of the living God." - Matthew 16:13-16



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## What Everyone Wants to Know from Their Leader

1. What do you want me to do?  
(Responsibilities)
2. What does it look like when it is done well?  
(Expectations)
3. Will you help me when I need it?  
(Support I can expect)
4. Will you periodically let me know how I am doing?  
(Feedback)



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## Responsibility Dialogue

- What do you understand your responsibilities to be?
- What will these responsibilities look like if they are done well?
- Which of these responsibilities / expectations do you feel prepared to fulfill?
- Where do you see some development needs for you in order to fulfill these responsibilities and expectations?
- What kind of feedback is helpful to you?
- Who needs to participate in this dialogue/responsibility with you?



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