

## **GROW LEADERS SLOWLY**

### **Create Opportunities for Engaged Members to Explore Leading**

#### **ALONG THE WAY, DISCOVER MEMBER'S LEADERSHIP STYLES BY ASKING:**

- Are you more comfortable working with a small or large group?
- Do you prefer "hands on" or "hands off" activities?
- Are you more comfortable as a leader or follower?
- Would you possibly be comfortable taking the lead for a small, one-time activity?
- Are you comfortable offering new ideas? Sharing your new idea?
- Are you comfortable leading others to accomplish your new idea?
- Would you look forward to an AAUW leadership position someday?
- What help do you need from me?

#### **OBSERVE THEN ASK ENGAGED MEMBERS TO TAKE A LEAD ROLE**

- Leaders can best build relationships with member-volunteers when gathering in small groups.
- In small gatherings, leaders get to know members' leadership styles.
- Who are the observers?
- Who are the note-takers?

#### **LEADERS CREATE MANY DO-ABLE LEAD ROLES:**

- Be willing to assume the coordinator position to pull together those taking small leads.
- Match lead roles with a member's motivational needs.
- Always connect activities to the mission to benefit women and girls.
- Let them know what the goal is, what tasks are suggested and what timeframe is needed. With that knowledge, members can decide:
  - Whether or not they want to take the lead.
  - When they have completed the task successfully.

#### **ALLOW FOR AUTONOMY FOR DIFFERENT WAYS OF DOING**

- ASK for questions, concerns or barriers and determine how you can help overcome them.
- BE THERE to help, or offer to help whenever possible.
- Allow member-volunteers to "own" implementation of their AAUW mission-related suggestions.
- Recognize accomplishments and goals met.

#### **LEADERS CREATE SHARED LEADER OPPORTUNITIES & HELP REDUCE BARRIERS**

- Create opportunities for members to take a small lead.
- Personally encourage all member-volunteers to take even a small lead.
  - Allow member-volunteers autonomy over their roles providing opportunities for growth and development.