

## Alpha Business Coaching Newsletter

# "Developing Company Leaders"

**Dear Small Business Owner:**

Are you developing people in your company to be leaders? This may sound like a nebulous and hard to define assignment but it's really not. This part of people development can be broken down into steps so you can effectively create the leaders you need in your company.



**Define who the leaders are in your organization.**

Don't forget to include those who are the natural leaders even if they don't have the title.

**Review the company's mission and vision** with your leaders (this assumes you have these!) Make sure the company direction is really understood.

**What skills are needed for success?** People will already have some skills; for others, they will need training.

**Decide how you (or their manager) will delegate to them.** What tasks will this include? Remember, it's better to delegate what you want the outcome to be, not the specific steps. Most people will want to figure out the steps on their own.

**Set clear goals and objectives** so everyone knows where they're headed. Then provide regular feedback about how they're doing along the way. This should range from quick, daily interactions to formal performance reviews. I strongly recommend 90-day reviews so data is kept current.



**Have a defined reward system.** When will you give raises, bonuses, and spot rewards? This needs to be understood by all. It's a primary motivator to most people.

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The care and feeding of your leaders is critical to affect your goals through others. Any time spent on this isn't taking away from running the company; *it is running the company*. If you need help putting these steps in place, give us a call.

Sincerely,

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