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|  | **| Development | September 22, 2015** |

**To See How the Leader Is Doing, Look at the People**

*Leadership Gold*, Chapter 9

by John Maxwell

**Revealing Questions to Ask about Followers**

* Question #1: Are the people **following**?
* Question #2: Are the people **changing**?
* Question #3: Are the people **growing**?

As a leader, my success in developing others will depend upon my:  
  
High valuation of people – This is an **attitude** issue.  
High commitment to people – This is a **time** issue.  
High integrity with people – This is a **character** issue.  
High standard for people – This is a **goal-setting** issue.  
High influence over people – This is a **leadership** issue.

* Question #4: Are the people **succeeding**?

Leaders may **impress** others when they succeed,

but they **impact** others when their followers succeed.

**My Takeaway/Closer**

My success as a leader is all about the people who are following me.

Developing the leaders AROUND you is a key function of effective leadership.

What one thing can you do this week to lead others?

**Questions**

How do you know people are following you?

How do you know they are changing and growing?

What do you do to help your followers succeed?

What’s your takeaway?

What’s your action step?

**Background**

Central Themes in *Multipliers* by Liz Wiseman

1. Diminishers underutilize people and leave capability on the table.
2. Multipliers increase intelligence in people and in organizations.  
   People actually get smarter and more capable around them.
3. Multipliers leverage their resources.

The 5 Disciplines of the *Multipliers* by Liz Wiseman

* The Talent Magnet – Attracts talented people and uses them at their highest point of contribution.  
  (Diminisher: The Empire Builder)
* The Liberator – Creates an intense environment that requires people’s best thinking and work.  
  (Diminisher: The Tyrant)
* The Challenger – Defines an opportunity that causes people to stretch.  
  (Diminisher: The Know-It-All)
* The Debate Maker – Drives sound decisions through rigorous debate.  
  (Diminisher: The Decision Maker)
* The Investor – Gives other people the ownership for results and invests in their success.  
  (Diminisher: The Micro Manager)

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* Question #1: Are the people \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
* Question #2: Are the people \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?
* Question #3: Are the people \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?

As a leader, my success in developing others will depend upon my:  
  
High valuation of people – This is an \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ issue.  
High commitment to people – This is a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ issue.  
High integrity with people – This is a **character** issue.  
High standard for people – This is a **goal-setting** issue.  
High influence over people – This is a \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ issue.

* Question #4: Are the people \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_?

Leaders may **impress** others when they succeed,

but they\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ others when their followers succeed.

**Takeaway**

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**Notes**

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