



LEADERSHIP EXCELLENCE

TOOLKIT



10

**DEVELOP
TALENT**

HOW TO USE THE TOOLKIT

1. Cultivate Key Habits

This toolkit is designed to help you ***cultivate key habits*** to become the leader who inspires, influences, and leaves a permanent impact.

2. Learn from Golden Stars

Each Golden Star has a ***unique Toolkit***.

This is not a stand-alone resource. Use it in ***conjunction*** with the 10 Golden Stars to Leadership Excellence ***Book*** and/or ***Masterclass***.

Maximize this learning opportunity by ***answering*** the questions in the space provided, with ***honesty and self-reflection***.

3. Return to the Toolkit

Use the toolkit as a method to ***monitor your leadership growth***.

Regularly return to this toolkit to ***refresh your knowledge*** and compare past to present.



ASSESS YOUR DEVELOPER STYLE

Reflect on your style of leadership and how you use it to develop others.



Doctor



Expert



Coach



Counselor

Is your developer style a Doctor, Expert, Coach, or Counselor?

Are there situations where you might need to adapt your preferred style to better serve your team?

SELF - COACHING

Reflect on your coaching experience.



Coach

Have you been coached or given coaching?

What lessons did you learn, what went well and what needed improvement?

Use your insights and plan how to improve your techniques to develop yourself and your team.

TALENT DEVELOPMENT

How do you nurture talent within your team.



Do you provide opportunities for growth through mentoring and coaching?

Do you use delegation as a tool for enhancing skills and building individual competence?

BECOME A MULTIPLIER

Reflect on your ability to amplify the capabilities of your team.



Is there anything you could do to make your team members feel more valued and respected?

Can you find new ways to encourage open communication and bigger thinking?

S

SPECIFIC

M

MEASURABLE

A

ATTAINABLE

R

RELEVANT

T

TIME-BOUND

GOALS

Set **2-3 SMART** goals for the concepts we have covered. For example:

“Over the next six weeks, I will adopt the Multiplier approach by organizing fortnightly brainstorming sessions aimed at amplifying the collective intelligence of my team. I will do this by encouraging each team member to contribute at least one idea or solution to a current project or challenge we are facing.”