

Building a Team of Leaders

Seeing, Developing, and Empowering the Talent in Your Building

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5 Signs of a Hidden Leader

1. They solve problems without being asked
2. Others go to them for advice
3. They volunteer for the hard stuff
4. They think beyond their role
5. They handle conflict with grace

Leadership Talent Map

Write the initials of people in your building in each quadrant.



Notes

From Seeing to Developing

The Development Ladder — 5 Levels

Level	Action	What It Sounds Like
1	Observe	“Come sit in on this meeting with me.”
2	Assist	“Help me plan this.”
3	Lead with Support	“You run it; I’ll be there.”
4	Lead Independently	“This is yours. Own it.”
5	Mentor Others	“Now teach someone else.”

The Tuesday Afternoon Test: If you got hit by a bus on a Tuesday afternoon — could your school open? Could your campaign keep moving? Could your parish run Sunday Mass?

My 30-Day Action Plan

Name 1: _____ Opportunity: _____

Name 2: _____ Opportunity: _____

Name 3: _____ Opportunity: _____

One conversation I will have this week:
