

LEADERSHIP DEVELOPMENT TABLE

LEADERSHIP LEVEL	Structure Test 1: TURNOUT	Structure Test 2: TAKING ACTION	Structure Test 3: BUILDING RELATIONSHIPS	Structure Test 4: ACHIEVING CHANGE	Structure Test 5: BUILDING A TEAM & INVESTING IN THE DEVELOPMENT OF OTHERS	Structure Test 1: STORYTELLING
POTENTIAL LEADER	1	Attended a local action	Keen to build relationships	Angry about injustice	Wants to develop themselves and others	Has thought about their story and started to tell it.
TERTIARY LEADER (participating and understanding)	2-9 Understands why turnout is important	Played a role in an action Understands what constitutes a good action	Has 121s with and has built relationships with people within their institution Understands why relationships are the core of organising	Identified winnable issue in their community Understands the importance of negotiation and compromise. Can spot worthwhile and winnable issues.	Offers informal support or encouragement to another Understands the iron rule and why leadership development is important	Has attended storytelling training/ workshop Understands the importance of storytelling and how to tell a good story
SECONDARY LEADER (doing)	10-19	Played a public role in an action	Has 121s with and has built relationships with people outside their institution	Taken part in a negotiation with decision makers and made a step towards tangible change	Made a plan for developing another leader	Has told their story as part of a public meeting
PRIMARY LEADER (leading and teaching others)	20-49 Can teach others why turnout is important	Led a small action Routinely takes internal and external actions	Has built relationships with decision makers and power players in their community Can explain why it is important to be intentional about relationships	Achieved tangible change in their community Can teach others to win campaigns	Built a core team and relates to it effectively Can teach others to build teams and develop leaders	Has told their story in a high-pressure situation (e.g. media/public action) Can coach others to tell their story
VETERAN LEADER (mastery)	50+	Naturally engages in a habit of action Can evaluate actions effectively	Built a network of strong relationships with a diverse range of people in their neighbourhood	Achieved change of national significance	Nurtures and edevelops others in a variety of teams and contexts	Comfortable telling a range of stories in a variety of contexts

4 principles of good leadership development

1. Transparency

2. Consent

3. Intentionality

4. Mutuality

Wins
(both big
and small)

**Taking part in
internal/public
action**

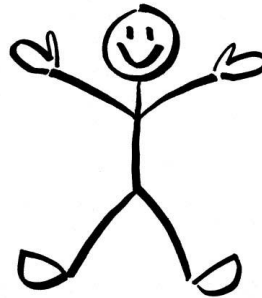
Institutionally
minded

Listening

Anger

**Public
storytelling**

Accountability
1. The iron rule
2. One-to-one's
3. Self-evaluation



Curious

Relational

Interested in
developing
others

**Setting 1-2-1
targets**

Support
1. Training
2. Coaching

Questions to consider

- Why are they interesting to you?
- What is your plan for them?
- What do you think their interest is in being developed in this way?
- What do you think their potential is within the next 6 months?
- How will you support them?

THANK YOU!

citizens^{uk}

Turning Learning into ACTION!

CITIZENSUK

17th December: Winter Action on Homelessness

- Calling on the Government to extend housing support across the winter months & during the pandemic
- Making sure this includes all people at risk regardless of their immigration status!
- Our virtual action will include a live stream to Westminster, where leaders will deliver a small gift and card to Housing Minister Robert Jenrick.
- **Bring a candle with you to share a message of light & hope with those who may not have a safe place to stay this Winter.**
- More details to be revealed during the action..!

7th January: Evaluation session

- 45-minute evaluation session, open to all leaders who attended at least one Learning Thursdays session in 2020.
- Friendly & open forum for discussion – feedback helps us make sessions more valuable for leaders, so all honest reflections very welcome!

Find more info & Register here – <https://www.citizensuk.org/learning>

And we'll be back for the first 2021 Learning Thursday on 14th January!

