

## Four Steps to Developing Strong Leaders

### 1. Focus on Strengths

Too many programs focus on improving peoples' weaknesses. Why should we take the path of most resistance? Instead, focus on what they already do well (naturally). That is where your greatest return on investment will come.

### 2. Empower through questions

If you want future leaders, learn to give fewer answers. Draw people into the conversation and help them grow by asking powerful questions. This leads to better, faster and longer lasting learning. It also breeds greater levels of responsibility and ownership.

### 3. Help them set S.M.A.R.T. goals

This simple acronym will help you set goals that are much more meaningful and actionable than the goals most people set. Make them Specific, Measureable, Attainable, Relevant and Time-specific. It will make all the difference.

### 4. Coach for performance

Repeat the process. As they pursue the achievement of their goals be a resource for them. Help them stay focused on their strengths. Continue to empower them by asking good questions instead of giving them all the answers. Help them set new S.M.A.R.T. goals and/or refine the old ones.



1. Kouzes and Posner, [The Leadership Challenge](#) (Jossey-Bass, San Francisco, 2007) p. 26