

*Planting the Seeds of Growth:
How to Invest in Your Emerging Leaders*

Presented by

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Your Credit Union Partner



What does
tomorrow
look like?

**“The function of
leadership is to produce
more leaders, not more
followers.”**

Ralph Nader



Tomorrow



Loading....

Considerations for tomorrow's leaders



- **Agility** – ability to think, decide and inspire in dynamic times.
- **Empathy** – an ability to bring people together around different and complex issues (e.g. social, economic and political issues).
- **Selflessness** – confidence and wiliness to be generous with those they lead.
- **Vision** – Unwavering commitment to a clear vision/mission and ability to communicate and inspire action to make it a reality.
- **Listening** – on multiple levels, tuned into the emotions of the people they lead and work with.
- **Humility** - Modest about their value and encourage others to shine.

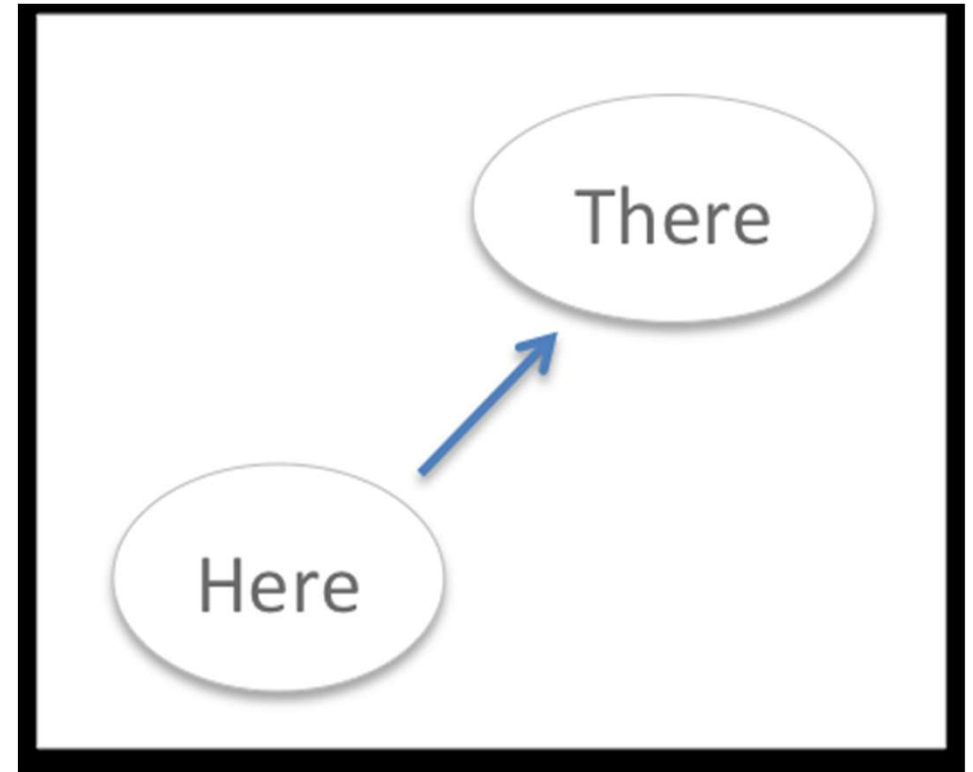
Considerations for tomorrow's leaders

- **Soft Skills** – interpersonal interactions to reach and connect with individuals.
- **Flexible and Adaptable** - can adapt quickly to and lead through a changing environment.
- **Quick learner** – learns quickly, is coachable and can navigate a rapidly changing environment.
- **Cultural intelligence** – understands, appreciates and leverages diverse cultural perspectives.
- **Authenticity** – ability to connect and built trust with others



How do we get there?

“My main job was developing talent. I was a gardener providing water and other nourishment to our top 750 people. Of course, I had to pull out some weeds, too.” — Jack Welch



Identify and Assess leadership skill sets

- **Clarity** - know what you want
- **Observe** - do they display the character and work ethic you seek?
- **Challenge** - give them opportunities to develop their skills and to fail
- **Gather** - gain input from co-workers – ask the right questions
- **Assess** - dive deeper to understand personality and predict behavior

*“Being a **leader** is a lifestyle decision; it means you're willing to take care of others.”* Simon Sinek



Proactive Recruitment

- Don't wait until a seat is empty – create a pipeline of talent
- Identify search resources – blogs, social media, networks, resume data bases
- Search for the right words or phrases – e.g. create, manage, administer, design, configure.
- Have a compelling “Why”

This isn't a time to sit back and wait for the future to unfold. Your success will depend on the people you have to manage the change.



Cultures that inspire high performance

- Collaborative
- Innovative
- Agile
- Communicate
- Supportive
- Healthy
- Comfortable
- Accountability
- Recognition
- Congruent

Culture is the character and personality of your credit union. It's what makes your organization unique and is the sum of your values, traditions, beliefs, interactions, behaviors, and attitudes.



Onboarding and Development Plans



Identify career growth aspirations – then design a plan around their goals.

- [Seventy-two percent](#) of Millennials say they value opportunities for career advancement.
- “*Opportunities for career progression*” and “*excellent training and development programs*” were [#1 and #3](#) when Gen Y were asked what makes an attractive employer.
- One of the ways millennials want their employers to invest in them is through career development. [60 percent](#) would pick the job with strong potential over one with regular pay raises.

Benchmarking for job fit

- Identify the roles you want to benchmark
- Don't forget personality (analytical, social, comfortable leading)
- Establish the benchmarks – seek input from people close to the role and/or benchmark current top performers.
- Interview and assess
- Check for alignment

According to the U.S. Department of Labor, the price of a **bad hire** is at least **30%** of the employee's first-year earnings. For a small **company**, a five-figure investment in the **wrong** person is a threat to the business.



Opportunities for Diversity



As workforce and member demographics shift, workplace diversity becomes a necessity.

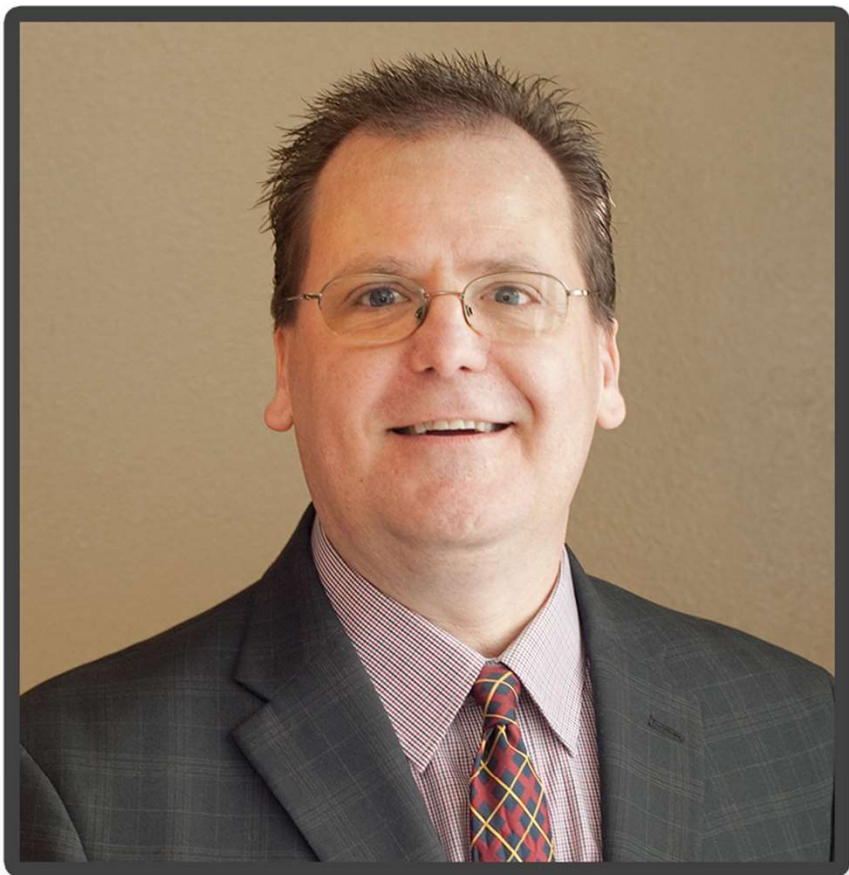
Why its important:

- Member insights
- Creativity
- Innovation
- Decision making
- Relevance

3 THINGS

Three things for you to consider





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