



5 Minute Activity

Make Time for Mentoring

Lead Through Relationships

One of our foundational beliefs about leadership is that you lead through relationships. Let's take a minute to read the excerpt from an interview with Simon Sinek, author of "*Why Leaders Eat Last*", discussing leadership lessons learned during COVID. His comments speak to one of our core philosophies: lead through relationships. The excerpt below speaks to the value of making time for mentoring.

Leadership has nothing to do with rank or title. I know many people who sit at the highest levels of organizations who are not leaders. We do as they tell us because they have authority over us, but we don't trust them, and we wouldn't follow them. And yet I also know many people who sit at very low levels of organizations that have no formal rank and no formal authority, and yet they've made the choice to look after the person to the left of them and the person to the right of them, and we would trust them and follow them anywhere. Leadership is the responsibility to see those around us rise. It's the responsibility to take care of those around us. That's what leadership is. It's not about being in charge. It's about taking care of those in our charge. And the only thing title and authority allow you to do is lead with greater scale. Every single one of us has the opportunity to be the leader we wish we had. Every single one of us.

Emerging Leaders (101): Read the excerpt above and choose one statement that resonates with you. Share the statement with others and explain your choice.

Established Leaders (201): One tendency leaders sometimes have is the desire to solve problems for others. It's what we do, right? Describe a situation when solving a problem is the right thing to do. Now, describe a situation when asking questions would be the appropriate response.

Tenured Leaders (301): Sinek makes the following statement, which reminds me of something Doc would say, "Leadership is the responsibility to see those around us rise. It's our responsibility to take care of those around us. That's what leadership is. It's not about being in charge. It's about taking care of those in our charge." Think about your role as a leader. Who have you mentored? Discuss how you have mentored others. Discuss how you were mentored and by whom.