The One Practice of Leadership Development That Transcends Words

Your team isn't developing leaders and now the shortage of leaders is creating a mess for the whole organization. Your staff is stressed out and volunteers feel unappreciated and out of the loop. The lack of development is obvious and the same ole people are doing all the work.

Your team just isn't getting it. You've preached it, set development goals, and even shown them training videos. But nothing. They're still not getting it.

Maybe the problem isn't in the *telling them to do it*; perhaps the problem is in the *modeling of how to do it*. If you're not modeling leadership development yourself, then your team will not see it as a value, no matter how much you talk about it.

I see it all the time – senior leaders placing expectations on their teams to do things that they themselves are not doing. Here's what I've discovered in over 30 years of doing leadership development: **Modeling speaks louder than words.**

Modeling gives people a vision of what could be. Modeling provides a template others can follow. When leaders see a picture of how it could be, then they believe it can be reality.

So maybe it's time for you to take a long, hard look in the mirror and ask yourself, "have I been a strong model of leadership development for my team?" If the answer is no, make a promise to yourself to get started developing leaders yourself TODAY, then the mess beneath you might just begin to go away.

Additional Resources:
 Video: [3 Questions to Diagnose Your Leadership Development Results](#)

> [Read more from Mac](#).

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