

# Level Up

## GUIDE

LEVEL UP

LEADERSHIP

INNER CIRCLES

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## SESSION SUMMARY:

In this video, John teaches that success depends on the people you surround yourself with. Effective leaders build tight inner circles of one to four key influencers who receive focused attention and development. As organizations grow larger, inner circles should become smaller and more strategic. The goal is multiplication, not addition - developing leaders who can influence others throughout the organization. This creates a sustainable leadership pipeline where everyone empowers others, building a robust culture that doesn't depend on one person.

## GROUP QUESTIONS:

- What does it mean to you that 'you are only as good as the people you surround yourself with'? How have you seen this principle play out in your own life or leadership experience?
- Why do you think it's counterintuitive that as organizations grow larger, the inner circle should become smaller rather than bigger?
- How can leaders balance investing deeply in a few people while still caring for and connecting with everyone in their organization?
- What's the difference between 'playing favorites' and strategically investing in key influencers? How can leaders maintain this healthy distinction?
- What are some practical ways to identify who should be in your inner circle? What qualities or characteristics should you look for?
- How does the concept of multiplication versus addition change the way we think about leadership development and organizational growth?
- What challenges or obstacles might prevent someone from effectively building and maintaining leadership inner circles, and how can these be overcome?

## APPLICATION:

This week, identify 1-3 people in your sphere of influence (whether at work, in your family, or in your community) who could be part of your inner circle. Commit to intentionally investing extra time, energy, or mentorship into at least one of these individuals. Schedule a coffee meeting, offer to help with a project, or simply have a deeper conversation about their goals and how you can support their growth.