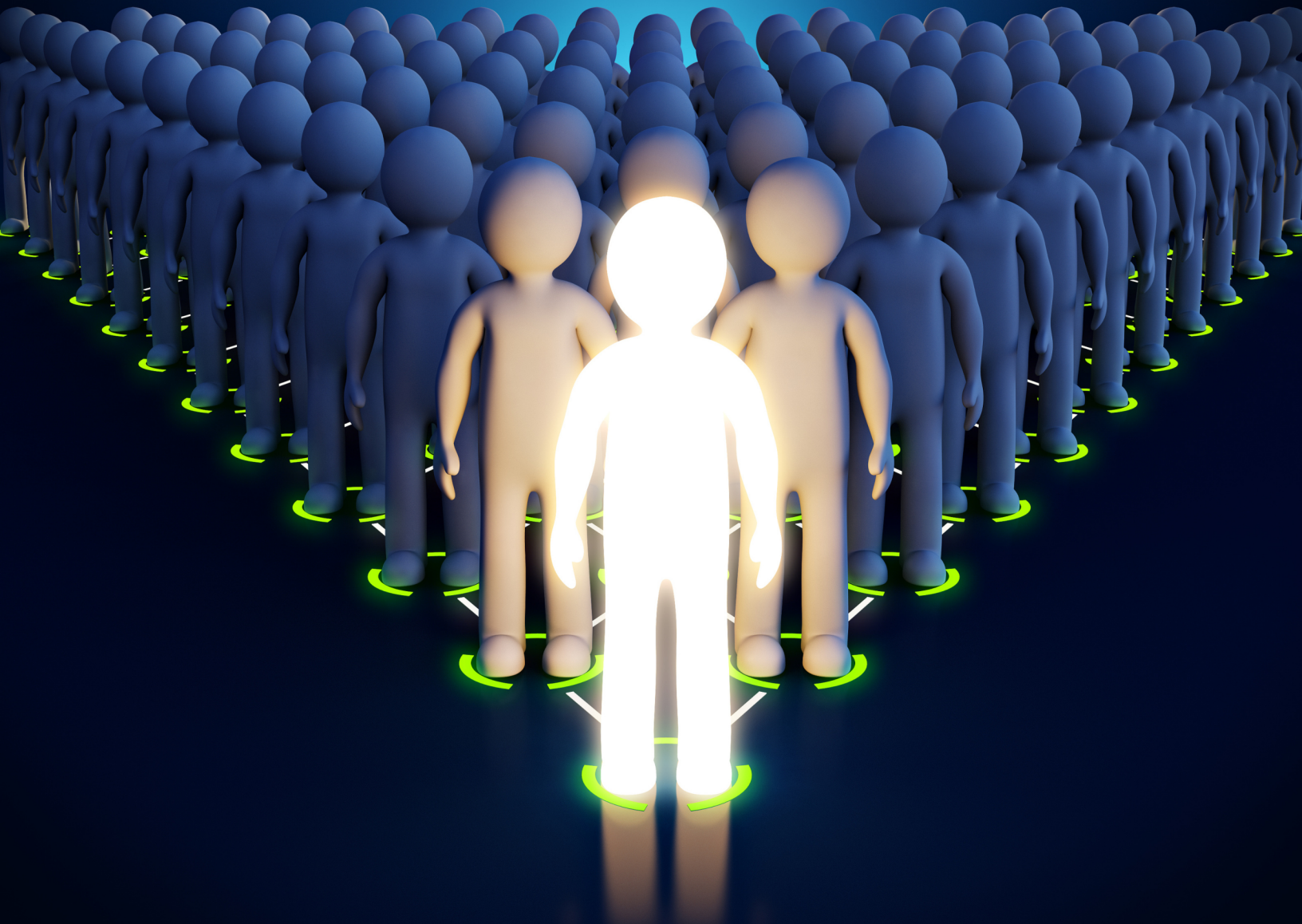




THE
JOHN BARRETT
LEADERSHIP PODCAST



LEADER GUIDE



LEADER GUIDE



Notes

Episode 61: Master The Art Of Training Others



Your number one job as a leader is to develop other leaders. It's to replace yourself. It is to work yourself out of a job.

The more you develop other leaders, the more _____ you become.

You will never be a great developer of others unless you first develop _____.

If you're not developing yourself, how in the world can you expect others to be developing? You can't. You can't give what you don't have. You cannot develop other people if you don't spend time developing yourself.

The best leaders are great at pulling out the _____ in others.




MPO
Managing Performance in Organizations

A Scientifically Validated Approach to Enhance Business Performance

Once deployed within your organization, MPO contributes to tangible improvements across a range of business operating facets.

- ✓ Make sound hiring decisions
- ✓ Improve employee retention
- ✓ Foster a sense of belonging
- ✓ Produce evolved leaders
- ✓ Mobilize teams
- ✓ Develop workforce skills





Reflection

Episode 61: Master The Art Of Training Others

Episode Summary:

In this episode, you'll discover why leading people requires a completely different skill set than excelling as an individual contributor. While many leaders are promoted because of their personal performance, the leaders who create lasting success learn how to bring out the best in others.

You'll learn three foundational practices that can help you become a stronger developer of people: investing in your own growth first, understanding how each team member is uniquely wired, and seeking honest feedback on your effectiveness as a leader. These simple but powerful habits can transform the way you lead and influence those around you.

Reflection Questions:

1. John says a leader's number one job is to develop other leaders. Do you agree with that? How does that compare to how leadership is typically practiced in your experience?
2. He draws a distinction between leadership as multiplication and management as addition. What does that difference look like in a real, everyday setting?
3. The first principle is to train yourself before you try to train others. How intentional are you currently about your own personal growth plan? What does it look like right now?
4. John talks about understanding different learning styles and compares leading people to playing chess rather than checkers. Can you think of a time when you treated everyone the same and it did not work well? What did you learn from that?
5. He recommends using tools like personality and learning style assessments to better understand the people you lead. Have you ever used any of these tools? How did they help or fall short?
6. The third principle is getting consistent feedback on how you are doing as a trainer or developer of others. Why do you think so many leaders avoid asking for this kind of feedback?
7. John suggests asking two specific questions: What do you need more from me, and what do you need less from me? How comfortable would you be asking those questions to someone you lead or mentor? What makes it feel risky?