






FIVE PHASES OF MENTORING LEADERS

	<p>I Do It</p> <p>Before delegating authority or responsibility, model how to effectively complete the task. This gives the youth an understanding of what is expected.</p>
	<p>We Do It Together</p> <p>Invite the YOUer to work along with you. This gives the youth experience and confidence.</p>
	<p>You Do It, I Will Support</p> <p>Know when it is time to “step aside” and allow the YOUer to solo. Ask him or her to lead, but be close by to offer support and encouragement. Let them know that they are in charge but that you are close by for support.</p>
	<p>You Do It, I Will Move On</p> <p>If we seriously want to transfer leadership, then this phase is a “must”. We must step out of the way and not allow our egos to prevent us from the beautiful experience of seeing that our YOUers can and will do a good job.</p>
	<p>You Teach Someone Else</p> <p>Time to give them wings! This perhaps, is the most exciting phase of all, for it truly involves the extended involvement of more people teaching others. This phase is something you can help your new leaders learn by teaching them the above phases and allowing them to practice them with others.</p>