



The Many Facets of Leadership

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WANTED: MENTORS

Every organization needs members willing to be mentors. Why don't YOU give it a try? We can assure you that the newer members will be most appreciative as it will not only help them to feel more welcomed but also give them a dose of courage to accept positions of responsibility. And what club doesn't need members willing to grow and move into the line of succession?

What exactly does it mean to be a mentor?

Definition of Mentoring

Mentoring is a **supportive and developmental relationship** in which a more experienced person (the *mentor*) guides, advises, and encourages a less experienced person. It involves sharing knowledge, skills, and perspectives to help the emerging leader grow personally and professionally. Mentoring goes beyond instruction—it focuses on **inspiration, confidence-building, and long-term development**.

Key Points:

- **Purpose:** To help the emerging leader reach their potential and prepare for future roles or responsibilities.
- **Nature:** A relationship built on **trust, respect, and mutual learning**.
- **Approach:** Mentors listen, advise, challenge, and model positive behavior.

Outcome: Increased confidence, leadership ability, and engagement within the organization or community.

Mentoring potential leaders in a volunteer organization is both rewarding and essential for continuity and growth. Here's a concise guide you can use for training, planning, or mentoring discussions:

Mentoring Potential Leaders in a Volunteer Organization

1. Purpose of Leadership Mentoring

- **Develop future leaders** who understand the organization's mission, values, and goals.
- **Ensure continuity** by passing on knowledge, skills, and traditions.
- **Empower members** to take initiative, lead projects, and contribute fresh ideas.

Continued on page 2.



2. Identify Potential Leaders

Look for members who:

- Show **initiative** and follow through on commitments.
- Ask good questions and show **curiosity** about how things work.
Exhibit **empathy and teamwork**, not just ambition.

Tip: Don't limit leadership to outgoing personalities—quiet, thoughtful members often make excellent leaders.

3. Build Relationships First

Effective mentoring starts with **trust and connection**:

- Take time to learn about their **goals, strengths, and challenges**.
- Share your own leadership journey—successes *and* mistakes.
- Offer encouragement and genuine appreciation for their contributions.

4. Provide Learning Opportunities

Give potential leaders:

- **Small leadership roles** (chairing a subcommittee, leading a meeting, managing a project).
- **Training workshops** on communication, planning, and teamwork.
- **Shadowing experiences**—invite them to observe leadership meetings or represent the group with you.

5. Model and Teach Leadership Skills

Focus on developing:

- **Communication** – clear, positive, and inclusive.
- **Decision-making** – based on input and consensus.
- **Delegation** – trust others with meaningful tasks.
- **Conflict resolution** – address issues constructively and early.
- **Mentorship mindset** – teach them to mentor others.

6. Encourage Reflection and Growth

Regularly ask:

- “What went well?”
- “What would you do differently next time?”
- “What did you learn about yourself as a leader?”

Reflection turns experience into wisdom.

7. Celebrate and Support Advancement

- Recognize new leaders **publicly** for their growth and contributions.
- Nominate them for leadership awards, committees, or officer positions.
- Stay available as a **coach or sounding board** even after they take on roles.

8. Create a Culture of Mentorship

- Make mentoring a **built-in part of your organization's structure**—not a one-time act.
- Encourage each leader to mentor at least one emerging member.

Celebrate “leadership chains” — where knowledge and encouragement pass forward.



14 THOUGHTS ABOUT BUILDING A GREAT CULTURE

1. Great leaders build and drive great cultures. They know it's their number one priority. They can't delegate it. They must lead and be engaged in the process.
2. Culture is the reason why great organizations have sustained success. Culture drives expectations and beliefs. Expectations and beliefs drive behavior. Behavior drives habits. Habits create the future.
3. Culture beats strategy. Strategy is important but it is your culture that will determine whether your strategy is successful.
4. If you focus on the fruit of the tree (outcomes and numbers) and ignore the root (culture) your tree will die. But if you focus on and nourish the root you always have a great supply of fruit.
5. When building a team and organization you must shape your culture before it shapes you. A culture is forming whether you like it or not. The key is to identify what you want your culture and organization to stand for. Once you know the values and principles that you stand for, every decision is easy to make; including the people you recruit and hire.
6. A culture of greatness doesn't happen by accident. It happens when a leader expects greatness and each person in the organization builds it, lives it, values it, reinforces it and fights for it.
7. Culture is dynamic, not static. Everyone in your organization creates your culture by what they think, say and do each day. Culture is lead from the top down but it comes to life from the bottom up.
8. Your culture is not just your tradition. It is the people in your building who carry it on. —Brad Stevens, Head Coach, Boston Celtics
9. When leading a new team or organization, it will take longer to build a new culture if you allow negative people from the previous culture to contaminate the process.
10. When you build a strong, positive culture most of the energy vampires will leave by themselves because they don't fit in. But you may also have to let a few energy vampires off the bus.
11. Creating a culture where people are afraid to fail leads to failure. Allowing people to fail and learn from failure ultimately leads to success.
12. Change is a part of every culture and organization. Embracing change and innovating will ensure that your organization thrives.
13. Progress is important but when innovating and driving change make sure you honor your tradition, purpose and culture. This generates power from your past to create your future.
14. Culture is like a tree. It takes years to cultivate and grow and yet it can be chopped down in a minute. Protect your culture.



Build the perfect team in 5 steps

Source: annissaaxtell | Infographic design by agrassoblog.org for educational and motivational purposes



Share your vision

Be clear about what you want your team to accomplish.
Establish your goals and create SMART action steps.



Determine your values

Knowing your values will help you create your team culture.
Your values motivate your thoughts, behaviors and language.
They serve as little transporters to your vision.



Establish your set of norms

How do you want your team to interact? Sound? Look?
Together, create a set of norms that will hold your team accountable for your values.



Gauge staff engagement

Determine who your go-getters are. Find out who is coasting and look for those who are completely disconnected from their work.



Create short-term wins

Short-term wins are just a little reinforcement to say.
"We're on the right track. Keep up the good work." It builds up all of those feel-good hormones and helps the team accept you as their leader.

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"Loving your team also means you challenge them to reach their full potential. You don't let them settle for anything but their best."

Jon Gordon

Comments and suggestions for future topics may be sent to cfwcleadership@gmail.com