



THE ALIGNMENT PROJECT

LEADING YOUR TEAM / LEGACY

LEADING THE NEXT GENERATION

*"One of the biggest issues
in any organization is
leadership development."*

WITH BOBBY BOGARD

No man has to walk alone.

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One of the biggest issues in any organization is leadership development. A leadership pipeline requires structuring a pathway that invites younger talent in, a system where they can touch and feel the culture, hear the exchange of ideas, and observe the pressures of executive-level leadership up close.

A leader's impact is not measured by how hard they work, but by how many leaders they draw, develop, and empower.

JOHN MAXWELL / AUTHOR

2 TIMOTHY 2:2

"You have heard me teach things confirmed by many reliable witnesses. Now teach these truths to other trustworthy people who will be able to pass them on to others."

01 PURSUE YOUNGER TALENT

IT STARTS WITH GENUINE CARE

Building a generational pipeline requires pursuing younger talent, and two characteristics make that pursuit succeed. The first is **demonstrating that you really care about their world**. The second is **making yourself vulnerable and approachable**. **You cannot develop who you will not get near.**



KEYS TO BUILD THE PIPELINE

01 BE IN TOUCH

Make a sincere effort to be in touch with what matters to them. Young leaders are less about becoming a “company” employee and more about a mission or movement that impacts the world around them.

02 POUR INTO THEM

There is an intense desire to be mentored among young leaders. They want to know how you succeeded, but just as much, they want to know the mistakes you made along the way. They want the whole story.

03 CAST VISION THAT UNVEILS THE FUTURE

Inspire and lead. Show them a future worth climbing toward, and let the vision do the recruiting.

04 GIVE THEM COMMUNITY

Provide an environment where they’re heard, empowered, and given permission to climb the hill together. They can move faster than any generation before them. Do not manage them, free them. Do not fear them, trust them. It may be messy, but messy can be worked out.



LOOK FOR SONS AND DAUGHTERS

THE GAME-CHANGER

An organization must encourage its leadership to look for **sons and daughters** rather than people who can merely fill positions. Here is why. Sons and daughters have bought into the mission and want to contribute to its success. They inspire those around them and reinforce the culture. They're future leaders who won't waste their training.

They are not entitled, they are invested. They are not "gold diggers," they are entrepreneurial. **Lead generationally. The future depends on it.**

REMEMBER

Look for sons and daughters, not
people who can fill a position.
Then free them to build.

*"Look for sons and
daughters, not people who
can just fill positions."*

KNOW WHERE YOU STAND

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