

Volunteer Leadership Pipeline

	Volunteer	Team Leader	Coach
Leadership Level	Leads Self	Leads Others	Lead Other Leaders
How They Lead	Individual contributor; work is accomplished through their singular efforts.	Influence others through high performance. They model how things should be done.	Influence others by being present; set the example and observe and direct.
What They Do	Serve by completing tasks and specific responsibilities.	- Lead by example, model for others the way things should be done (Player/Coach). - Embrace and follow proven methods. - Take initiative to grow and improve.	- Lead team leaders. - Recruit and build teams of volunteers. It's no longer about what the individual can do, but what the team can do. - Set clear expectations for team members. - Manage conflict. Solve problems. Provide Feedback.
Evidence of Next-level Potential <i>(What They Have Demonstrated)</i>	- They have focused on priorities and gotten results. - They've shown and taken initiative. - They've maintained a positive attitude. - They've shown relatability. - They're likable and sincere and have influence with others	- Through high performance, they've increased credibility and influence with others. - They've compelled others to perform. - They demonstrate TEAM thinking: Together Everyone Achieves More. - They've edified the organization's leadership.	- Leadership is becoming their "specialty." You can picture them leading outside their area of expertise. - They have successfully built teams in their current area of responsibility. - They've demonstrated 360 influence. - They manage conflict well. - They demonstrate high levels of character, chemistry and competence.