

Leader Basic # 6

Develop Future Leaders

Continue to develop and build in L'BRI by helping team members reach their goals. Developing future leaders increases team bookings, sponsoring and sales. Even if you are a new leader, you can develop future leaders. Why? Because you know how to become a leader. You made it happen! Your plan to develop new leaders is simple. These FOUR words define your action steps:



Inspire • Identify • Invite • Invest

Inspire

Share the advantages of leadership so Consultants can discover why becoming a leader would be valuable to them.

- Include the benefits of leadership in some way during each team training event.
- Use the *L'BRI Income Opportunity & Profit Plan* as a way to show the many benefits of leadership and the steps to moving up.
- Take every opportunity to identify the qualities the Consultants on your team consistently demonstrate. Share with them that those same qualities will help them succeed as a leader.

Identify

What qualities and activities do you look for that helps you identify a future leader?

Here are a few ideas:

- Has a successful personal business – consistently holds Shows, samples, makes customer care contact, and sponsors
- Offers support and training to those she sponsors
- Asks leadership questions – asks about what you do as a leader
- Is eager to learn basic Consultant skills and also leader skills
- Has a positive attitude – finds a way to rise above challenges
- Sets and reaches goals
- Puts consistent effort into her business even if she does not have extremely high results yet
- Is a new Consultant who sets high income goals or is reaching high Quick Start Rewards

List the Consultants you identify as future leaders and the qualities you see in them that will help them succeed as a leader.



Consultant	Qualities

Leader Basic # 6

Develop Future Leaders

Invite

To help your future leaders achieve their goals, invite them to work closely with you to build a team of their own. Here are a couple of examples of how to invite them:

“Carla, is increasing your income something that interests you? Great! I’m putting together a future leader team. I would love to invite you to be a part of it so you can work closely with me to become a Supervisor.”

“Melissa, your personal business is so consistent. As a leader, your income on those same sales would have been much more. How would you feel about working closely with me to build a team of your own?”

You Make a Difference!

It is important to let your future leaders know how much you believe in their ability to build a strong, successful team of their own. By you committing to help them each step of the way, they will begin to gain more confidence to learn new skills.

- Remind them often of the qualities you see in them.
- Recognize their effort even if results are not immediately produced.
- Build on the future leader’s strengths. If they are great at selling L’BRI products, help them apply those same skills to sponsoring. Both selling products and sponsoring employ the same elements: Sharing what you love about L’BRI, what L’BRI has done for you and how others can enjoy the same benefits.

Whether you choose to work with your future leaders individually or in a group, consider what you want to accomplish:

- Keep their personal business strong with lots of Shows, events, sampling to find new customers.
- Help them identify sponsoring leads.
- Support their sponsoring efforts with 3-way appointments and calls.
- Help them start their new Consultants successfully.
- Help them build a unified and supportive spirit within their team.



- Schedule a time to connect with your future leaders and invite them to work closely with you to build a team of their own.

*A leader is one who knows the way, goes the way,
and shows the way.*

— John C. Maxwell

Leader Basic # 6

Develop Future Leaders

Invest

Investing time, energy and belief in future leaders will help them develop into confident new leaders.

PROVIDE TRAINING AND SUPPORT

- Take future leaders on Shows with you to teach them how you present the L'BRI opportunity, how you identify sponsoring leads and how you approach them about taking a closer look at the opportunity.
- Help them create a powerful Share & Care Story.
- Guide them in creating a robust 'prospective Consultants' list: friends, family members, customers. Discuss what to say when contacting each person.
- Plan a Promote Out Celebration to accelerate qualifying as a new leader. Find an outline for this event in the Leader Academy tab of the Learning Center.
- Arrange 3-way appointments and calls with your future leaders to share the L'BRI opportunity with their prospective Consultants and also train them at the same time. After a few appointments they will gain the confidence and skills to be effective on their own.
- Help them create a daily action plan.
- Be in consistent contact with future leaders, especially after each Show. The Post-Show Follow-Up Questionnaire will help identify the skills they need to strengthen and also give you opportunities to congratulate them for the progress they are making.
- Regularly ask, "Who did you meet who may want to take a closer look at becoming a L'BRI Consultant? Let's set up a time to talk with them."
- Believe, believe, believe. Your belief in your future leaders will get them through disappointments and rough times.

By **INSPIRING** Consultants to become leaders, **IDENTIFYING** those who want to build a team of their own in the next few months, **INVITING** them to work closely with you and **INVESTING** time, energy and belief in them, you will develop confident new leaders.



- Sponsor two or more new Consultants each month to increase your pool of possible future leaders.
- Plan a strategy to develop the Consultants on your team who have a passion to grow, have some positive qualities, are willing to learn the skills and do the work that will create their succeed.
- Use the FIVE Step Coaching Process to begin your building partnership.