

The book cover features a light gray background with a large orange triangle in the top right corner and a large blue triangle in the bottom left corner. The title is prominently displayed in the upper half.

THE NEW GENERATION LEADER

RESOURCE GUIDE

**BECOMING THE
KIND OF LEADER
THE DIGITAL WORLD
NEEDS YOU TO BE**

AARON LEE

RESOURCE GUIDE

We built this guide to help you put **The New Generation Leader** into action.

As you become a **New Generation Leader**, we hope these resources will help you take next steps.

Let's get started with a simple assessment. You will also find this tool on page 16 of the book.

The New Generation Leader Framework

1. **How effective is your day-to-day communication with those around you?**

Mostly Ineffective

Very Effective

1	2	3	4	5	6	7
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2. **How effective are you in forecasting and leading change?**

Mostly Ineffective

Very Effective

1	2	3	4	5	6	7
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3. **When crisis hits, how effective are you at responding to and leading through the crisis?**

Mostly Ineffective

Very Effective

1	2	3	4	5	6	7
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4. **Looking at the people in your Inner Circle, how are the generations represented?**

Mostly Similar to Me

Multi-Generational

1	2	3	4	5	6	7
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RESOURCE GUIDE

5. How intentional are you at forming in-depth relationships in non-work settings, engaging socially and relationally?

Accidental

Intentional

1	2	3	4	5	6	7
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6. Do you have the wide representation of voices you need in your Inner Circle?

Mostly Similar to Me

Wide Range

1	2	3	4	5	6	7
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7. How intentional are you at finding a Champion and being a Champion for others?

Accidental

Intentional

1	2	3	4	5	6	7
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COMMUNICATION	
CHANGE	
CRISIS	
GENERATIONS	
TABLE	
CIRCLE	
CHAMPION	
TOTAL	

CHAPTER 1 RE-WRITING LEADERSHIP

Who is an up-and-coming leader you can begin to invest in before you need them to step into an official leadership capacity?

Begin setting time on your calendar to be intentional about investing in this **New Generation Leader**.



CHAPTER 2 COMMUNICATE

Where do you fall on these spectrums?

Solo ----- Social

Today ----- Tomorrow

People ----- Process

Lay out these spectrums for your team members and discuss what it means to bring a different perspective to your conversations

CHAPTER 3 CHANGE IS COMIN'

Change management makes people quiver. But it doesn't have to.

We discuss these four components in Chapter 3, and now we get to put them into action.

Follow these four steps to help cast vision for the next change your organization needs to make.

CELEBRATE RECENT WINS & TELL THE "WHY"

What has occurred recently which is worth celebrating? How can you clearly communicate the "Why" behind what needs to come next?

LAY OUT THE TENSION: LET THEM FEEL IT

There is a disconnect between where we are and where we need to be - how can you help everyone feel the tension?

PAINT A PICTURE OF THE POTENTIAL FUTURE

Help each person see themselves in the future vision and identify how they fit.



RECAP THE WIN + WHY THE NEW THING WILL KEEP THE WINS COMING

Don't let this slip by: celebrate each small win along the way and remind the team how it fits into the overall vision for the future.



CHAPTER 4 CRISIS 'ROUND THE CORNER

Teach your team about the 5 *Whys*, and then try it out the 5 *Whys* on one issue in your workplace.

Video on 5 Why's

CHAPTER 5 GENERATIONS

Look across your family, workplace, and key relationships. What relationships do you have in other generations?

Birth Dates	Generation	Worldview Orientation	Who do I know?
1928 - 1945	Traditionalist	Selfless	
1946 - 1964	Boomer	"Self"-Centered	
1965 - 1980	Gen X	Self-Reliant	
1981 - 1996	Gen Y	Collective Self	
1997 - 2012	Gen Z	Self-Aware	
After 2012	Gen Alpha	?	

CHAPTER 6 A SEAT AT THE TABLE

RELATIONAL COACHING MODEL

In the midst of chaos, change, or transition, coaching our team members needs to look different. The **Relational Coaching Model** provides a framework for calibrating support and challenge in our conversations.

When external forces are increasing the pressure of challenge (threats, deadlines, stress, etc.), the last thing we or our team members need is more challenge from within. Leaning into support allows team members to be heard, to voice frustrations, and to move forward collaboratively.

Our goal: to Liberate our team members by developing a culture of empowerment and opportunity. We want the best — for each team member and for our team.



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THE MODEL

The Relational Coaching Model is built on 4 questions which allow us to bridge the worlds of work and personal life. Our remote work environments are already bridging those worlds, so our leadership should embrace this reality.

Here are the four, progressive questions:

1. What is the one thing you think about most right now?
2. Tell me the 2 most negative outcomes you have experienced in this season.
3. Tell me the 2 best outcomes from this season.
4. What have you learned about yourself?

Where appropriate, the coach can offer their own insights to bridge the conversation and cultivate the relationship.

NEXT STEP

When you wrap up the conversation, offer these 4 questions to the team member to use in their own circles of influence. Multiplying this throughout the team and organization can open communication channels and increase team engagement.

CHAPTER 7 YOUR INNER CIRCLE

As you read in Chapter 7, identifying your inner circle is important to make sure you have support and challenge every day.

- who is in your circle?
- what's their voice?
- what's their generation?

Part of knowing who you need on your team is discovering your voice and the voice of your Inner Circle. Identify your voice today with this free assessment!

[Discover My Voice](#)

MY INNER CIRCLE

Who?	Voice Order	Generation

CHAPTER 8 FIND (BE) A CHAMPION

Who is your Champion? Reflect on the Champions in your own life, and consider reaching out to thank them for their influence on your experience.

Who can you be a Champion to in this season? Consider spending time around the table with someone, getting to know their story and finding out how to

Places to look:

- in your workplace
- in your family
- the local college/university career center

WHO IS MY CHAMPION?

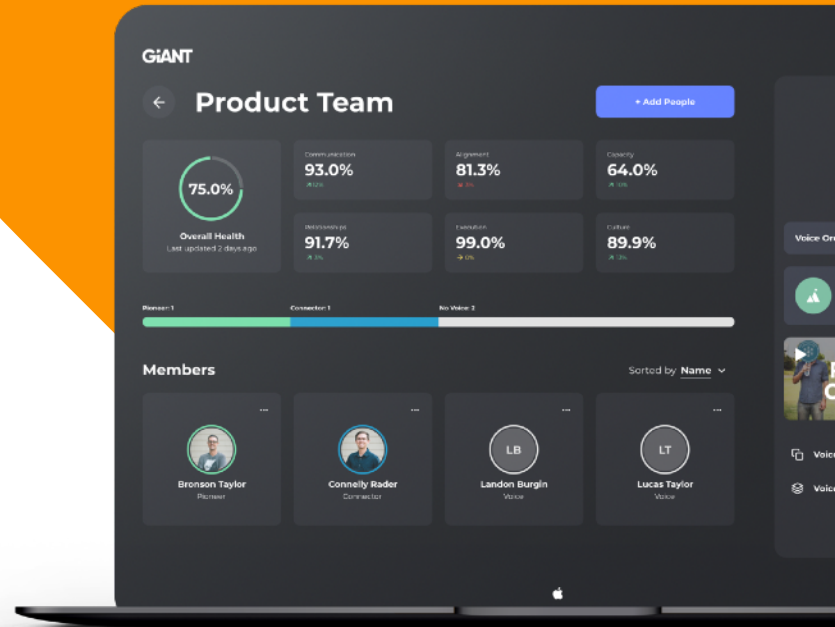


WHO CAN I CHAMPION?



The Future of Leadership Development is here.

What would you say if you could train your leaders in minutes not days, on their schedule not ours, and at an amazingly low cost? And, what would you say if that system could replicate itself inside your organization in a way that actually works?



We unlock the potential of people.

UNDERSTAND YOU.

Discover Your Voice + Your Wiring

In Chapter 2, we talk about Communication as a building block for **New Generation Leaders**. The more you know about yourself, the better able you are to lead yourself and others.

Understand You as the foundation.

UNDERSTAND YOUR TEAM.

Become An Invincible Team

The average team scores 58% on our Team Performance, which costs your team \$200,000.

Know what to measure + how to grow, including **everyone** on your team in the process.

GROW LEADERS + TEAMS

Growing Leaders Every Day

Our built-in leadership development platform gives you a front row seat to world class leadership training.

Every employee can grow when they are ready.

59%

Increase in performance and profitability when you strategically invest in your employees, according to research by [Gallup](#).