

## BIG MAMA'S LESSONS IN LEADERSHIP: IN THREE WORDS.

### 1. Core Values Matter.

Identify and honor your core values in your professional and personal life. Stand on these principles. But be flexible in how you execute them. A leader must tactfully address people who are not performing well and either helps them to grow/change or if necessary, removes them from the process.

### 2. The Messenger Matters.

Leaders have their opinions and values, and they stick to them. It's these opinions and values that have caused people to follow them, even if their opinions are unpopular.

### 3. Maturity is earned.

Growing old is mandatory. Growing up is optional. Aging and maturing are not always synonymous; aging does not necessarily bring wisdom. (Not suggesting for promotional purposes, but this book called *The Maturity Factor*, looks at four levels of maturity in organizations/groups, comprised primarily of what the author describes as "high functioning ADOLESCENTS").

### 4. Remove toxic people.

Honor your core values. But be flexible in how you execute them. A leader must tactfully address people who are not performing well and either helps them to grow/change or if necessary, removes them from the process.

### 5. Mistakes are lessons.

Learn to be vulnerable, be open and willing to share your failures as well as your successes. You can inspire others by telling powerful and engaging true stories.

### 6. Reach then teach.

Each one, teach one is an African proverb meaning when someone learned how to read or write, it became their responsibility to teach someone else. As a leader, when you first "reach" your team and then start to lead with conviction, you are teaching your team about how to encourage and build your team, how you treat them, and how you motivate them through a challenge. Teach others to be transformative leaders for the betterment of their community. It only takes one.

### 7. Reach outside self.

Pursue opportunities that will stretch you towards your goals. Learn new things about yourself and why you do they work that you do. In other words, what's your "why"?

### 8. Reach toward others.

Grow in your community and network; volunteer your time, share your gifts, knowledge, etc. Contribute in ways to give back to your community. You lift others by reaching back. Grow in your friendships, those relationships that truly matter. Give and receive social support. Find your "walkers".

### 9. Reach inside self.

You must work on SELF – the inner work. It may seem daunting, it's the hard work. Seek greater awareness and understanding of self – unlearn unhealthy behaviors. What do you want your legacy to be? Your core values, actions, and accomplishments that resonate with the people around you is your legacy. It's how you made a difference in the world.

### 10. Turn it off.

Leaders need time for rest and rejuvenation. There are many benefits from turning off social media/notifications. Without spending time on social media, you'll find that you have more free time to devote elsewhere, like to relationships, activities, or new skills. Teach others by modeling healthy social media behaviors.