

LEADERSHIP DEVELOPMENT

Tracking Tools



Summary

- Effective leadership development requires tracking member engagement and roles.
- Visualize member engagement using tools like a bullseye, ladder, chart or color/number coding.
- Key areas of leadership development: Organizing Skills, Social-Emotional Skills, Political Education.
- Development can occur through organization-wide trainings, ongoing work, and individual support
- You need to be clear about what development you want to support and WHY
- None of these tools were created by The OC, most were introduced verbally

Tracking Tool: Bullseye



The goal is to move people closer to the center. Your organization decides what development a leader needs to move from one rung to another.

Base: people who care about what you're fighting for

Members: people who are connected to your organization

Active: people who have taken on roles/ activities in your organization

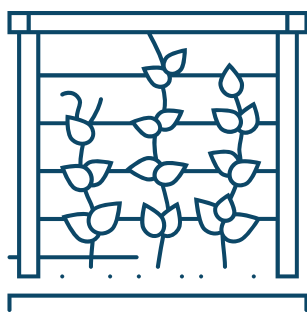
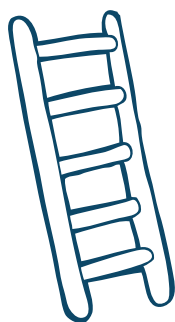
Leaders: people who help make decisions in the organization and/ or bring other people in

**the definitions/ specific words you use in your bullseye matter less than that you're tracking how people increase leadership in your organization*

LEADERSHIP DEVELOPMENT

Tracking Tools

Tracking Tool: Ladder/ Trellis/ Rock Wall/ Metamorphosis



The goal is to create a visual that helps you track what knowledge, skills and capacities you want people to develop in your organization. Each member starts at the “bottom” and works their way up. Choose the visual representation that best fits the culture of your organization.

What to track:

Organizing Skills

Skills most often needed to support organizing and campaign work. These skills support members to take on roles and bring new people into the organization. For example:



Having one-on-ones



Public speaking



Campaign planning

Social-Emotional Capacities

These are the capacities that support people to navigate conflict and build resilience. For example:



Disagreeing well



Resilience practices



Giving & receiving feedback

Political Education

Helps people understand the root causes of the problems they face and build their analysis of structures and systems that they are confronting. For example:



An understanding of power



Learning root causes of problems



Connecting to other struggles