



## Unit: Engaging and Empowering Others

**Skill 34: Motivating****Activity B: Making Room For Other Leaders****Activity Skills:**

Small group discussion.

**Leadership Skills:**

Learn about fostering leadership and gain greater understanding of what motivates people.

**Suggested Level:**

Advanced

**Time:**

20-30 minutes

**Supplies needed:**

- Large sheets of paper
- Markers
- “Prizes” – small, fun items from \$ store work well

**Do Ahead:**

N/A

**Source:**

Developed by:  
Rory Klick  
UW-Extension

Based on:

[http://www.help4nonprofits.com/NP\\_Bd\\_FoundersSyndrome\\_Art.htm](http://www.help4nonprofits.com/NP_Bd_FoundersSyndrome_Art.htm)

**BACKGROUND:**

Once you get people involved and engaged in the group by making sure they have a role to play, how do you take the next step and encourage them to take on a leadership role? What happens when the same people always lead?

Founder’s Syndrome is the name for what happens when a single individual or a small group of individuals bring an organization through tough times (like a start-up, a growth spurt, a financial collapse, etc.). Often these sorts of situations require a strong passionate personality - someone who can make fast decisions and motivate people to action. Once those rough times are over, however, the decision-making needs of the organization change, requiring mechanisms for shared responsibility and authority. It is when those decision making mechanisms don’t change - regardless of growth and changes on the program side - that Founder’s Syndrome becomes an issue.

Leaders that want to keep their group or organization moving forward and adapting to change need to be ready to recognize and mentor new leadership. Good leaders know the next great idea may come from someone else, and they are more concerned with serving the group’s or organization’s mission than getting credit for the idea. So how do you become a leader that seeks out and fosters new leaders?

- Model positive behavior.
- Listen to and encourage new ideas.
- Provide opportunities for others to lead.
- Let go.
- Mentor.

**WHAT TO DO:**

Have participants break into small groups of 3-6 people. Each group will need a large sheet of paper and a marker. Tell each group that they have X number of minutes (pick a time that is good for your group, generally 5-8 minutes) to come up with a list of ways that leaders can motivate others. Let the small groups know that the group with the most reasons will win a prize.

**TALK IT OVER:****Reflect:**

- What ways did your group identify to motivate others?
- Why do you think these strategies would work?

## Skill 34: Motivating

### Activity B: Making Room For Other Leaders

**Notes:**

- What motivates you? Are your motivators external or internal? (See Activity 34A)
- Did it motivate your group to know there was a prize? That one group would “win?”

**Apply:**

- Have you been encouraged to become a leader by a leader in your life? How?
- Have you worked to foster leadership in others? Can you see opportunities to do so?
- What does it mean to be a mentor?
- What is gained by an organization having new leadership?
- What is the balance between consistency and innovation?

#### **BEYOND THE BOX:**

**Optional Homework:**

Think about a situation in your own life where you think you could take on more of a leadership role? What keeps you from tackling the job? Does the current leader welcome new leadership? What could be done to help you feel ready to step up?

**Resources and Web Links:**

[http://www.help4nonprofits.com/NP\\_Bd\\_FoundersSyndrome\\_Art.htm](http://www.help4nonprofits.com/NP_Bd_FoundersSyndrome_Art.htm)