



5 Strategies to Create Organizational Superstars

- ✓ **Develop a process for mentoring new members of your organization**
 - Even if people have been in the company or organization for years, establish a weekly schedule to meet with them. This allows one-on-one communication of the mission statement and your expectations.
- ✓ **Look for opportunities to continue to utilize experience and knowledge gained in previous positions and have them be mentor for that subject area both internal to your department and other departments**
 - This strategy allows people to continue to use acquired skill and starts to create an organization of leaders.
- ✓ **Find ways to creative positive exposure for employees**
 - As a leader part of your responsibility is to market your employee
- ✓ **Encourage “fresh thinking” with your staff**
 - Discuss where you want to take the organization and let staff create actions to achieve goal.
- ✓ **Encourage self evaluation and personal goal setting**
 - During the employee goal setting or employee development strategy session, establish the requirement that one of the goals be related to personal effectiveness. Allow the employee to own the goal.

Bonus Strategy:

- ✓ **Give employees the opportunity to make leadership decisions and support their leadership learning journey**
 - Leaders are made, prepared and equipped. How do you become a leader without having experience to understand your style?
Some leaders have difficulty in allowing their “stars” to shine. As a leader your goal should always be to create a star that shines brighter than you.