URBAN YOUTH LEADERSHIP AND PERSONALITY DEVELOPMENT

THE 8 CORE VALUES OF TRANSFORMATIONAL LEADERSHIP FOR URBAN YOUTH DEVELOPMENT
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"Urban Youth Leadership and Personality Development—The 8 Core Values of Transformational Leadership for Urban Youth Development"

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With the help of transformational leadership principles, students from different backgrounds can achieve success. There is a clear difference between students who are selected to be chaired and those who are taught how to become a leader. Transformational leadership is essential for youth in order to meet the challenges of adulthood as well as adolescence. Whether it is transformational leadership or personality development, these can be achieved and promoted through experiences and activities that help them develop emotional, cognitive, physical, ethical and social competencies.

It is unfortunate how schools and other academic institutions are only paying attention to building the academic career out of a student. With youth leadership, we can keep up with the development process and support young people in developing the following:
- The ability to analyze the set of weaknesses and strengths associated with them
- Help them establish vocational and personal goals
- Build the confidence, self-esteem, and motivation to achieve those goals.

Personality development and career development are two separate things that should be addressed separately. However, it is foolish if only career development is set at top priority. Personality development is equally (or sometimes even more) important as personal skills takes you closer to achieving your ultimate life goals.

This book is where you will learn about:
- The main purpose why youth leadership and personality development coaching is given so much importance, and the role it can play in the overall development of an individual.
- The whole concept behind transformational leadership for the youth and what changes it can bring about in an individual for a better and more successful life ahead.
- Highlighting the areas of development to make sure transformational leadership is thoroughly implemented and followed by the urban youth. It includes various areas and aspects of life to bring an overall positive change on the youth conduct.
- The 8 core values that helps understand what transformational leadership is all about and how following the core values will help you develop amazing character skills that helps you achieve success in all the areas of life.

This is what our whole program is about. In order to develop personality skills and get out of your shell, the course is essential to learn about transformational leadership. The program is geared towards the urban youth to help them design a better life ahead of them, and to ensure they step out of the shell they have bound themselves to.

Learn about transformational leadership and how these skills can help you with life by reading this book until the end. Use the information shared here in your best interest and take the best decision of your life by joining our transformational leadership course designed for personality and leadership development.

Dr. Robert Fomer

WHAT THIS BOOK HAS FOR YOU
Parents can also play a role in encouraging their children to develop skills at this age that will help them build a successful career, a strong personality, and definitely a better life. Home school moms and interested parents can also join hands with us in helping youth learn the leadership skills in a team/group setting.
CHAPTER 1:

INTRODUCTION:

THE PURPOSE OF YOUTH LEADERSHIP & PERSONALITY DEVELOPMENT COACHING
Providing the ideal conditions for healthy youth development is more of a shared responsibility among the families, teachers, school authorities, and the community as a whole. The conditions reside within a healthy environment where a kid is growing up, and the people who influence him or her.

Families play their key role in supporting healthy youth development and youth leadership when they:
- Offer full support to their children
- Are actively involved in their adolescent’s school and other curricular activities
- Share a family time where the whole family share positive communication
- Have outlined clear consequences and rules for the family and actively monitor the whereabouts of their adolescents
- Spend quality time together
- Expect their adolescents to do well in different areas
- Provide responsible, positive role models in other adolescents, adults, and siblings

On the other hand, schools and other school-related authorities promote healthy youth development by:
- Expecting commitment and serious attitude towards the goal from youth
- Having a positive and friendly atmosphere in the school
- Expecting youth to do well in different school-related activities
- Providing responsible, positive adult role models
- Having clear-cut rules and consequences
- Communities on the whole are also responsible for promoting healthy youth development in learning leadership skills. They can do so by:
  - Advocating adults for youth
  - Neighbors playing their role to monitor the behavior of youth

- Offering youth leadership development programs
- Youth model responsible, positive and healthy behavior

It is quite unlikely for all these positive and healthy influences to be present simultaneously. Unfortunately, our youth is growing up in circumstances that offer limited support for healthy development. Moreover, the lack of ideal role models also plays a role in affecting the leadership skills of adolescents and youth on the whole.

It is important to have well-operated and well-crafted development programs for youth to promote leadership so that our economy has leaders of all ages. This could be achieved if involving youth in planning, needs assessment, evaluation, and implementation. A growing number of organizations are more inclined towards working with youth and appointing them at leadership positions—such as board of directors. Engaging youth and students in effective transformational leadership programs enables them to participate in constructive actions through arts, learning, and athletics.

In addition to professional development, youth can also benefit from personality development opportunities. They learn to emphasize common values like learning, citizenship, and friendship.

Research reveals that having a single caring adult who takes the responsibility of promoting resilience in youth can make a huge difference and lead to a positive impact on the overall growth and development of a young person. Following a well-designed program promotes positive relationships with adults as well as peers.

A ll effective youth programs you come across have youth development and leadership skills at their core. Effective leadership programs help youth build solid principles, with an emphasis on area of program components and development that eventually support youth leadership.

Our coursework offers a number of opportunities to help our urban youth enjoy opportunities to develop, explore, and learn effective leadership skills. The best way to encourage youth is to teach them through listening and observing other people. They will learn through practicing and experimenting leadership behaviors. With guidance from a leader, the development of youth leadership skills can take place at different levels through various programs we offer, covering club to country, state, and regional, as well as in civic schools, and community activities.

Involving youth in activities that promote leadership development can benefit them in a number of ways. Some of the most important benefits are listed below:
- Increased self worth and self awareness
- Enhanced decision making power—both personal and for teams
- Enhanced self-confidence and self-esteem
- Increased sense of control over their lives—“the life happened to me” attitude is gone
- Participation in the overall development of the society as capable members and leaders of various youth groups
- Enter practical age of adulthood with a great start!

It is easier to help young people develop high levels of leadership skills. All they need is awareness.
HOW TO DEVELOP A SUCCESSFUL LEADERSHIP PROGRAM FOR URBAN YOUTH

We, as a society, need effective and responsible leaders in our communities, cities, and countries. We need them in places like government, workplaces, and even in charitable organizations. We have to look up to them because they are the people who will be taking over the world and will become the leaders of the future. Yes, they are none other than the teenagers, the youth of today.

The best part is that we can all play a role in helping them get there. Because teens are in school, leadership skills can be added to the curriculum so nobody misses out. Regardless of which student is keener to get the spark of your training, you can definitely count on them to become leaders tomorrow and take over the communities for good.

While providing leadership teachings may not be possible in every school, there are other ways teens can still learn them and take one step closer to their goal. Our service includes youth group leaders that can teach the course at various religious organizations and recreation centers. Parents can also play a role in encouraging their children to develop skills at this age that will help them build a successful career, a strong personality, and definitely a better life. Home school moms and interested parents can also join hands with us in helping youth learn the leadership skills in a team/group setting.

TEENS HAVE THEIR OWN CHALLENGES

Before we go ahead and establish an effective program for urban youth leadership, it is important to understand the challenges that teenagers may be facing. They have their own struggles that could stop them from taking the next step towards becoming more mature or taking the responsibility of their own actions as responsible adults and playing a role in the overall development of their community.

Between school, family, extracurricular activities, and work responsibilities, there are a number of things that a teenager may be going through. There are a number of typical distractions that could keep them holding back in contributing towards the betterment of the society. It is the age where they learn things more quickly; however, it is also important to remember that it could take them a while to break out of the shell and become totally mature in how they deal with personal matters as well as with matters related to people around them.

To help them meet their own demands and to live up to the expectations of adulthood, it is important to provide leadership skills that help them learn and adjust well. Attributes like: communication, building relationships, planning, public speaking, and taking initiative can all benefit our youth in becoming the leaders we expect them to be, and have a more proactive approach in the world around them.

When we train them in the right attributes of leadership skills, they become the leaders not only in their school but in their communities, workplaces, as well as in the country.

THE RIGHT APPROACH FOR DERIVING RESULTS

It is important to address different aspects of their lifestyle individually. For instance:

At School:
- Encouraging them to have a positive influence on their peers as well as the overall environment.
- Keep a goal in mind and take appropriate measures to achieve them all.
- Volunteer for becoming a candidate for school office
- Help other people around achieve their life goals
- Take a responsible/active role in a school committee or club

Extracurricular Activities
- Volunteer to become a leader for youth groups
- Assist charities and encouraging people to raise funds
- Help the community by volunteering for different activities

Family
- Build better relationships with parents and siblings
- Help plan and participate in family activities and social gatherings
- Help with household chores and other responsibilities at home
- Become a positive role model for people in your house—including younger siblings

Job
- Become an asset to the company by proving your worth
- Gain trust of management
- Earn promotions by improving your performance
- Encourage team work and produce better results
- Have better communication with team members and coworkers

Encouraging youth to practice these leadership skills comes with a number of career and personality benefits. Therefore, it is important to provide opportunity to the youth to teach leadership to teens, who are a future of our community and country. Your one step towards doing this will ensure your success, as well as ours, in contributing to a better country.
TRANSFORMATIONAL LEADERSHIP FOR PERSONALITY DEVELOPMENT OF THE YOUTH

As mentioned earlier, leadership skills are not only important for career development but also personality development at many levels. Therefore, it is important to conduct leadership courses for youth groups.

Overview
In order to achieve our ultimate goal of seeing a shining urban youth, it is important to provide them with important lessons that help them with personality development through leadership skills. Before we jump to the core values, go through these lessons to figure out our vision for the goal you have chosen for yourself.

LESSON 1
The first lesson is more about knowing yourself and the people around you.

How to Introduce and Get Along with People You Don't Know
While this may not seem very relevant when seen from a leadership point of view, it is of utmost importance. This is one of the most important skills of great leadership because leaders are expected to get acquainted with new people every time.

If you are a leader of any group or community, you will be meeting new people frequently. And if you fail to get acquainted with new people, you may even fail as a successful leader. This skill is important to teach, and therefore, we often address it as our first lesson. Students should learn to find common things between them and the people they meet, in order feel comfortable.

Moreover, having a welcoming and friendly attitude will even encourage other people to feel comfortable with you.

Learning to Recall Names
It is important to remember names if you want to make someone feel comfortable. In order to becoming a successful leader, learn to remember names and make other people feel valued. Some people can find it very difficult to remember names, and teenagers are no exception here. If you are one of them, practice is what's going to make you perfect.

In this lesson, we utilize a very interesting approach in making this a fun procedure for teens. This has always proven to be a successful way to remember names.

Learn to Mind Map and Organize Ideas
Using the mind mapping feature of your brain is often a great way to list things down and organize them. Doing it manually can make it a hassle. For instance, if you want to add something to the list, mind mapping will allow you to do it easily. You can use your brain power to see the bigger picture, link items without having to write or list down anything, it’s easy to understand, visual, and fun to use!

LESSON 2
Here we focus on teaching youth the best qualities of a leader to inspire them.

The Best Qualities of a Leader
Unless you are inspired by the qualities, you don’t want to adopt them. There are a number of qualities that makes up an effective leader. This does not only apply to the youth but also adult leaders. The idea of helping them learn the best qualities is to inspire them and encourage them to discuss their own ideas of how an ideal leader should be.

The following are some of the most common areas focused:

Honesty: regardless of the ethical plane teens are holding themselves to, when they are given the responsibility as leaders over other people, it is important to help them raise the bar higher. If you make ethical and honest behavior a key value, your team will follow the same standards.

Delegate: the key to this quality is identifying the strengths of your team members and capitalizing on those qualities. This also requires relationship building and communication skills, as that will help you learn about your individual team members better.

Communication: this is, without a doubt, one of the most important features of a successful leader. Using the power of communication to creating a productive environment and training as a leader will be your biggest strength. Communication helps encourage people around you to trust you and depend on you without hesitating.

Self-Confidence: a successful leader has to be confident. If you are not certain about the plans in your head, you will never be able to convince your team members to work for great results. It is a key feature that should not be missed out on.

Commitment: a leader is committed – to his/her work and people. In order to derive results, commitment is essential. All of these and many more aspects are covered in this lesson to help youth understand and adopt what an ideal leader looks like.
This part of learning focuses on public speaking, level of confidence, and convincing abilities.

### Practicing Confidence with Public Speaking
A leader needs to know how to communicate, and do it publicly to a larger audience in order to persuade them. Regardless of the purpose of cause you are passionate about as a leader, you must be encouraged to speak your own confidence in order to build their confidence. These things other aspects that help people make it a favorable one.

1. Having the courage to take risks and putting in the efforts to make it a favorable one
2. Other courage sources to access
3. Courage to take it up as a challenge to try out new things
4. Encourage them to use their own courage experience to persuade other people
5. How to identify and polish their own leadership qualities that helps them achieve their goals
6. How to identify and value their uniqueness
7. Most importantly, how to have a great time while doing all this!

### Planning, Mission, and Vision
It is very important for young leaders to understand the value of having a vision. That’s the only inspiration to persuade others to follow a direction. This lesson is provided not only to help youth understand the worth but also differentiate between a positive vision and a vision that could make a difference. Students are encouraged to take their time in assessing what their vision should be before they go on with the planning, and setting up the overall mission.

They are taught how to use storyboarding and brainstorming to come up with unique visions and ideas.

The following are the important aspects covered here:
1. Understanding the importance of following the right vision
2. Assessing the vision to persuade others to follow the same direction
3. Coming up with all the reasons to support the vision, and how it could create a difference to the world
4. Planning accordingly, and setting up a mission to move forward with it

### Listening is Important!
This area will focus on listening skill. For leaders, listening is as important as speaking. Leaders are not like “bosses.” They do not command. Their job is to serve and therefore, listening to what other people have to say should be given utmost importance.

For leaders, especially the young ones, who would focus too much and sometimes spend hours in learning how to speak right, listening is an essential skill and should not be overlooked.

Leaders must serve and listen to other people to draw the right direction for their mission.

Every member of the community is important. The superiority is in terms of respect and not the position.

### Trust Building
The overall character of a leader should be perceived as trustworthy. Mentors help and work on the qualities that teens develop, to make them become more trustworthy. This is done by polishing various personality traits as well as following trust-building exercises.

People follow and believe in leaders who are trustworthy. People are more comfortable in following in the footsteps of leaders they know they can trust easily.

There is no or very low level of hesitance present between leaders and followers since the leader possesses a very strong, trustworthy personality.

### The Different Personality Styles
Mentors do understand that each student is different from the other, and in order to help them relate to the different personality styles to become a successful leader, they first design the basics to help each person understand the basic personality styles. This not only helps students understand youth leadership but also develop the personality style they have been missing out on. It also makes it easier for them to understand other people around them.

All these lessons are provided in order to encourage personality development in the youth. There are various areas that need to be polished in order to bring out the natural leaders in our young generation. Following these lessons coming from the best of mentors who set their own examples and the right inspiration is the perfect way to develop personality traits that make our youth better decision makers and leaders for our community.
We believe in teaching our students. This does not only help them become great leaders but also great people. We believe that young people can successfully develop high levels of leadership skills if they are given a chance to practice and experience basic skills, and if they receive the right guidance from their parents and mentors.

They have the capabilities to move on to the next level, taking up more challenging and complex activities once they are done practicing and mastering the basic skills. By encouraging our students and mentors to try out different levels of transformational leadership throughout their careers, we guarantee that our today’s youth is definitely our tomorrow’s leaders.

As far as our transformational leadership programs for the teens are concerned, we have identified a handful of successful principles that can bring out the natural leadership qualities in our youth and encourage them to take the responsibility as real leaders in future.

These principles include:

1. Once it is beyond the regular confidence, it is extra-ordinary and that’s where you need to reach as a young leader. Build that extra-ordinary confidence you will need as you go on to share your vision with people around you and encourage them to follow you.

2. Emphasizing on learning through experiences and practice, and providing opportunities to younger people to exercise what genuine leadership is all about.
   a. Give opportunities to teens to participate in collaborative experiences, working in teams and leading groups in a cooperative manner.
   b. Help youth learn and develop leadership skills (life-related, spirituality related, and specific leadership skills).

3. Provide teens with opportunity to offer services to others—to their peers, community, country, and world.

4. Teach youth the significance of developing healthy relationships with positive role models, mentors, and other nurturing adults.

5. Encouraging teen students to be developed around goals and stated purposes.

Some of the important personality traits and leadership lessons you will learn following a leadership program will help you become:

1. ADAPTABLE
   A great leader is always adaptable. If you are unwilling to accept that change during the course, it might be the biggest mistake of your life. You will eventually understand the importance of being adaptable as a young leader, and may want to start all over again.

   In order to become a successful leader, learn to forge past mistakes, make the most out of the lessons you learnt from that mistake, and turn that learning into progress for moving ahead to achieve success.

2. PROACTIVE: OFFER MUCH MORE THAN WHAT THE JOB DESCRIPTION EXPECTS FROM YOU
   What you are expected to do is just an outline of what capabilities they think you posses. You always have the opportunity to outshine and surprise them. In order to become a great leader and show off your skills as a responsible team member, go ahead, take one step forward and recognize that the responsibilities of a team member are not determined by the job description he or she has been assigned but the passion he or she is living for.

3. SUCCESSFUL: CHERISH SUCCESS AS WELL AS FAILURE
   “Life is 10% what happens to you and 90% how you react to it” – Charles Swindoll
   Whatever direction you take in your life defines
you as a person. Don’t let the mistakes go waste. Learn from that experience and do not take failure as a full stop either. Each experience comes with a lesson that helps you grow as a person. Use it as a step on the ladder that only takes you up and closer to achieving your goal.

Seeing both success and failure in the same light is important for a young leader. That’s the only way you would be able to learn from your mistakes and move on. Instead of feeling disappointed about what you could not achieve, focus on your passion and see the next thing on the list that you can accomplish. Challenge yourself at each step and do what you are passionate about.

4. CONFIDENT: INITIATE!
Don’t hesitate in taking your first step. It is not going to be easy to be a leader. The job and the responsibilities that come with it can be daunting. But just because you choose to be a leader, you can become an inspiration to others to take their first step too.

Sometimes, stepping out of your comfort zone is the best way you can prove to be a great leader. So, don’t hesitate to do that, and take the initiative with confidence.

5. ROLE-MODEL: BUILD A STRONG TEAM
Regardless of your area of service or interest, if you do not have a strong team working for you, you may not be able to experience the positive progression towards your dream. A close-knit and hardworking team results in loyal and motivated members who collectively, contributed to the overall development towards your ultimate goal.

6. POSITIVE INFLUENCE, NOT A PEOPLE PLEASER
While you need to work on becoming a positive influence for the people who follow you, it does not really mean you have to please everyone. Authenticity is essential in leadership. The more conscious you become about yourself and try to become someone who keeps all the people around him/her happy, the less you will be able to focus on your ultimate goal.

If you only focus on becoming a positive role model, you will eventually achieve all your goals at the same time—including keeping everyone around you happy without additional efforts.

7. SELF-BELIEVER: KNOW WHAT YOU CAN DO
As a young leader, you should learn to believe in your own abilities. Through self-belief and self-confidence, students can even go on and influence people around them to follow the right leadership tactics. They have the ability to influence businesses and community to help them support in the purpose behind their goal.

8. SELF-ACCEPTANCE
Unless and until you are satisfied with what you are following, you will not be able to influence others to follow or support you. Leadership is a very emotional journey of humility and self-discovery. It is important that we accept our reality during the course so that we are truly ready to influence and inspire people and connect with the ones around us.

Leadership is first about your self-acceptance and later about influencing others. It is an allowing our quest for purpose to first transform ourselves before we are fully ready to transform other people for good. Leadership is not a target that you have to achieve once. You have to constantly go on with it and see what drives the people around us.

9. CONSISTENT
Leadership is about consistent effort. It is about taking a consistent approach towards thinking into the future, figuring out your vision, and guiding people and activities towards achieving it. It is about seeing abilities in people around you and what they could become only by realizing their true potential.

10. SHARING
The people you are leading need to understand your vision totally. This will not only help you as a youth leader in a certain community but in every aspect of your life—including work, personal life, social life, etc. If you want the people around you to follow the direction you are showing them, it is important that you are able to explain them what you vision it.

Once the people completely understand your vision and the purpose behind it, they will give the most of themselves in helping you achieve the goal of the entire community. A vision that is shared is essential for motivating people as well as developing deep relationships with people you are working with. It is the strongest incentive used for motivating people.

CONCLUSION
While all the above traits matter, it is the vision that could create a significant difference. If you are not able to share the idea of your vision, you might never be able to achieve your goal as successfully as you want.

So what do you do? First step, know what your vision is and understand it on your own so you can explain it to others later. Learn more about this in the next topic.

SETTING THE CLEAR VISION
Every leader has a vision—it doesn’t matter how young or youthful you are. Even if you are a community leader, you can take your inspiration from the famous leaders. If you are a community leader or just a team leader at work, you must have some kind of vision. Whatever your vision is as a leader, it is important that you are aware of it because you cannot take your next step until you are already proceeding with it in your mind.

W
While your mentors will also help you learn how you can transform your dream into a practical vision, you will find some useful information here to help you get the idea. Not only will the information help you figure out your vision, it will also help you learn how you can use the vision to inspire and mobilize people so that your team also joins you in helping you achieve your vision successfully.

But before we go there, let’s take a closer look at the number of steps required to developing and understanding the vision for communicating it. There are mainly three steps involved in the process:
- Transforming your dream into your vision
- Understanding the vision in order to effectively communicate it to others.
- Developing the vision of the group, within the group.

While we leave the last step for the mentors, we will discuss the first two steps here: How you, as a youth leader, can transform your dreams into a practical vision and how to understand it so that it can be communicated to the people who are supporting you. This section also focuses on using your vision to adjust people towards achieving the same goal.

Let’s start with understanding what vision really is.

WHAT IS A VISION FOR A YOUTH LEADER?
Vision is the big picture of everything you want to achieve. It is your ultimate goal that you are working for. For instance, if you are a community leader, you may have a vision for making your neighborhood a better place to live. In addition to the goal, you will also have different pictures in your mind as to how you want to achieve this goal. All of this information in your head helps you develop your own vision.

You may want a clean, pollution-free neighborhood where people take care of each other and watch out for crime to maintain a crime-free zone for living. You might have a few strategies in mind to establish a neighborhood where people can solve their problems and enjoy healthy living in clean streets.

As a leader, this vision will remain at the back of your mind as you go about your everyday life. In fact, you might even find yourself thinking about the different ways you can implement in order to achieve your ultimate goal of an ideal neighborhood. If you do, combine the puzzle pieces together as to how you want
the things to change and the steps required in changing those things, you have an overall vision. This overall vision is nothing less than a billboard with lots of images. You can see an ideal community or neighborhood (just the way you want), and you have those powerful ideas in your head that could actually help you achieve it. You have the vision and just by focusing on it, you also know the benefits of having such a vision. Now you want to communicate it to the people, and use it to lead them to achieve your ultimate goal.

WHY IS IT IMPORTANT TO COMMUNICATE YOUR VISION TO OTHER PEOPLE?

This should be the second most important question in your head. Why is it important to tell them about the vision in order to lead them? The question itself has the answer hidden: “In order to lead them!”

You need to tell them your direction so they follow you when you lead them. No one will be willing to follow you until you tell them the direction you are headed in and the benefits of doing so. If you have a vision that emotionally connects with a lot of people and if you communicate it successfully, people will immediately join you to help you achieve it.

In short, regardless of our attempt to communicate, it is our ability to inspire other people that can persuade them to join hands with you for a common purpose. Coming up with a vision is just the half job done. Sharing it with the people is the central role of a leader. You must be able to share with them the bigger picture you have in your head about how things can be changed for good and the measures that should be taken in order to achieve those goals. Showing them the exact image that you had in your mind can help people raise their expectations and hopes. The bigger picture can inspire them and as a result, they will be most likely encouraged to follow you in achieving those goals.

WHAT’S THE RIGHT TIME TO COMMUNICATE YOUR VISION?

Anytime! Whenever you get a chance to speak to your people—organization, community or group—tell people what you have been working on. The more vocal you become about your vision and the better you are able to explain it to others, the better you get at it. This way, more and more people will be willing to accept you as a leader and follow you for the vision you support.

Even if you haven’t formed an organization or group yet, you can still speak it out to a few people you wish to join you. Go on and speak to people and see if they are interested. Ask them to spread the work or bring in more people who will be willing to support the vision. This way, you are building a community of people who are not only aware of your vision but like your idea and willing to support you in achieving it.

CREATING A VISION—WHAT YOU NEED TO KNOW

Creating a vision is usually the first step that leads to the big picture and in communicating it to other people, you need to know how to create a vision that other people will be willing to support. In order to become a youth leader people find worthy following, it is essential that you take your first step and create your vision. Following are the ways to get you started.

Dream Big

You need to dream—and dream big—to have great inspirations...
to bring a positive change to the world. Dreaming and making it a reality is not an easy job. You must not only be willing to take the challenge but also dare to dream big. Putting a full stop there means that you are limiting yourself from learning through your inspirations. Dreaming big is not wrong—after all, you can always scale it down and adjust it according to the reality of the situation. Dreaming big also allows you to keep a long-term plan in your head and work accordingly.

Dreaming big is the best way you can create a vision—that too, without any cost. Can you think about a situation where you suddenly had a great idea in your mind, and you instantly felt enthusiastic about it and wanted to bring it to life? What would be if you could make that small idea a big reality?

Often, when you plan to go beyond the box and come up with ideas, these ideas have the most potential. They might not be the common ones, and can surprise people when you tell them about it. However, if you step back at this point, you might lose the inspiration to bring a change to this world as a successful young leader.

If an idea has been flowing in your head that is making your heart sing, try and share it out with people and see if they are ready to sing along!

Develop a Personal Vision
The next step after dreaming big is to develop your vision. But how is this possible? If you haven’t done it before, you can practice and accomplish it.

Perspectives and vision—everyone have their own. Every individual is blessed with imagination and ability to use their mind to picture things and see their dreams taking a shape. Here’s a little exercise that you can carry out to practice developing personal vision.

- What do you want to envision for yourself in the next few years?
- How do you want to give a shape to your dream?
- How do you envision your dream to grow?
- How do you envision people learning and understanding about your dream?
- How do you envision people joining hands with you to achieve that dream?
- How do you envision yourself working for your dream?
- How do you envision yourself as a leader?

At the end of the day, the “personal vision” element is going to be there and you will have to see yourself as an influencer who brings about a positive change in people’s mindset to help achieve a goal collectively.

While you can use this approach for your personal vision, you can apply this for developing a vision for your people too—including your group, organization or community as a whole.

Your inspiration or idea behind the vision will be matters that you care about or really think about a lot. The more passionate you will be about a subject, the more powerful you will come up with. Communicating them to the right group of people—who have similar inspirations and passions—is the best way to go about it because that will help you receive better response to your message.

As far as developing a vision for your community is concerned, the following exercise can be carried out.

Start with imagining your community and the changes you would like to implement in it. Come up with ideas and jot them down. Do not hesitate even if some of them sound totally impossible. Just keep writing down everything that is popping in your head. Focus and clarification is the next step that you can carry out later. The following are the questions for this exercise. This will help you come to a meaningful conclusion.

1. What is the physical status of your community? Think about your community and picture how you want it to look like in the near future. Assess the physical status on the basis of the following questions:
   a. How are the buildings in the area?
   b. Are there public spaces available for people?
   c. Is there safety in the neighborhood?

2. What types of people live in the neighborhood? The questions will vary from the common characteristics of people. What kinds of jobs do they do? How many of them are working and where? What is their favorite pastime?

3. How do people get along with each other within the neighborhood? What are the different backgrounds of people living in the neighborhood? How different are they from each other? How do they communicate with each other and whether or not they get along? Do older and younger people have good relationships and contact with each other?

4. What are the entertainment facilities within the community? Do people enjoying going to events in the neighborhood together? Are there recreational opportunities for both children and adults? What are the possibilities of bringing positive change within the community?

At the end of this exercise, not only will you have some good questions to help you develop a community vision but their answers too for implementing the right ideas.

Clarify it for Better Understanding
Communicating it to the right people and gaining their trust is important. These are the people that will help you achieve your vision. Talk with people without hesitating and use positive words to make people feel they are working for a cause.

Share with them your dream, ideas, and the plans for implementing it all for a positive change. Show them the big picture and take their feedback. Ask for their input and incorporate the post-live changes into your idea to make it more meaningful.

Communicating your vision to other people is important. Not only it helps you develop a team of people working for the same goal, it also helps you get an idea of how strong your vision is. Also, keep your expectations realistic. Not everyone will agree to it or share the same perspective with you. But that’s not the end of it. Learn to deal with it and speak to people who seem more interested. That’s the best way to hold on to a direction to achieve your goal.

Even a young leader is expected to lead and communicate the vision all throughout. People look up to leaders for encouragement and inspiration that helps them stick to it. The more clear and enthusiastic you are about your direction, the more it will have a positive influence on the people who follow your lead.

As a young leader, you should have full faith on your words and power. Your mentors will help you develop this skill in how to keep a control over both to come up with great ideas for the future.
While these aspects are important and should be on your list, youth development and leadership requires spiritual growth and commitment as well.

We are of the view that spiritual growth is actually one of the best ways to grow as a leader. In case there is only one thing you can do to improve leadership growth in youth, that’s where you need to begin.

We believe that youth that focuses more on spiritual development are better and more passionate when it comes to serving other people or leading them as an inspirational leader. Spirituality is nothing less than core strength for young leaders. It is the wellspring of all the important characteristics we know about great leaders: inner strength, conviction, fearless, love, compassion, and humility.

Spiritual growth is an essential factor that leads to growth in your personal and leadership development. When people want to grow as leaders, spiritual awareness and growth is probably a factor they don’t even consider. They start with taking up an additional leadership role at work for practice, or getting a coach, or reading leadership books, or signing up for formal training in leadership.

ADDRESSING THE SPIRITUAL ASPECT OF YOUTH DEVELOPMENT

Spirituality is what helps us connect ourselves with God and others. Spirituality inspires and animates when we try to relate to other people and work for collective benefits of others. In short, if you have a goal of enhancing youth development and leadership, spirituality is something you should definitely focus on.

So, what do I do for spiritual growth? Where should I begin? The following are some sources where you can gain spiritual growth:

1. **Faith**—A genuine belief and trust in God
2. **Mindfulness**—Awareness of present moment, inner-connection, and conscious ness.
3. **Fellowship**—Interaction in a Christian community, spiritual exchange with other believers.
4. **Service**—Offering service to help other people, kindness and compassion in both actions and thoughts.

Action and commitment is where you can judge your spiritual growth. Implementing on what you believe about God helps connect you to mindfulness, faith, fellowship, and service. For some people, it can be as simple as praying to God before sleeping each night, reorienting yourself to serve with generosity more people around you, meditating and exercising regularly—that’s just how it should start!

If you are still confused about where to begin, the follow steps might help you:

- **Reading Scripture each day**
- **Meditate or pray for 30 minutes every day regularly for two weeks.**
- **Think about a few kind acts and do one per day regularly.**
- **Don’t hesitate in finding a personal retreat—preferably alone—take a hike and say your prayers once you are on the top.**
- **Increase your personal connections—or at least improve the ones you already have. Start interacting with people of faith and preferably do 2-4 hours of service per week.**
- **Join your faith community connecting with God. Go to your church place as frequently as possible to renew your faith.**
- **Spirituality and leadership have a great connection. Developing spirituality naturally means you are working on your personal characteristics and building them stronger than before. This will help you serve your leadership skills better than before.**
- **The Bible matters as someone has so apply said, “The Struggles of People in Biblical times Are the Struggles of People Today”. For many have found that “The Lord is trustworthy in all he promises and faithful in all he does.” (Psalms 145:13, NIV)**

Your mentors will help you get a good grip on these practices and help you identify further resources for spiritual leadership. Do not hesitate in taking baby steps if you have to, in order to achieve your ultimate goal!
Transformational Leadership

AREAS FOR DEVELOPMENT

People like to follow someone who has inspiration. This does not really mean the person has to be of certain age. Transformational leadership traits can be learnt and practiced by youth to become inspirational leaders. Even young and teenage people with passion and vision can achieve great things. Mentors train the youth for personality development and transformational leadership by injecting energy and enthusiasm. While transformational leadership begins with practicing how to develop a vision, there are many other areas that should be worked on before you can actually go and lead a group or community. To serve a group or community as a leader can be an uplifting and a wonderful experience. You will be taught how to put energy and passion into everything. And while you are learning how to become a leader, your mentors will be with you to help you go forward and succeed. This chapter will uncover the areas mentors will work on for personal development as well as for transformational leadership.
H ave you ever followed a leader that has not only made an impact on your community or group but has also left a lasting impact on your life? It does not really have to be a leader. It could be anyone – a coach, teacher, supervisor, or even a mentor. Working transformational leadership is one subject that has two times more publications. The best part about these skills is that it can be coached and learnt over time.

There are four main facets on which transformational leadership is based. All of these facets will be discussed here in detail. It is important that you learn each of them to learn their role in the practice while you will be trained for transformational leadership under mentors.

### IDEALIZED INFLUENCE

Idealized influence is a part of transformational leadership characterized by building both respect and trust from the people who follow your leadership. It is simply putting up the right example and doing the right things to influence people. For a student, it is possible to learn this within the classroom setting.

As a young leader, you will be taught how to take responsibility for your actions, address the issues that result from those actions, and head on to address them for the crises addressed. Since there will be mutual trust and respect between you and your followers, you can share and grow your vision and help each other construct the right direction to approach it. People will look up to you as you will be setting the example as a leader. Unless and until you are following an inspirational vision, it is not possible for you to convince people to follow you or consider you a leader. Thus, you need to work really hard on coming up with the right vision.

### INTELLECTUAL STIMULATION

Intellectual stimulation enables a person to find out multiple ways to accomplish a vision. This is comprised of various leadership behaviors that not only allows but encourages people to do things in different ways, and even question the way things are carried out. This is a leadership quality that allows leaders to question the existing practices and status quo by generating and reasoning alternative solutions to challenging problems.

As a student, mentors will guide you to participate in a number of clubs to examine the existing problems. You will be encouraged to question the existing solutions to that problem as well as to find out different solutions and approaches that can be used to address those situations.

The leader is expected to combine the resources and use his or her imagination to come up with various solutions to address the problems. The mentors help students develop intellectual stimulation by involving them in various activities.

### INDIVIDUALIZED CONSIDERATION

Another very significant leadership behavior that every student needs to learn is inspirational motivation. Mentors encourage students to exert extra efforts and try harder to achieve their goals. New challenges will be given by the mentors to help students learn this behavior outside the classroom.

Once you have a vision in your mind and you have shared it with people, you are expected to work harder than others to set an example that followers will follow. Not only this, but extra efforts are required from your end mainly because it is your vision after all. Having other people work on achieving the goal does not mean you do not have to take care of it on a personal level.

### INSPIRATIONAL MOTIVATION

The vision still belongs to you and as a leader; you are expected to work on it effectively. Following the plan you have in your mind, joining hands with the people following you will take you closer to achieving your goal. This way, you can motivate individuals by practicing inspirational motivation. As a student, you are supposed to learn this from scratch to build a motivated team that works collectively in order to achieve the vision you have set. The team will be coached and managed by you.

### TRANSFORMATIONAL LEADERSHIP WORKING

Transformational leadership begins with the development of a vision. We have already learned the steps required in developing a personalized vision. Make sure whatever you have in your mind is inspiring and includes a view of the future that not only converts potential followers but also keeps them engaged and excited.
Core Values of Transformational Leader

WHAT YOU WILL BE LEARNING

The eight core values of transformational leadership are discussed in this chapter. Each and every aspect discussed here is important. Learning the importance of these core values for developing great leadership skills is also crucial. So, go on and real till the end.
WHY IS INTIMACY WITH MENTORS IMPORTANT?

It is very important for students to have a friendly, intimate relationship with their mentor to understand the whole point of leadership effectively. At the moment—while you are learning leadership skills that you can use in your own life—your mentors are your leaders. You must maintain the same level of relationship with them that you would expect to have with your followers.

It is important to understand the value of having an intimate relationship with your mentor. This could be used as a practice platform to be able to develop those skills when you become a leader yourself. But there are a few things you need to know before you go ahead and understand it further.

First, developing a friendly, intimate relationship with your mentor is a two-way thing. Both you and your mentor should be willing for it. Do not expect the mentor to be putting effort for the both of you. Put an effort from your end as well and be willing to develop this relationship.

For young generation, it is very easy to avoid all these important facts. There are a number of barriers that keep students from developing intimate, friendly relationship with their mentors. Identifying these barriers and crossing them is the best way you can have a grip on the first core value of urban youth leadership and personality development for young children.

IDENTIFYING THE BARRIERS TO DEVELOP AN INTIMATE RELATIONSHIP WITH THE MENTOR

1. Superficiality: We are a generation that can be blame for superficiality. We believe in the doctrine of instant satisfaction. The relationship should portray friendship and not fear. Don’t hesitate in asking questions when you have to, and practice at every given opportunity. Give your mentor a chance to connect with you on a personal level for better guidance.

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2. Inability to prioritize: The results as a successful leader can really turn out to be worse if you fail to identify important things and list them down accordingly. While it is important for leaders to identify urgent situations and act accordingly, ideally, a leader should always prioritize in order to create a direction for the followers.

3. Information is more important than relationship: If you use your mentors at this point by using the relationship only for the sake of more information, your followers will do the same with you in the future. By focusing on building genuine relationships, not only you will have the information that will take you closer to your success and goals but you will also have a relationship you can rely on for the sake of bad time. Do not underestimate the importance.

COURAGE INTIMACY WITH MENTORS
COURAGE: INTIMACY WITH MENTORS

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1. Superficiality: We are a generation that can be blame for superficiality. We believe in the doctrine of instant satisfaction. This is where our problems begin. We want to learn instantly and apply in the given time—not really paying attention to the core value hidden behind the learning or act. That’s where we need to put more focus on. In addition to providing our community with intelligent leaders, our responsibility goes way beyond that. According to Richard Foster, “Superficiality is the curse of our age. The doctrine of instant satisfaction is a primary problem. The desperate need today is not for a great number of intelligent people, or gifted people, but for deep people.” All in all, you should believe in developing relationships and nurturing them. In order to learn what leadership is all about, you must be open to connecting with people. As mentioned earlier, your followers will look up to you to understand them and take care of them. Unless and until you are able to connect with them, it is not possible for you to understand their point of view or take care of them if you need to.

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Seek assistance from people in your group or family. Try to maintain a good lifestyle with people who live with you in your home. Give them value and respect so you have the same behavior with your mentors too. Last but not the least, it is very important to remember that intimacy with mentors is commitment that you make by choice. It is also imperative that you work with a mentor and let his or her guidance help you become a youth leader and achieve your full potential. Instead of making mistakes, learn from the mistakes of others so you can easily steer clear of those mistakes; seek advice from your mentors to find out if a certain thing you are learning will help you develop leadership traits.

So, work on your relationship with your mentor; work on it and practice regularly to make it work for you.
Mentors help student achieve what they want in life. This core value revolves around the following objectives:

– Identifying and realizing your passion and purpose of life
– Making important decisions to pursue that purpose
– Realizing things that mean something to you—factors that hold value in your life; it could be things, people, relationship, etc.
– Reasons why you care about certain things, issues or purposes

WHY IS PASSION NECESSARY TO ACHIEVE YOUR GOALS?

Regardless of the purpose you have in your life, if you want to achieve something without passion, it will require much more hard work and dedication, and may not even end up in a desirable result. Passion is essential for a vision to take shape of a reality. Being a youth leader, you must have the burning desire of passion in you so that you can achieve everything you so desire.

Passion is essential because it is the urgency and fire that is required to keep the vision active and alive. In order to learn this core value, it is important that you ask yourself the following questions and come up with the answers you find within. These will help you develop passion for purpose and people, and make you a compassionate leader people look up to.

WHO AM I?

Knowing yourself is important. Identify who you are and understand your roots. Self-identification is essential for becoming compassionate. Once you are aware of who you really are, you can connect with your roots and also identify the purpose of your life and your passion.

Your cultural and spiritual DNA are your lineage for studying and connecting with your mentors. Also, discovering yourself and identifying your roots are a great way to also feel better about yourself. Asking yourself this question gives you an opportunity to also learn about your strengths and weaknesses as well. This is the best way to step ahead and make your next move.

WHERE DO I BELONG?

If you want to know what you are made of, learn about your heritage. That’s the best place to find out about your backbone and background. The teachings and culture of your parents give you pride and foundation. Learn about the place you really belong.

Know your surroundings and the culture that is important for the people around you. Know the values of the place where you are born and live. Connect with it to come up with a purpose that could change things for good. For becoming a youth leader that people would willingly like to follow, it is important that you know where you are from. Learning about your biological and spiritual parental connections is also essential for producing security and confidence as a leader.

WHAT AM I DOING HERE?

This is the point where you start thinking about the purpose of your life. When you have a vision and you are working to achieve it, there is a purpose behind it that you are fulfilling. This is what you need to identify in the given time. This is also important for planning your life as a leader accordingly.

When you communicate your vision with people, you must also tell them about the purpose behind the vision. People who may not be able to relate with the vision might feel connected with the underlying purpose you have. Make sure you are able to explain it to your people. You must be aware of why you are working for a vision and be confident about saying it out loud. Unless and until you truly experience the purpose, you won’t be able to live it out.

WHEN SHOULD I DO IT?

Timing is everything. Your mentors will help you identify the time when you are actually ready to take up the challenge and play your role as a leader. As soon as you identify the right season, it is time when you take up your purpose seriously and start working on it.

Your mentors will guide you on how to respond to the reasons and meaning for inner longing for the purpose that you feel. Of course, the feeling is significant and you will not be able to ignore it. You know it is the right time when you work for it and make a difference for the well-being of mankind.

We are all gifted human beings—especially the younger lot! These talents and gifts are longing to be put to use for good. Our future is at the hands of our youth and if they take a stand to make a difference by taking up the challenge of leadership, a lot can be achieved. We have this burning desire of making a difference to this world. We just have to pay attention to it and know the right time to go about it.

So, when it is the season to change, CHANGE!
I Already assuming yourself as leader-ships:

- Visionary Leadership:
  Combining all your best resources—treasures, talents, skills, and time—to change things around you for the benefit of all.
- Servant Leadership:
  Willingness to become a part of the team and lead by serving people.
  This is when you are playing the role of a leader with humility to set up a good example.
- Transformational Leadership:
  Leaders come in a package with loyalty. If you are loyal to your teammates, you feel secure. Know who your friends are, and learn about people who are willing to follow your vision. Make sure they are there to help you achieve your vision.
  You do not have to work with everyone willing to join hands with you. If they are a bad influence to your vision, you have the right to decide. Learning about your rights and using them is equally important. You must build the courage as a leader to be able to choose, decide, and act upon it.
  Disloyalty can cause you a lot of trouble if you are trying to be a good leader who sticks to his or her commitment. Not being loyal with the vision or the people around you means you will eventually lose the connection, lose their trust, and even break the commitment.

Your mentors will help you practice and learn about what visionary leadership actually is. For a moment, imagine that you have all the money and time you need. You even have the knowledge and education along with experience and talent. Surprisingly, you have all the contacts and friends you need as well. You are a person with absolutely no limit and are allowed to do anything you want to. But the moment you become a leader, you have to think like one. You begin to engage in what is known as “long-term thinking.”

Becoming a successful urban youth leader first makes you a leader of your own life. As a visionary leader, you have to be much more than an average thinker who only focuses on the present. Leaders who are long-term thinkers look for results that are beyond immediate gratification. They want to see their vision taking a real shape and thus, they focus on where they want to be in the next five years.

In order to become a successful visionary leader, it is important that you have the following traits of visionary leaders:

- Inspiration for themselves:
  - Visionary leaders are optimistic: They have great expectations with the future. They are optimistic people who see opportunities around them all the time. They try to focus on the positive aspect of everything and every person. Such leaders seek for the important lessons present in every setback and problems. “Failures” is the last thing they think about. Instead, even if they have experienced some, they would refer to it as “learning experiences.”
  - They have a sense of purpose and meaning for every part of their lives: Your vision must be clear. Focus on the written plans and goals, and work on it on a daily basis. Leaders are not only clear about their ultimate goal but also their direction. Even if they require a team to support their vision, they know how to get there. Their behavior is both goal-directed and purposeful. Therefore, their results are much better than average people.

- Visionary leaders do not hesitate in taking their responsibility: You will never see leaders complaining. If you want to become a successful visionary leader, it is important that you avoid complaining and explaining, both. Make progress—even if it is little—instead of making excuses. Whenever they have any difficulty or setback, instead of making excuses, they would always prefer to be the victors and not victims: For a successful leader, they will always have a high regard for themselves, their direction. Even if they require a team to support their vision, they know how to get there. Their behavior is both goal-directed and purposeful. Therefore, their results are much better than average people.

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“Leadership is knowing what to do next. Why that is important. How to bring appropriate resources to bear on the need.”—Bob Biehl

When you become a leader, you have the responsibility of influencing the people around you. Curiosity is a common trait in people who are born to be leaders; that’s the best way you can accept and fulfill the common trait in people who are born to be leaders; of influencing the people around you. Curiosity is a need. “~Bob Biehl

Youth Development
Leaders should never lose focus.
That’s the only way they can continue doing what they are doing to achieve great results. It is very common for leaders to encounter common distractions. These could be unhealthy for their vision—if these distractions succeed.

Therefore, it is very important for leaders to stay firm and focus, and know what is important for them.

- Steer clear of bad habits associated with themselves. Change of mentality may be required if it is too negative towards life and other people. As mentioned above, leaders are expected to be optimistic at all times.
- In order to keep up with their commitment towards their vision and the people, it is important that leaders are always honest. This is a great transformational leadership skill that helps students bring positive changes to their personality development too. They are never hesitant in speaking the truth at all times. They not only stay truthful to themselves but to people who they live with.

Handling Common Distractions as a Leader:

Leaders should never lose focus. That’s the only way they can continue doing what they are doing to achieve great results. It is very common for leaders to encounter common distractions. These could be unhealthy for their vision—if these distractions succeed.

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However, if there are certain traditions or habits that you have adopted from your family and you do not consider them healthy for your vision, avoid them.

- Friends could be another distraction pulling you away from your ultimate goal. You may find it difficult to impress them, or they might take your work or vision too lightly to take it seriously. You don’t have place for such negativity in your life. Therefore, determine, choose and decide—be a leader!
- Personal events and personal work should be kept separate from your vision that revolves around serving and helping others or the community as a whole.
- Coworkers at work may interrupt constantly and may even influence the bad habits you are trying to get rid of. Know where your attention is not required. Ignorance is sometimes the best way to avoid such situations.
- Seasons and weather change is also a possible distraction you might face. Always keep a margin for these natural tragedies. Keep moving, even if you have to move at a slower pace. Treat life positive and create a balance at all times.

The Birth of a Vision:

There are a number of benefits you can experience as a visionary leader for your personality development. Vision is essential for clarifying purposes and establishing standards and priorities. Vision is important for excellence, motivational commitment, expectations and overall productivity.

In order to recall why vision is important, let’s learn about the six important steps you need to focus on to give birth to a vision.

1. Identify the need
2. Feel if you are able to connect with that need
3. Develop closer bonds with the need for personal attachment
4. See what other people cannot do about it
5. Use that as an opportunity to do something about that need
6. Meet the need and initiate action by joining hands with people who could help you achieve it.

Setting Goal for Effective Visionary Leadership:

The following are effective leadership skills that your mentors will teach you. The mentors will emphasize on helping you:

- Understanding the importance of having a vision and setting ultimate goals to become a leader.
- Understanding what SMART goal setting means and following the rules to setting smart goals.
- Understanding how to challenge each participant to live a fuller, goal-oriented life.

You must be aware of your goal as well as the direction you will be following to achieve it. There are a number of benefits of setting goals.

Your mentors will teach you how to set your goals so that you can achieve all of those benefits. Some of them are listed below:

- Self-motivation is essential for leaders. Setting goals is what will keep you motivated.
- Goals are essential for exercising faith.
- Having set your destination helps you motivate people who are following your leadership.
- Goals simplify the process of decision making.
- Goals are important for generating respect.
- Setting goals means you have a direction and purpose in your life to follow.
- Having a goal helps you achieve the sense of satisfaction and achievement.
- Goals keep you going. It gives you the drive to move ahead.
- All in all, the only way you can accomplish vision is by setting certain goals. A vision could be huge, but dividing them with multiple goals can narrow the process down and make it more achievable for you. When vision is divided into several smaller goals, they become manageable units. Instead of focusing on the entire vision at once, you can consider one goal at a time—like moving from one step to the other. Goals provide practical steps and help us stay focused on achieving them to ultimately achieve the vision of your life.
COMMUNICATION METHODS: WHAT ARE YOUR OPTIONS?

You do not have to speak to everyone personally. In fact, you may not have to “speak” at all. With so many platforms available today to spread the word about what you do, or your vision, you can check out the different options available. You can use multiple or all of these methods to reach a wide variety of people.

– Mass Media: using multiple media sources for communication. There are various media options available as effective communication methods to reach a large audience at once. These mass media options include television, radio, internet, newspapers, publications, etc.

– One-on-One Meet-Up and Small Groups: if you want the communication to be more personal and direct—if your vision requires it—then reaching them out on a one-to-one basis or in small groups can help you convey your words easily. This method is not only effective but popular in different cultures.

– Services to People in Need: Disaster relief, education, medical services, and community development are some examples. These services should reach people in need and in a personalized way.

Come up with an effective communication game plan. This requires learning about your target audience and using the right methods to reach them accordingly. You must aim to win with your communication so you have more people looking up to you as a leader and people who are willing to help you achieve your vision.

1. Setting up the game plan: learn what you want to say and the right way to say it. You should also decide on the right time and the perfect environment to tell people about your vision. Knowledge is power. Without it, your attempt might fail.

2. Stay honest in whatever you say. Your honesty plays a big role in portraying you as an ideal leader. Whatever you want to convey to the people, make sure you do it with honesty. Say what you have to keeping the nature of your teammates in mind.

3. Timing is crucial factor, so do not miss out on that. Communicate when you believe it is the right time to say it out.

4. The language you speak and your body language should be in sync. Tone everything according to your audience. Using the wrong body language with the right tone of your voice or vice versa can both give out negative messages. It could become a hurdle in communicating to win. So, avoid that.

5. Listen to what others have to say too. Give them a chance. Let them speak their heart out to you. A leader should also be a great listener. So, instead of just telling them—which may seem like you are commanding them—give them an equal opportunity to speak so you know what they actually think about you as a leader and your vision.

6. Be clear with your message as well with your words. It is important to ensure that your message is delivered to your audience. Say it slow and clear enough for people to understand everything you say. If more clarity is needed, repeat as often as required.

7. Interruption is wrong. Wait for your turn while the other person is speaking. If you are discussion a direction to achieve your vision, letting other people share their input can be a great way to come up with effective ideas.

8. Last but not the least, understand the power of words and do not just use them for the sake of finding more followers. Make sure you mean each and every word you say. It could have a very strong impact on the people you are communicating with. As a result, they will follow the leader you are with trust and confidence.

Communication is an important skill to learn. Not only will mastering this skill help you as an urban youth leader, learning how to communicate effectively is a skill that helps you develop your personality and comes in handy in different areas of your life. In short, a person who can speak well can win in every situation.
The area of social responsibility and leadership deals with factors such as: what are the social responsibilities of a leader, and how leaders should be supported and trained? Mentors will take care of this and help leaders keep up with their social responsibility. The main aim is to focus on various objectives—such as environment protection. Mentors research and focus on students as individuals to make sure they understand and help leaders keep up with their social responsibility.

The following are their social responsibility that is associated with them.

1. Situation Awareness: Being aware of the situations around you is essential as a leader to ensure you are working on ideal community landscape. Leaders who have heightened situational awareness usually have an excellent vision and are open to extending their ideas. It is a totally different skill to have awareness of the people and situations around you. If you operate completely unaware of the situations in your life and the life of people around you, there is no way you can become a socially responsible soul. To become an effective leader who is socially responsible, a leader must look beyond him/her to see what’s around them, what holds them back, and what motivates them. This is the only way to see the needs of people and the world as a whole, and work to address and solve bigger social problems.

2. Emotional Intelligence: Mentors believe this factor is crucial for leaders to become socially responsible and therefore emphasize on helping you learn this aspect the most. A leader should open his or her heart to people around them—including family and friends. A leader who fails to understand the situations and rather challenges people to the face cannot become an authentic social leader. A leader who is emotionally limited may not work with full potential.

3. Empathy: While sympathy is a great trait of leadership, empathy can be so much more. However, it is important for leaders to understand that empathy is different from emotional intelligence. It is common to find people who may be emotionally intelligent but are more cerebral than empathetic. Leaders who are empathetic can read between the lines when it comes to their people. They understand the needs of people and the importance of meeting those needs. They connect better with their family and friends, and prove to fulfill social responsibility.

4. Media Savvy: Being media savvy may not look like it is a leadership attribute; but it definitely is one—and that too, a significant one. Bill Gates is the perfect example in front of you. A leader who is also a media savvy enjoys double advantage: He or she can take financial and media success at the same time. And there are various media platforms—such as Mashable and HuffPo—that are making it more advantageous for socially responsible leaders to do better.

5. Selflessness: This could be a little challenging even for the finest urban youth leader. Some leaders are who successful people (wealthy ones) are not really well acquainted with the attribute of selflessness. They are motivated to conduct things because their calculations show them personal benefit. Our mentors believe that if a leader is thinking about his or her own benefit while doing some social good, it isn’t a social act after all. Selflessness is when you do a deed without any expectations or repayments. Indulgence counts, but selflessness is a completely different thing.

- For-profit, non-profit, individual, community or business leaders—regardless of the role you have to play, social responsibility comes with everything. Therefore, learning about and adopting these traits give you a lesson of goodness and charity. To become a successful leader, it is imperative that you open your minds and hearts even before you open your bank accounts or wallets. Good deeds won’t count unless you have the motivation or fulfilling social responsibility.

Other than this, it is important to set your family as your top priority. The family is the foundation for all cultures. It constitutes the root of every nation. However, this unique institution is often taken for granted. Strong families get together to share and discuss meaningful things that help you develop as a person.

- You should give importance to spending quality time with your family. Strong families get together on a regular basis to share and discuss meaningful things that help you develop as a person.

- Family helps teach you how to survive crisis and problems. You can observe and learn strategies that lead to win-win situations.

Developing all of the above mentioned traits and attributes will take you closer to becoming a successful urban youth leader.

Social Responsibility

Family Values as Priority

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Practicing Leadership at Home: You do not necessarily have to become a leader; instead, you have to look up to the leader in your house and learn the general traits. Observing the leader—your father, mother or an elder sibling—you will see how they manage social responsibility of the rest of the people in the house. The leader in your house will be encouraged to teach you and other children how to stay fully committed to their social responsibilities.

Learning to Become Obedient and Respectful Children: The best way you can acknowledge the authority of your parents is to become obedient and respectful children. This comes with personal realization and is not a trait that can be learnt. Even though it cannot be enforced, it is often a natural result of parental leadership and sincere love by example.

Your mentors will also encourage you to learn the following:

- Learn from your family commitment—especially if you are from a strong family background. You will only be able to understand the people around you and their needs if you are close to your family and consider them the topmost priority in your life.

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Developing all of the above mentioned traits and attributes will take you closer to becoming a successful urban youth leader.
Mentors share with students key steps to learn what mentoring is like, and how they can become successful leaders who can multiply the number of leaders in future through mentoring and coaching. Each and every part covered here by the mentors is important for developing a leader of leaders. Mentoring is a task that comes with great responsibility. It is usually a long term mutual relationship that both the student and mentor share with each other for mutual success. When students become leaders, mentors become leaders of the leaders. It is a win-win situation for both parties. In this mutual relationship, one person who has more knowledge and experience of certain area of life comes alongside a person who is less knowledgeable and experienced to help them achieve their vision and long term goals.

The teaching objective of mentors here is to help students understand the process of mentoring and the responsibility that comes with it. This is the point where students learn to become someone they are already seeking help from in order to be successful in their lives.

The importance of mentoring is to develop a leader of leaders. It is a long term mutual relationship between a learner and a natural leader. There are different levels of involvement at different stages from both parties to keep the relationship going. The different stages are as follows:

- Intensive: At this stage, the mentor is highly concentrated on helping the student achieve the vision and may sometimes teach students through workshops, practical experience, and personal experience. A mentor at this stage may act as a coach or specified guide.
- Occasional: Mentors are available for your assistance but in a timely manner. You can expect to receive their advice at times. They will also be willing to share their personal experience to correct your perspectives for various matters. However, they are not completely concentrating on your vision. That’s your job! They are there to help from their level of experience and expertise.
- Passive: A mentor maybe a present or past life (experiences) that you are considering as a lesson learning through observing, studying, or reading. A mentor may not be a person in this regard. It could be a historical figure who did great things and has become an inspiration for you, or it could be an author of the book that encourages you to do great things.

Optimism

MULTIPLICATION OF LEADERS

Be prepared to answer questions which your mentors may ask you. Two of the most common questions are:
- ‘What is your vision (or your priorities)?
- ‘What do you expect from me as a mentor, and how can I help you achieve your vision?’

It is important to understand that mentoring is a relationship between a learner and a natural leader. There are different levels of involvement at different stages from both parties to keep the relationship going. The different stages are as follows:

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It is a relationship where both the mentor and student enter a relational process where the more experienced and knowledgeable person transfer those expertise to the mentoree in the right manner and at the right time. This is done to boost empowerment and to facilitate development of the student. Mentor helps students go ahead after the “trial and error” phase, and encourage them to learn through the mistakes instead of taking it as a setback.

WHAT SHOULD BE YOUR ROLE IN DEVELOPING A MENTORING RELATIONSHIP

You will get to work alongside mature people who have much more knowledge and experience than you. It is your chance to learn through their experiences. However, it is also important that you pay attention to developing a relationship with your mentor. Taking initiative to develop a relationship will help you learn comfortably and in a friendly environment.
- Don’t hesitate in asking questions; learn about the background of the mentor to know you are working with a mature person who matches your compatibility level for successful learning.
- Ask your mentor how he or she is planning to help you reach your goals and priorities. Discuss your long term plans (if any) and convey the challenges you have been facing presently.
- Do not expect your mentor to solve problems for you. Your mentor is there to give you information, ideas, perspective, prayer, general support, and praise. Discuss if you should expect anything other than that.
- Conduct a meeting only to discuss the game plan for the entire mentorship duration.
- Use both informal and formal approach to speak to your mentor, and feel free to share with them your inner fears and desire. Ask if they would mind meeting you several times to discuss things until you are both on the same page.

Don’t expect to learn everything about your mentor in the first meeting. In order to seek confirmation, it is important that you observe and judge after a few meetings. If you are comfortable, you may even want to speak on the phone with your mentor. In case you are not comfortable with your potential mentor, you can thank him or her for their time and look for another mentor.

Traits of Successful Mentor-Student Relationship

Once you have chosen the mentor to go ahead with, the following are factors that will keep your relationship strong.
- Commitment: Stay committed to your mentor. You should be totally honest and loyal. Your mentor is both your coach and teacher. He or she has a right to give you directions to achieve your goals. Make sure you discuss with them anything you believe is important to make the right decision.
- Good communication: Mentor and student should be able to communicate with each other. Effective communication helps both parties convey the right message. This keeps them on the same page and the right pace to move towards the goal.
Imagine being a leader to an organization where people are deeply accountable and committed for joint success. It is unfortunate how even the best leaders fail to practice stewardship. Self-interest for the leaders may work for a short time but if you see it in the long-run, this approach does not get you far. Mentors really stress on this factor to help urban youth leaders to achieve something greater than just leadership. While money (or any other personal interest) could be in the list too, leadership that is collaborated with stewardship is also entrusted with the well-being of the environment, the people, and the planet.

Mentors help students understand that excluding these factors, the purpose (or vision) could become very small and may not be able to inspire others. This approach is not suitable for evoking commitment and passion from people who follow your leadership. Leadership that is collaborated with stewardship makes the perfect leader because these are the individuals who ask for results only after their own contribution. Just ask; they expect followers to be accountable for the tasks they have been assigned. They consider themselves to be equally accountable too.

When leaders become stewards, it requires redistribution of privilege and power, resources, and moving choices closer to the edges of the ultimate goals. Whole-Process Learning: GOOD STEWARDSHIP

Great leaders are also good stewards. Stewardship is when leaders choose service over self-interest. It can only be practiced when leaders willingly consider themselves accountable for a body larger than themselves—for the community, an organization, or a team.

The following are some important traits that leaders can adopt to become great stewards too:

- **More Choices:** Stewardship requires giving more choices to people, especially towards the edge. More possibilities and choices mean more opportunities to achieve better results.
- **Meeting in Circles:** If you prefer speaking to your people in an auditorium setting, this attitude needs to be changed. Auditorium setting is where YOU talk to people. They do not talk with you or amongst themselves. On the other hand, meeting in circles is a setting where people see and talk with each other. As a leader, you can be a part of the circle too and speak to your team.
- **Change the Way You Conduct Performance Appraisals:** Whether you are leading a community or an organization, the way performance appraisals are conducted should be changed. It shouldn’t be the boss evaluating the subordinates; it should be peers talking about how they are performing in a team, and individually.
- **Not Everything Needs Consistency:** Believe it or not, everything does not require consistency. Of course, there are a few areas that you need to keep in control—reporting finances in an organization; but there are HR and IT departments that should not be in control or consistent. They need to evolve with time.
- **Advice, Don’t Command:** Being a steward encourages you to say, “I don’t think that’s a good decision, but if you are okay with it, then go ahead.” Stop taking decisions for them. Let them do it on their own.
- **The Privilege System Should be Completely Eliminated:** Don’t get your people used to what you cannot offer them all the time. Identify their needs. They might need a parking spot instead of bigger, nicer offices.

Of all the things we get to enjoy today, time is probably the most wasted and perishable. Each culture considers and uses time in a different way. As leaders who are also stewards, we must be very careful how we view time. Make sure you are ready to contribute and serve if you expect your team to do the same. This will give you best, most time-efficient results!
Leaders who keep integrity as their first priority are incorruptible and incapable of breaking the trust of people and followers who have confided in them. We, as human beings, are born with a conscience and therefore are blessed with the ability of differentiating right from the wrong. Sticking to doing the right thing even though it is attached with consequences is the hallmark of integrity.

Mentors make sure they help students understand the importance of integrity to become great urban youth leaders. A study was carried out on employee trust found that the best way to build trust with employees is if the employer or leader maintains integrity. Even though it sounds very simple, it is easier said than done.

It is important to know what integrity actually is and how leaders should maintain it.

**INTEGRITY IS AUTHENTICITY**

Leaders must maintain authenticity. In simple words, leaders should keep up with self-awareness. As a leader, you should be clear about the vision and the goals you have in mind in order to achieve that vision. Understanding yourself as a person is equally important too. It is not possible to stay true and authentic to yourself or your team if you don’t know yourself as a person.

As a leader, you are expected to accept feedback for your actions and behaviors. More importantly, you must be very consistent with your values. You are expected to
reinforce importance of values and their impact on yourself. This is what keeps you connected to your vision and helps you direct your followers accordingly. **COMMITMENT IS NECESSARY**

Keeping up with your commitments is important for building respect and trust with your peers and team. In fact, it is crucial for building trust. You, as a leader, are expected to go out of your way to keep up with your commitments. In a perfect world, you don’t come across situations and circumstances where you have to break a commitment. However, in real life, you face challenges and obstacles beyond control. This could force us to break our commitments.

- Learn about the problem in detail
- Be open to feedback and reactions resulted from the problem
- Reach a new commitment if you have to change it instead of breaking it
- Get directly involved with people to solve the problem
- Take ownership of the commitment and stick to it
- Show empathy
- Offer an alternative solution to the stated problems

Maintaining values, honesty, and integrity as you lead becomes the established tone for your leadership. These traits help you contribute to the team, build respect and relationship, and know that you are following a common path to reach your ultimate goal—your vision!

Mentors prepare students to become leaders in a world where circumstances and situations may challenge our values and integrity on a daily basis. You will be taught to make a lasting and strong impression that could only have an impact on the people who follow you if you stick to your integrity and commitments.

The city is a center for constant movement, speed, and change. In the cities people succeed, and people fail. The city is a place where both great wealth and poverty can share a street corner. In the cities people have great potential for individuality or the opportunity to simply blend in.

In today’s urban cities there is a catalytic change happening, as the needs for transformation continue to grow. We have seen urban cultures be renewed through exterior gentrification, but still lack the spiritual and structural change that is necessary. Cities are growing in size and per capita, but continue to resist the shifts our communities need towards positive solutions.

At Transformational Leadership Forum, we focus on the urban communities. We desperately need leaders to bring about transformational change in the city. We need leaders who – like Jesus Christ – can reach and transform the multitudes. Our vision is to reach the multitude of youth in our urban communities. There are so many adolescents in the urban communities who feel forgotten, overlooked, or abandoned. These adolescents have tremendous gifts, talents, and potential.

The implementation of the Youth With A Future program will aim to reach these urban adolescents and inspire them to become transformational leaders. Our program offers leadership training and development through the use of our 8 Core Values by using a wide variety of advanced and engaging technologies. Adolescents are already plugged in to a technologically advanced culture. This culture is comfortable and familiar to them. Therefore, it is a great way to effectively engage and develop them through our mobile APP, iBook, social media pages, and workshops.

It doesn’t stop with technology! At Transformational Leadership Forum: Youth With A Future, we know that personal, human contact is equally as important as the iCulture. It is through deep and meaningful mentorship that we know transformational change will take place among the urban youth. It is the same model for change we find in the life of Jesus. We know that the adolescents in the urban communities in cities around the world have the potential to be leaders that are admired, respected, and effective in their communities.

Dr. Robert Fomer
Final Word

This platform is suitable for students from different backgrounds. Our mentors make sure that the only thing students achieve here is success. We teach students to become urban youth leaders, learning the essential traits of leadership that also helps them with personality development at a tender age. This is a lifelong lesson for students who can improve their own lives as well as the lives of others.

Transformational leadership principles help students to become successful leaders to bring better changes to the society and the world as a whole. Both personality development and transformational leadership skills are emphasized on to help students meet challenges and become successful leaders in their lives.

The entire program is designed to benefit students with the help of real life experiences, expertise and knowledge of mentors who want to become leaders of great leaders of the future. This book includes all the information that gives you every reason to join hands with us to bring a positive change to your life today, so you can bring amazing changes to our future.

Learn and use this information in your best interest. Get started now!

TRANSFORMATIONAL LEADERSHIP FORUM

YOUTH WITH A FUTURE™

“Increasing urban youth capacity for achieving potential for success in leadership.”

www.ywfreeaders.com