

LEADERSHIP DEVELOPMENT TABLE

LEADERSHIP LEVEL	Structure Test 1: TURNOUT	Structure Test 2: TAKING ACTION	Structure Test 3: BUILDING RELATIONSHIPS	Structure Test 4: ACHIEVING CHANGE	Structure Test 5: BUILDING A TEAM & INVESTING IN THE DEVELOPMENT OF OTHERS	Structure Test 1: STORYTELLING
POTENTIAL LEADER	1	Attended a local action	Keen to build relationships	Angry about injustice	Wants to develop themselves and others	Has thought about their story and started to tell it.
TERTIARY LEADER (participating and understanding)	2-9 Understands why turnout is important	Played a role in an action Understands what constitutes a good action	Has 121s with and has built relationships with people within their institution Understands why relationships are the core of organising	Identified winnable issue in their community Understands the importance of negotiation and compromise. Can spot worthwhile and winnable issues.	Offers informal support or encouragement to another Understands the iron rule and why leadership development is important	Has attended storytelling training/workshop Understands the importance of storytelling and how to tell a good story
SECONDARY LEADER (doing)	10-19	Played a public role in an action	Has 121s with and has built relationships with people outside their institution	Taken part in a negotiation with decision makers and made a step towards tangible change	Made a plan for developing another leader	Has told their story as part of a public meeting
PRIMARY LEADER (leading and teaching others)	20-49 Can teach others why turnout is important	Led a small action Routinely takes internal and external actions	Has built relationships with decision makers and power players in their community Can explain why it is important to be intentional about relationships	Achieved tangible change in their community Can teach others to win campaigns	Built a core team and relates to it effectively Can teach others to build teams and develop leaders	Has told their story in a high-pressure situation (e.g. media/public action) Can coach others to tell their story
VETERAN LEADER (mastery)	50+	Naturally engages in a habit of action Can evaluate actions effectively	Built a network of strong relationships with a diverse range of people in their neighbourhood	Achieved change of national significance	Nurtures and develops others in a variety of teams and contexts	Comfortable telling a range of stories in a variety of contexts