

BUILDING LEADERSHIP THROUGH MENTORSHIP

Tony Dungy's valuable leadership book, "Mentor Leader: Secrets to Building People and Teams that Win Consistently," explains how to elevate those around you towards success with one simple principle: "your only job is to help your players be better." Dungy outlines the critical elements of mentor leadership, including introspection, altruistic mindset, and modeling values. The Mentor Leader demonstrates how to maximize team potential and drive individuals towards optimal performance.

Notably, he underlines: "Engage, educate, equip, encourage, empower, energize, and elevate. Those are the methods for maximizing the potential of any individual, team, organization, or institution for ultimate success and significance. Those are the methods of a mentor leader."

In this book, Tony Dungy uses his, his father's, and grandfather's life lessons and careers as a coach in exemplifying his personal core value of leadership of mentoring others in becoming effective leaders. In the first chapter, Tony extrapolates from the practices of leading through authoritarian rule of higher and fire and introduces a cooperative leadership. He explains that mentor leaders seek to have a direct, intentional, and positive impact on those they lead.

Simply, leading for a benefit or to reach a target is short termed, while benefiting people is a much better and long-term goal. Mentor leaders do this by giving some of their responsibility to others and developing them to be successful.

The book's second chapter clarifies that decisions made by a leader not only affects their workers and company, but their families and communities. A mentor leader strives to allow others to lead and benefit from their decisions which, in-turn, allows the benefits to spread upward and outward. Key characters that allow this flow to occur is having a common vision, mission and values.

The third chapter briefly highlights that all leaders must not only work with their known skills, but must also work to better their faults and flaws.

As chapter four centers around three characteristics of trustworthy traits, leadership attributes, and relational qualities, Tony elevates individual character as a most critical trait. He also mentions that the individuals that you have on your team must have good character in order to build a good company, community, and family. This also allows for confidence to build inside individuals, teams, and companies

Chapter five draws attention to occasional chance of opportunity. He states that making a big "positive" impact on people is a lifelong change and adds value to people's lives.

Chapter six is an old, but true, message that leaders must not only utter these values, but must also do them.

Chapter seven explains how individuals must work together, not necessarily as friends, and through synergy, be able to promote the strengths of each other and help cover for any weaknesses.

Chapter eight covers the seven "E's"; engage, educate, equip, encourage, empower, energize, and elevate. which are key to enhancing potential. These are basically tools given to individuals to help them help themselves. In closing on chapter nine, Mr. Dungy coalesces all

the previous values, into platform building. He states that this platform must always be in place, and having doing so, means that leaders will have an impact on and affect others even if the leader does not know.

Furthermore, Tony Dungy states: "Mentor leaders should look beyond themselves, focusing on the people they lead and where they should be going together." (Dungy, 2010 p. 23) This connects to the fact that people become more effective leaders when they move from independence to interdependence. Anyone can call themselves a boss, but it takes more than a quick fix to become an effective leader, and a mentor leader at that.

(by Dr. Fil with Nget Sokla)