CHAPTER 7
BECOMING A PATHFINDER: Leadership Skills to Help You Strengthen Your Team

“A LEADER IS ONE WHO KNOWS THE WAY, GOES THE WAY AND SHOWS THE WAY” —John Maxwell

Now that you are more comfortable with enrolling new customers, let’s discuss ways to meet your goals and your team members’ goals. The key to building a team and building a sustainable residual income is implementing systems and strategies to duplicate your efforts. Create a system of inviting, enrolling and building through regular actions.

A secret to building a consistent paycheck: consistent actions bring consistent results.

You can’t water a tree once and expect it to flourish forever. You have to create a system to water it many times a week.

A business is similar...taking care of your business is fun, exciting and duplicable.

WHAT MAKES A GOOD LEADER?

• A good leader sets clear and motivating goals and provides solutions to reach those goals.
• A good leader is a good cheerleader. Provide positive encouragement to your team members every step of the way.
• A good leader is an educator. Don’t stop teaching about the products and the business.
• A good leader shows patience and love and helps people overcome challenges and setbacks in their lives and in their businesses.
• A good leader provides solutions for different learning styles. Some builders enjoy live continuing education and support while others prefer to self-study. Meet the needs of your team by providing solutions they can get from you or your upline, either one-on-one or in a group setting. Also provide a list of resources and tools that people can use to learn on their timetable.
• A good leader shares best practices and also encourages people to find their way to get things done.
• Good leaders are plugged in! They are aware of programs, promotions and compensation for themselves and their team.

GROUP MENTORING WITH THE PATH TO PROSPERITY

Leading and mentoring are often used synonymously. We hope that you will be a leader and a mentor to people interested in building a Nature’s Sunshine business.

The Path to Prosperity was designed to help you mentor others along the way. Introduce this workbook to them early on in their building process. Either in a group or one-on-one setting, help your team members create their own goals, work through limiting beliefs, create sales goals, build a network and train them on the Invite ➔ Experience ➔ Enroll process.
SAMPLE PROGRAM FOR TRAINING YOUR TEAM ON THE PATH TO PROSPERITY

Create an eight-week virtual course (one week for each of the first 8 chapters). Each week there’s a reading assignment before you hold a conference call. For example, before call one, everyone should read the first chapter of this manual. During the call discuss key points and insights as a group, and discuss assignments due before week two.

We’ve made this easy for you with suggested Action Items at the end of every chapter. Invite your team to pick two actions from the list or come up with two of their own to complete before the next call (in addition to reading the next chapter). This is a fun, interactive way to help your team really dive into the content, and it encourages application of key principles.

This can be done one-on-one, but it’s fun to walk this path with others. And there’s something comforting and encouraging about doing this as a group. Either way, one key element of the Path to Prosperity is accountability. Encouraging team members to set goals and reach them by a deadline is one of the fastest ways to move forward. Ask your team members, “Do you want reach that goal (or get those results) next year or next week?”
ONE-ON-ONE MENTORING

Some of your team members may have unique goals or face challenges that will necessitate your support one-on-one. Apply these tips for supporting and encouraging them in their business goals.

• **Listen first, give advice second.** When faced with new challenges, limiting beliefs will creep in, and your team needs a soft space to land. Allow them space to share what’s on their mind before you offer advice. You may even want to ask, “Would you like me to give you some ideas or did you just need to vent?” before you jump in with a list of solutions.

• **Ask questions as a way to help them come up with their own solutions.** Here are some ideas that will help them think through solutions that are right for them:
  - “WHAT DO YOU THINK YOU NEED TO OVERCOME THIS CHALLENGE?”
  - “WHAT KIND OF SUPPORT WOULD YOU LIKE IN YOUR BUSINESS?”
  - “ARE YOU WILLING TO ASK FOR THE SUPPORT THAT YOU WANT?”
  - “WHAT NEEDS TO CHANGE IN ORDER FOR THESE CIRCUMSTANCES TO IMPROVE?”
  - “WHAT KIND OF SUPPORT WOULD YOU LIKE FROM ME AS YOU WORK THROUGH THIS?”
  - “WHAT COULD YOU DO DIFFERENTLY IN THE FUTURE THAT WOULD OFFER YOU A DIFFERENT OUTCOME?”

• **Set clear action items or assignments before ending a call.** Infuse your team members with goals, actions and accountability. If they know you’re going to follow up with them, they are much more likely to keep their commitments and make positive actions between calls.

• **Decide the frequency and length of your calls.** Are you meeting once a month? Twice a month? Once a week? Different team members may have different needs, but it may benefit you to set up a blueprint for each of your members when they first enroll with you as a builder. Perhaps four sessions, once a month, will work well. What ways can you support them through building a Nature’s Sunshine business that also helps you create routines to support your team members and get other tasks completed on your list?

• **Batch your time and consider setting “office hours” for your team.** To ensure that you have time to get other things done in your business (and in your life), you may choose to have client calls on Tuesday and Thursday mornings, for example. Create systems and schedules so that you can be most effective with your time. (We’ll talk more about time management in the next chapter.)

• **It’s okay to set time limits.** Yes, they are your team members, and yes, you want to support them, but it’s good to set expectations for your calls. When someone calls, say, “I have 15 minutes,” or make appointments and be clear about start and end times. (This helps both you and your builder.)

Use the Manager Mentoring worksheet on the next page (or make one of your own).
What worked this week in your life and business?
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What didn’t work this week in your life and business?
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What would you like to change?
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What resources do you need to help you?
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What three action items are you committing to before our next call?
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2.________________________________________________________________________________________________________________________________________
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Resources/Books/Learning Recommended:
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Date and time of our next call:________________________________________________________________________________________
ACTION ITEMS

1. Consider how you would like to support your managers as a group in building their Nature’s Sunshine businesses. Decide if you want to lead a program using this as a guide (like a book club), or if you have another theme that meets the needs of your team.

2. Consider how you would like to integrate one-on-one mentoring for your managers into your workweek. The easiest way to do this is to think of the number of hours you want to work, and then decide how many hours you can dedicate to supporting your team. For example, is it two hours a week? Then decide if you can manage four 30-minute sessions or two one-hour sessions? Then decide if you're meeting with managers weekly, bimonthly or monthly.

3. Practice asking good questions. Have a roleplay call with your upline or another manager, and practice leading someone to find solutions and action items to move their business forward. The more you practice asking good questions, the easier it will become over time.