

Do you have what it takes? Consider APHL's Emerging Leader Program:

Being an "emerging leader" has nothing to do with age or job grade. You may be an Emerging Leader without even knowing it; missing out on opportunities to fully liberate the leader within. The leadership process is a journey without designated intervals.

If you meet any **one** of these ten requirements, then you already are or could easily be seen as an Emerging Leader*:

1. **You are a high performer in your organization.** Solo performance matters less and the ability to lead others matters more.
2. **You show high potential in your current role.** Being stretch-able signifies that an individual may be a strong asset and, possibly, a future leader.
3. **You informally influence others.** In our social circles and workplaces, there are always people who rally or inspire us.
4. **You supervise others.** Management titles are often confused with leadership skills. Those are two entirely separate things. Anyone who is a supervisor or manager should seriously consider becoming a leader, too.
5. **You are open to learning, failing and growing.** Leaders experiment, take risks, fail forward and try again. They seek opportunities to be challenged and to challenge others.
6. **You have strong people-building skills.** Leaders build other leaders. Hoarding talents, tasks or knowledge creates an unsustainable workload and deprives others of development.
7. **You are centered by your core values.** Leaders know who they are and what they stand for. They make decisions based on their core values and are clear and consistent in aligning their actions with those values.
8. **You see possibilities for a better future state.** Leaders are not satisfied with the status quo. Managers may be, but leaders are interested in taking people somewhere new.
9. **You unite others and help them see new possibilities.** Leaders have followers. When an individual (regardless of title or position) bring others together, inspiring and encouraging them, that's a sure sign of leadership.
10. **You want to become a leader.** This may be the most important one of all. Your desire to become a leader (*not to be confused with a desire to become a manager!*), is essential if you are to do the work of emerging. It requires learning about leadership, developing the behaviors of a leader, and staying committed to your own continual development.

Remember, it only takes one of these ten requirements to be seen as an emerging leader. From that springboard, you can develop the key behaviors that will solidify your leadership. Are you an emerging leader? Would you like to be? Consider APHL's Emerging Leader Program! [Apply today.](#)

*Adapted from Deb Calvert, Owner, People First Productivity Solutions, via LinkedIn Post 3/24/15