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# BLACK BELT LEADERSHIP

GUIDANCE ON LEADERSHIP DEVELOPMENT

## Lead Your Leadership Team Like You Lead Your Business



### Your G.O.L.D. Leadership Team Needs You To Step Up

The success of your martial arts business is based on your ability to lead your team effectively to a desired result.

As a business, that result is positive cash flow and satisfied customers. Your ability to coach and guide your team to success is exactly what qualifies you as a G.O.L.D. Leadership Team instructor.

Your leadership team, staff and/or students can use these same leadership skills in their lives to achieve success with their homework, community projects, Black Belt training and leading their households.

### Look Closely At Your Business

Business success is a result of focusing on hitting daily goals that you have set with your team, motivating them to take consistent action and doing the simple things each day to achieve success.

You track your numbers and focus on new students, upgrades and student/parent satisfaction.

As the leader of your business, your staff looks to you for creativity and innovation. They look to you to create the systems that guide them to success. You provide the vision of the future of the school. As their leader, you are a problem solver and mentor for your team.

- How did you learn these skills to be in your position?
- Who taught them to you?

- How can you teach these skills to your G.O.L.D. Leadership Team members to drive their future success?

Your business is also based on a few key systems that work each day to create a desired result. At the end of the day, you may tweak the systems to increase results in certain areas, but the core systems are always the same.

### Look Deeper Into Your Leadership Development Course

Your leadership team, staff and/or students need a system to follow to learn leadership, as well.

This is much more than a life-skills course. This must be a program of action. This program should take a shy and timid student and give him or her opportunities to grow and become a leader. All students are capable of becoming a leader; however, they just need to be shown the tools and experiences to reach their leadership goals. These tools must be real-life examples that they can use in their lives. It must include actions steps that they can take each day.

This is not teaching your leadership team how to bow in the class or teach warm-ups. This is good to do by the way, but should not be your sole leadership development program.

Your G.O.L.D. Leadership Team development program must teach a few key concepts that you use to lead your business each day.

1. Vision and Goal Setting
2. Ethics and Integrity
3. Courage

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4. Problem Solving
5. Being a Role Model
6. Creativity and Innovation
7. Belief
8. Perseverance
9. Organization
10. Positive Attitude

It's not enough just to talk about the items on this list. Class lectures and even conversations about these principles are not enough to teach your team real leadership skills.

They must live these principles to make them parts of their lives. They need to be working on projects that are their own, so they can practice these skills.

As a school owner/instructor, you didn't perfect these leadership skills when you first started your school, or even when you first started teaching. You learned the majority of your leadership skills after you began working towards the vision of what your school could become. You began adapting all of these leadership concepts into your life because you knew it was necessary for your success.

## The Solution

Experiential-based leadership training is necessary for real leadership development.

Martial arts is a great tool to teach leadership skills during your daily classes. Your students are able to work on themselves, physically and mentally, and challenge each other to achieve greatness in martial arts.

They are setting goals and working on perseverance and integrity. They are practicing positive attitudes and being role models for others. These are all steps to become a leader.

- Give each G.O.L.D. Leadership Team member a role in your school. Each team member will be responsible for some aspect of keeping the school organized and growing.
- This does not have to be a large task or a job. Any responsibility is good to start. Maybe, you assign two students to attendance cards and two other students to greet students as they walk through the door.
- In giving each team member a task, he or she now feel like part of the team. Team members will be learning genuine skills in a real-life situation at your school, and will help your school grow in the process.

Your G.O.L.D. Leadership Team also needs to separate itself from just training these concepts in martial arts class. You need to bridge the gap between martial arts classes and the rest of life. Your students must practice these skills on their own projects and goals.

They need to set goals outside of class; and it is important that students are working on projects that are important to them. They will be more enthused and happy to be working on them. Their outcomes will be greater when they feel a strong connection to their projects.

## Your Personal Leadership Training

You learned how to lead the same as everyone else. You may have a Masters degree in Leadership Development or have served 10 years in the Marine Corps. You may have left college, without earning a degree, and decided to teach martial arts and learn leadership through real-world experiences because there was no other option.

You learned how to lead your school and your students through some type of experience that was life-changing.

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You may have read about these leadership skills in a book or acquired a few leadership tools, here and there, throughout your early life. It wasn't until you were forced to take on a leadership role that you learned how to lead. There was some life-changing event or experience that caused you to lead your group to success. You learned how to apply these tools and skills in a real-life experience.

## **Your Student's Leadership Training**

Be the one to give your students an opportunity to lead. Give them the opportunity to create a project and experience what it takes to create a leader.

Let your older leadership students (or even your staff members) observe how you lead your business. Without showing them the specific numbers of your operation, teach them what is necessary to be successful, based on your real-life example.

This will help raise their belief level that they can accomplish their big goals in life. Share with them your struggles and adversity.

It's OK to be a little exposed. They should know that you weren't always successful. They should understand that you faced tremendous (or at least a little) adversity to achieve what you have. They should recognize that failure is simply a part of success. Use yourself as an example because you know the most about your situation. Share your vision, and the story of your adversity and ultimate success.

With this lesson, they will be able to supercharge their belief that they can accomplish their projects. They will feel that they can complete their visions or goals that they set.

## **Putting Real Life Leadership Training Into Action**

Your students must think that they are a part of your school's success. Ultimately, this will increase retention, upgrades and future enrollments.

Start with your story; share your hardships and successes. Then, have your G.O.L.D. team members develop a project they can do together. This should be a community-based project or any goal that is important to them.

When they begin to face adversity and struggle a little bit, they will have to pull through and learn something about themselves, and grow from it.

Your students will learn leadership as you did in your business. They will learn through experience, not through a set of life-skills classes.

This is your students' most genuine path to leadership.

## **Class Outline**

- Discuss the principles of leadership and explain to your G.O.L.D. Leadership Team members that they must practice those principles during martial arts classes.
- Establish roles for your G.O.L.D. Team members. These roles make them part of your team.
- Share your story.
- Share how you lead your business (without numbers).
- Coach them on starting a project or goal that is important to them.
- Explain that a little struggle and adversity are good motivators and part of the growth process.
- Instruct them to complete their projects or goals.