

### Theme 3: Learning Leadership Skills Early

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewer's Quote
3	50939	16	Age does not matter. Just look for opportunities to get the required development, skillset and certification	Always look for opportunity to join honor society. And I'll say this once you do get your certifications and your degree and stuff like that
3	50939	18	Experience matter more than age. With experience age is put aside.	So I would say, yeah, that's a relative because how can you compare a kid fresh outta high school that did a certification for like six to 12 months? And they already have a project management and started working in the field before they were 20 compared somebody who's 23 and they have a bachelor's degree with no experience
3	74710	8	The earlier leadership exposure, the better to improve leadership skills.	I would put a student in a leadership position as early as middle school. You know, whether it's like you know, organization in the classroom assisting a teacher or, you know running a club of some sort, like I would start as early as middle school to to develop those leadership schools, leadership skills, excuse me, formally. But if you think about it, think about the profession that I'm in, right gaming. Oftentimes you have group gaming titles, where you have players that are doing multiplayer titles, working as teams, working as groups, as young as, you know, elementary and middle school, where they're the leader on that particular team. So they're already learning communication. They're already learning strategy, they're already learning leadership and direction. And so I would say that earlier you can start providing those types of opportunities for leadership the better when you start to get into the professional ranks, there's no reason that anyone even starting an entry level job cannot be considered as having, you know, shouldn't be considered for an opportunity to lead a project or a project team. Speaker 2: So I, I would immediately any person that comes into our company, whether an intern or in an entry level role I find ways to, to give them leadership opportunities and, and ownership of projects to start.
3	74710	29	Earlier leadership skills are taught, the better.	I would say that earlier you can start providing those types of opportunities for leadership the better when you start to get into the professional ranks
3	19860	17	Any age but the earlier the better but on the other hand it depends of the individual since everyone is different.	I mean they're earlier their age then that's cool. I mean, everyone's different though. I mean, some people aren't ready to be leaders on early on in their life. So again, not everyone's a leader, so at what age, I guess it really just depends on that person.
3	19860	56	The age at which people need to start learning about leadership depends on the type of person they are. Some are ready to be leaders earlier than others	I mean, again, it's prob I mean they're earlier their age then that's cool. I mean, everyone's different though. I mean, some people aren't ready to be leaders on early on in their life. So again, not everyone's a leader, so at what age, I guess it really just depends on that person.
3	23301	28	Age shouldn't be a factor, nourish kids gifts early so they grow into them	See, they they're too, they're too young to be this they're too young. Nah, if it's naturally in them, you gotta nurture that. And I think that's the mentality change that needs to happen. I think there needs to be programs in school that help nourish kids gifts early.
3	23301	50	Leadership characteristics are learned from the early stages of development where kids observe their surroundings	So from a leadership standpoint a lot of that stuff comes from observation as well, like in their early stages of development. Cause you could kind of know, even as a child, who's gonna be a leader. Like, you know what I'm saying with their natural development and personality. So I think that that leadership should be challenged as early as maybe, you know, fourth or fifth grade.
3	23301	52	Leadership is naturally in kids but it needs to be encouraged in order for them to develop the necessary characteristics to be a leader	So I think once you see that as a observation, that's when it should be engaged because naturally it's in them. So if it's naturally in them, it needs to be nourished. So if you discover this, even if you're two, three years old and you see a child just taking things in and taking matters in their own hands, even at a young age encourage that because they're born leaders.
3	26196	8	Leadership should be nurtured from an early age. It can only benefit them as they get older	So, you know, at the end of the event, this one kid from Booker high school got up and started to say how appreciative he was to have been invited to that event and how he appreciates all the other people in the room and how he appreciates the two schools who were there. I mean, he gave accolades to everybody. He did not leave anyone out. And I said to myself, that's going to be an outstanding leader one day. He doesn't even know it, but he's going to be an outstanding leader one day.
3	10419	57	Third grade students will be better than high school students to learn leadership skills.	Oh, I think it needs to be as early as third grade, you know, we can teach those leadership skills on a lower level, but I think we can't wait till your high school years. You must do that early on and develop those, those attributes along the way.
3	19860	57	The earlier these skills are taught the better	Like I definitely would want that to happen as early as possible. Like kindergarten, preschool, kindergarten, I guess like at a early, early age. Right. Organizations, place, sports, working, lot of team settings still know how to work with other people.
3	26196	22	The candidate says that kid should be able to be expose tpo leadership position from the moment they become a little independant	And you asked me what age... I would think now, as soon as they can pick up an iPhone would be the age to start to process. You know, I used to say it would be once a kid could read, but the kids don't need to read in order to pick this up and play the game. They can intuitively figure it out, then they should be glamouring to read. So I think that this could be something that could be significant, that little kids, I mean, you see babies still in their mom's arms playing with the phone.
3	19860	12	It is important and beneficial for students to engage in the leadership experience so schools should inculcate the curriculum to teach them about life outside the 4 corners of the classroom	but like we need to be teaching like real life courses early on you like the major and also teaching like financial literacy, you know, just teaching you know, just how to go about life in a professional way, like, you know, kind of setting people up for more success versus just basic generic studies, you know, that we can like easily apply.
3	19860	53	Not everyone has the qualities to be a leader, so the earlier kids gain leadership experiences, the earlier they know if they want to be a leader and actions can be taken to build those leadership skills	So I definitely feel like the earlier, you know, individuals can be know, be put in places of leadership, but, and that's the other thing too, not everyone's a leader, you know, so not everyone has those qualities and, and some people, cause they, that's not what they wanna do. That's just not who they are. And then some people just never been in that type of position and where like they were looked on to be counted on as a leader.
3	55223	4	It's never too early to start nurturing your leadership skills	we're starting in high school to give a better opening and understanding of these are the opportunities that you have and not waiting till you get to college
2	50939	51	Eight grade to sophomore year in undergrad is where they should for any opportunity they can. Age doesn't not show maturity, it's the company you keep.	. I will say from like eighth grade to probably your sophomore year in undergrad look for every opportunity you can. I don't think age equals to me maturity though. You are, I will say you are the company you keep.
2	50939	52	Its not necessarily due to the your age but more towards the if you are the smartests in the room.	Cause not necessarily due to age where they think either one, you can't get to where they are or two, they don't want you to be where they are. If you're the smart man in the room, that's dangerous because you're no longer learning. So I will say that's an important factor
2	74710	27	Middle school students could develop leadership skills by assisting a teacher or even running an on-campus club. Perhaps being led is a good way to relate with those who you would be leading in the future.	I would put a student in a leadership position as early as middle school. You know, whether it's like you know, organization in the classroom assisting a teacher or, you know running a club of some sort, like I would start as early as middle school to to develop those leadership schools, leadership skills
2	78161	2	Get exposed to arts, sciences and leadership experiences early on, to set yourself up for success	Yeah, I do think that it makes sense to experience students, to like the arts, to like engineering, computer science, to all those types of programs. Because it really is going to help them ...what age and, and in what capacity I think as soon as they're able to, and they want to, you know, if it means sixth, seventh grade
2	78161	14	Engage youth in leadership as soon as they're able and want to.	Yeah. So the first part of the question I do think is yes, for sure. I do think that those are beneficial for students. And I think that the younger you start a student on any type of, you know... You experience them to a new world... They're gonna be able to have a better perspective about, okay, Hey, maybe this could be for me in the future, like in my own personal work life, you know, that we've had, we had go to elementary and that was their fifth graders, you know, they're getting experience to higher ed. So to answer question though. Yeah, I do think that it makes sense to experience students, to like the arts, to like engineering, to computer science, to all those types of programs. Because it really is gonna help them ... what age and, and in what capacity I think as soon as they're able to, and they want to, you know, if it means sixth, seventh grade... If it means when they're just getting freshman from high school... I really truly do believe that education is a great pathway for a lot of people. Speaker 2: So yeah, I really really think that makes sense to do that early.
2	78161	42	Starting earlier in leadership leads to more convenient and meaningful experiences	Even in high school, or how early do you think you should get involved in such leadership engagement? Roles. Speaker 2: Okay. Yeah. So I think the earlier the better, because I do think that what happens... What can tend to happen. This is not always the case, but when people are younger, like they're a little more innocent to life, you know, they don't really know how difficult life can be sometimes, but when they get older, they start to see that more. I think that that starts to harden their heart a little bit.
2	45522	7	Introduce kids to leadership at any age	Well, any opportunity to, to be placed in a, a posture of a leadership role that can happen in any, any age in my opinion.
2	45522	8	Kids ability to learn leadership skills is dependent on their mindset	For certain people, it's something that's delayed and does not happen right away. Some people have a mindset of make things happen. Some people have a mindset of watch things happen, and some people have a mindset of, Hey, what happened?
2	45522	26	Belief that leadership is not limited to a certain age	in a, a posture of a leadership role that can happen in any, any age in my opinion. It can happen in, in adolescence, 4, 5, 6, 7 years old, kindergarten, certain people have leadership skills and abilities. For certain peopl

2	45522	58	Leadership can be taught at any age.	Well, any opportunity to, to be placed in a, a posture of a leadership role that can happen in any, any age in my opinion. It can happen in, in adolescence, 4, 5, 6, 7 years old, kindergarten
2	97357	27	Exposed to leadership skills from an early age ( about 9 years old)	KAPPA league is a leadership development program for folks from nine years old to high school. So do I believe leadership skills development coaching and mentoring is important at an early age? You better believe it
2	19860	16	Age does not apply when it comes to leadership development.	do you think age matters when it comes to leadership? Speaker 2:No.
2	19860	19	You charisma from an early age can tell if you can be a leader	like the way he carries himself speaks and, you know, talk to you like, dang, like you're smart, you're intelligent, you know, you, you, you know, you're a leader.
2	19860	93	Age should not be looked on as a determining factor of leadership	I mean he's seven years old, but like the way he carries himself speaks and, you know, talk to you like, dang, like you're smart, you're intelligent, you know, you, you, you know, you're a leader. And even though he's not like giving me directions on where to go in life, that like, that, like that shows an impact. That was an impact. You know what I mean? Like, so it's not like an age thing, you know, there's older there, there's older people who, when, when they, you know, just move and act a certain way that, that impacts me different too. So, like, you can find leaders in anyone and right. I mean, the one you, like, those are going to be the ones like you're going to remember those interactions and those people more.
2	26834	15	Leadership: starting middle/high school levelc	What age do you think that these students should be engaged Speaker 2:Middle school and high school level
2	91520	27	Six years and above	So I feel like they could start around six coming up
2	23301	6	Honing of a child's innate leadership personality would be beneficial in the development of good leaders	So a follower would just say yes and go, you know what I'm saying? Whereas a leader is like questioning everything because if something don't seem right, they're gonna do something about it. So I think once you see that as a observation, that's when it should be engaged because naturally it's in them. So if it's naturally in them, it needs to be nourished. So if you discover this, even if you're two, three years old and you see a child just taking things in and taking matters in their own hands, even at a young age encourage that because they're born leaders.
2	23301	26	Early on, you can tell if a child is a leader because they question things. Once that quality is noticed, nourish it.	So from a leadership standpoint a lot of that stuff comes from observation as well, like in their early stages of development. Cause you could kind of know, even as a child, who's gonna be a leader. Like, you know what I'm saying with their natural development and personality. So I think that that leadership should be challenged as early as maybe, you know, fourth or fifth grade. And I'll give you example, like my son he's eight years old, right? He's nice in games. He loves building, you know, he likes sports as well. He loves having fun. But one thing I notice about his personality is that he questions things. So because he questions things, that's a sign of a leader because nobody can just tell you something just because they're your parent. Nobody can just tell you something, cuz they're your elder. Speaker 1:You need to know for yourself so you can know what you doing and you need to know yourself so you can know what's right. So you can shape your own opinion and be able to be a what? A leader. So a follower would just say yes and go, you know what I'm saying? Whereas a leader is like questioning everything because if something don't seem right, they're gonna do something about it. So I think once you see that as a observation, that's when it should be engaged because naturally it's in them. So if it's naturally in them, it needs to be nourished. So if you discover this, even if you're two, three years old and you see a child just taking things in and taking matters in their own hands, even at a young age encourage that because they're born leaders.
2	23301	67	Panels where kids ask questions about things they're interested in can be useful when teaching leadership skills. It is also important to let kids know that adults go through the same problems kids go through	We, they sit on a panel and what we do is we have them ask us questions based on certain topics that they're interested in. And then we provide the answers, which is the guidance to help get them where they need to go through our experience, and then we also share with them that even as adults, we go through a lot of problems that they may go through just in different ways because of us being adults and them being the kids.
2	45522	26	Belief that leadership is not limited to a certain age	in a, a posture of a leadership role that can happen in any, any age in my opinion. It can happen in, in adolescence, 4, 5, 6, 7 years old, kindergarten, certain people have leadership skills and abilities. For certain people
2	26196	41	Youth can start learning the moment that they can use smart device.	as soon as they can pick up an iPhone would be the age to start to process. You know, I used to say it would be once a kid could read, but the kids don't need to read in order to pick this up and play the game.
2	10419	31	Leadership can be done at most ages but it should be followed through with at an early age in order to fully develop it	Oh, I think it needs to be as early as third grade, you know, we can teach those leadership skills on a lower level, but I think we can't wait till our high school years. You must do that early on and develop those, those attributes along the way.
2	19860	20	School system	it starts in the school system
2	10997	69	Learning of leadership early can also improve the confidence of black youth in their abilities and make them inspired to take risks and push the boundaries.	I think, I think it would affect them positively. So I think if they knew that they knew that how much just possible. And I think if they believed in themselves, they trust in themselves, like, Hey, like, you know, I think I actually can you know, start something of my own, you know, while they're young, then Hey, then they'll be more willing to risk it and try it rather than, you know, waiting or not being sure. And then you stay not sure. And then you end up just, you know, doing whatever, right. But if they learn early, I think it will impact them positively. And even if they don't wanna start their own thing, at least they know when they get into a, a regular when they get into a job, their goal, there is not to just sit where they're at, but their goal is to climb higher cuz they know that they can and they exude leadership qualities early on. Speaker 1:Right. They're working harder, more than likely, right. They take more responsibility. They start, you know, coming early, staying late and stuff like that. And they can start to move up the food chain. You know, I, I think that that is I, it's a great opportunity to invest in them young and invest in their mind young. But at the end of the day, it is, it is up to the individual. Cause you can teach, you can teach every either I teach 10,000 people, not only 10,000 people are gonna run their own thing. Right. There's some people that just gonna choose not to there's some people who you'll you'll teach them skills, but they won't do anything with it. So, but I think the most important thing is just that having the access to the resource and having the education in general is, is, is a good thing.
2	26834	18	Learned leadership in sports as a kid	As an athlete, My coaches were the individuals that leveraged sports as an opportunity to showcase leadership, characteristic traits
2	67857	11	Leadership engagement experience is beneficial for students of all fields and it is important that they start at a very young age.	Yeah, I think it would be beneficial. You know, I think it would be beneficial and I think it would be beneficial if you start at a very young age.
2	67857	12	Having the leadership experience and having it at a young age helps build balanced well-rounded citizens in the society	all those great aspects that really produce very balanced well-rounded citizens in our societies.
2	67857	17	Developing this mindset in them at a very young age creates in them a will of their own that they can determine what's really important to them early on which in turn can help them frame a path.	but I know for sure he's going to college somewhere because that's something that he wants to do. You know, we no longer even have to, you know, push that matter. That's something that he's seeking to do, He wants to do, he sees value in it. And it's only because we started at a very young age, you know just talking to him about, you know, college being the way out of a bad situation for my wife and I, you know, so that education is just so important and reaching them at such a young age is just as important.
2	67857	19	At a young age it helps them dream big which gives them direction and support them on the path they choose.	so have them dream big give them a little direction, set them on a path and then kind of support them along the way.
2	95783	23	Start as young as upper elementary	Because I believe as early as we can get young people, I say start at upper elementary, middle school. Okay. Fifth grade, sixth grade move and talk about leadership skills, talk about how you interact and deal with being a leader, talk about seeking resources and mentors that not only look like you, but at TA at times, do not look like I Q talk about finding allies and advocates for yourself
2	89314	66	Developing leadership skills early in one's develop can help them to be more confident.	I think, yeah, having had, if I had the opportunity to really like you know, develop that skills earlier on, I would probably be a lot more confident even today about how I handle, you know, day to day activities
2	67867	11	Leadership engagement experience is beneficial for students of all fields and it is important that they start at a very young age.	Yeah, I think it would be beneficial. You know, I think it would be beneficial and I think it would be beneficial if you start at a very young age.
2	6787	12	Having the leadership experience and having it at a young age helps build balanced well-rounded citizens in the society	all those great aspects that really produce very balanced well-rounded citizens in our societies.
2	6787	17	Developing this mindset in them at a very young age creates in them a will of their own that they can determine what's really important to them early on which in turn can help them frame a path.	but I know for sure he's going to college somewhere because that's something that he wants to do. You know, we no longer even have to, you know, push that matter. That's something that he's seeking to do, He wants to do, he sees value in it. And it's only because we started at a very young age, you know just talking to him about, you know, college being the way out of a bad situation for my wife and I, you know, so that education is just so important and reaching them at such a young age is just as important.
2	6787	19	At a young age it helps them dream big which gives them direction and support them on the path they choose.	so have them dream big give them a little direction, set them on a path and then kind of support them along the way.
2	19860	20	School system	it starts in the school system
2	39281	13	Starting from 14years and above and getting them exposed to having the leadership characteristics that is important to their career growth	So you're talking 14, 15 years old because we wanna get them exposed to number one, the idea that leadership is important in your career progression, but also we want to instill the idea that leadership is accessible
2	39281	16	Age: As early as possible because the earlier the better	And so the earlier you start developing those skill sets and that mental process the better

2	39281	118	Students can develop soft skills early so that the transition to management and executive levels can be smoother.	Right, right. It's suddenly an uncomfortable space because they've just been dealing with the work up until then. And then now they're in this space where they're visible, where they're communicating outside of their circles. They're communicating with people that don't know anything about the technical work and are judging them based on a set of criteria that have nothing to do with their technical value.
2	39281	124	Students can learn information better over time as opposed to in a short timeframe.	And so I think it needs to start fair early, early, but I think it needs to develop over time and not just be, Hey, here's a, a two day workshop where we're gonna talk to you about leadership and business
2	56727	7	Kids should be taught that they can have authority and leadership starting from kindergarten	Oh, absolutely. Starting in kindergarten. Be introduced to a young age that you can have authority and you can have leadership and that it's okay.
2	56727	22	Belief that leadership should be taught as early as Kindergarten	Starting in kindergarten. Be introduced to a young age that you can have authority and you can have leadership and that it's okay.
2	56727	38	Be taught leadership and authority early as possible, builds confidence	Oh, absolutely. Starting in kindergarten. Be introduced to a young age that you can have authority and you can have leadership and that it's okay. Speaker 1: And to what extent do you think that these experiences would contribute to their development as leaders? Speaker 2: I think they would have more confidence within themselves, I think they would have that go get it mentality, but I also think that they would know that they're carrying the backs, not just for their community, but for themselves.
2	94392	14	She continues by encouraging to be exposed to leadership engagement as early as possible	I would now enable me network with leaders on the higher level because I'm in a leadership position in the student level. Right. But there's like the global like organization level. So being, being part of such organizations and being active in such organizations is actually a pipeline to, to get into leadership position even outside of school in the workplace.
2	50939	14	Starting at an early age to build these quality and having the right people around (the company you keep)	I don't think age equals to me maturity though. You are, I will say you are the company you keep
2	10419	58	Being engaged in sports or clubs can help you with learning how to be a leader. You can learn how to with someone on your team or for someone, learn the various roles	Yeah. I think teams, clubs... Any time that you can be a part of something I think can only help because you learn a lot with sports, you learn how to be a team, you know, how to be a leader and really a job as a team, you're gonna be working either with someone on your team or working for someone. And you're gonna need to know those various roles, whether it's a head coach or assistant coach, your physician coach, so that can only help you when you get engaged in clubs or organizations, you know, those things can benefit you as well.
2	55223	11	Students should engage in STEM in order to help them find their own career paths for development	yes, that students should be able to do that. As early as high school to be able to help them make a career decision. And most programs companies are starting to have stem programs, but it was mostly focus on college. Now, I believe that, and within my company, we're starting in high school to give a better open and understanding of these are the opportunities that you have and not waiting till you get to college. So yes is very important to have those programs, stem programs and opportunities open for students.
2	91520	7	Belief that early leadership engagement experiences would be beneficial to students	Cause they're gonna interact with people you're gonna be around in different groups and all that, so yeah. Everything is necessary in life or beneficial in life.
2	91240	10	Early leadership engagement experiences can help build the confidence needed to be a leader	I think the earlier the better, honestly, because the more confidence that somebody has that they can confidently lead effectively then, you know what I mean, the more they're gonna be willing to jump in those positions.
2	91240	16	Entrepreneurship needs to be taught to the youth so they have a perspective of how it is to be on top	And yeah I think entrepreneurship needs to be taught, especially in this country. I think in a, on a very general education sense cause taxes and business are so vital to how this country runs, regardless of what industry you're in you have to deal with business, you have to deal with taxes, you know what I'm saying? And so I think entrepreneurship, knowing what it's like to be on top of that rather than like in the system is, is, is an important perspective to have as well.
2	10997	67	Learning of leadership early can also improve the confidence of black youth in their abilities and make them inspired to take risks and push the boundaries.	I think, I think it would affect them positively. So I think if they knew that they knew that how much just possible. And I think if they believed in themselves, they trust in themselves, like, Hey, like, you know, I think I actually can you know, start something of my own, you know, while they're young, then Hey, then they'll be more willing to risk it and try it rather than, you know, waiting or not being sure. And then you stay not sure. And then you end up just, you know, doing whatever, right. But if they learn early, I think it will impact them positively. And even if they don't wanna start their own thing, at least they know when they get into a, a regular when they get into a job, their goal, there is not to just sit where they're at, but their goal is to climb higher cuz they know that they can and they exude leadership qualities early on. Speaker 1: Right. They're working harder, more than likely, right. They take more responsibility. They start, you know, coming early, staying late and stuff like that. And they can start to move up the food chain. You know, I, I think that that is I, it's a great opportunity to invest in them young and invest in their mind young. But at the end of the day, it is, it is up to the individual. Cause you can teach, you can teach every either I teach 10,000 people, not only 10,000 people are gonna run their own thing. Right. There's some people that just gonna choose not to there's some people who you'll teach them skills, but they won't do anything with it. So, but I think the most important thing is just that having the access to the resource and having the education in general is, is, is a good thing.
2	36484	10	Youth should start early to try and gain leadership positions and view different perspectives for their own growth	Early, because you're gonna need those internships. I mean, if you could do an internship every year, freshman year, sophomore year, junior year, three different companies I think is better than the same company. It'll give you a great starting point.
2	36484	73	Young people can start learning about leadership in high school or even middle school.	I don't think it's too early. Speaker 1: I think high school, even middle school. Oh, high school I do because I think corporate has a lot of baggage in our society with young people and I've spent my whole life in corporate and I love it.
2	91240	10	Early leadership engagement experiences can help build the confidence needed to be a leader	I think the earlier the better, honestly, because the more confidence that somebody has that they can confidently lead effectively then, you know what I mean, the more they're gonna be willing to jump in those positions.
1	50939	17	Gaining the experience is more valued than age and most time the education. So get the experience.	They'll always be like, okay, you have the education, but do you have the experience? I'm like, no. Cause I spent four years trying to get that education
1	19860	92	Leadership positions are always beneficial but a leader can come at any age.	I mean, again, it's prob I mean they're earlier their age than that's cool. I mean, everyone's different though. I mean, some people aren't ready to be leaders early on in their life. So again, not everyone's a leader, so at what age, I guess it really just depends on that person. What I would say for like, if I were, let's say if I had a kid or something like that, I would want them to go to develop those leadership qualities pretty early on, you know, not definitely more of like a I can take control and I can lead, I could just be a good example. Like I definitely would want that to happen as early as possible. Like kindergarten, preschool, kindergarten, I guess like at an early, early age. Right. Organizations, place, sports, working, lot of team settings still know how to work with other people.
1	39281	127	High school students can be interested in leadership development.	But then also we do training and development opportunities throughout the year, but the primary target audience for that training and development is high school sophomores.
1	23301	54	There needs to be a change in the mentality that kids are too young to learn how to become good leaders	See, they they're too, they're too young to be this they're too young. Nah, if it's naturally in them, you gotta nurture that. And I think that's the mentality change that needs to happen. I think there needs to be programs in school that help nourish kids gifts early.
1	50939	46	The barriers doesn't have to do with race and can also be the barriers of being around black women who discriminate based on age.	So I would say and it doesn't to a certain extent have to do with race. A lot of my barriers were actually black women that pigeon hold me as well. So it could be discrimination based on age because a lot of people don't expect of I'm only 20 years old, a 28 year old to get to where I am as fast as I did, because of course, when a educated black man compared to an educated black woman a company or a corporate society will hire educated black woman first because it checks two boxes, Black man, in my opinion, they see as a threat
1	39281	51	Sexuality and age can also be part of these challenges that can impact ones development and promotion to top leadership level	I don't have enough experience to talk about other identity pieces in terms of sexuality. Age can play a factor, but I kind of mentioned that right. Where, right. I think it at, at the upper levels age is, seemed to be a benefit
1	91240	19	There's a bias against the youth because of their lack of experience	The youth thing is already a disadvantage cause of the experience.
1	19860	18	Going through the process to gain experience to be a more effective leader.	So people gotta go through that part of, if that's who they are, then they gotta go through that part, their life until they're willing to make changes as far as like becoming more an effective leader.
1	19860	21	Having a mentorship program	like the mentorship program
1	19860	22	Having a mentor can shaping your perspective on thing based on their perspective.	You have to have mentors growing up, you know, I had, who can, you know, like I said, give you the right perspective.
1	19860	23	Having a mentor kind of gives you shape and direction in the midst of your confusion.	you have you have to have those, otherwise you're bottling everything up and there's no outlet. You know, you don't know how you don't know how to, how you should be feeling about certain things. You don't know how you should maybe view certain things. And, you know, when you had find the right mentors, they're going to, they're not there to like live life for you, but they're, they give you a perspective on like how to view a situation. And then you move accordingly to however you see best is for that.

1	19860	24	What the right mentor does. The characteristics and quality of a good mentor.	Know people who will hold you responsible are very important, you know, hold you, hold you accountable. I mean making sure that, you know, you're not being a fraud or hypocrite, you know, some of the things that you say, like making sure that you're staying on top of your yourself the right way. Those are who hold you accountable check up on you and like, you know, just tell you the real of what's going on. Not just what you wanna hear, but like, what's the situation. Cause people, some people can't handle the truth they want like, yes, man. Right.
1	19860	25	Attributes of good mentors	I can see actions coming from, you know, you know, the way you're moving type thing or someone who can it's not always in a negative way, but too, it can also be in a positive way. Like, man, I really like the way you're doing moving this. Like you you're doing the right things. You know, keep your head down. You, you, you know, stay focused, you know, you're very ambitious things a you in, no, I like the way you're moving. You know, you just need those people.
1	19860	26	Engaging in leadership activities outside school helps create opportunities and make one open for great leadership opportunities	You can buzz the platform, but you, you wanna definitely have to live life a little bit and find, you have to go out there. You gotta, you gotta put yourself in those opportunities. You gotta create opportunities for yourself for that. You gotta be open for those opportunities.
1	10997	86	Start early so you're prepared later on for more advanced things.	I would say, I feel like sometimes we can let age sort of limit us. Right. Sometimes, you know, especially if you're black, if you might think that I'm a little too young. Right. but I don't think any age is, is, is too young. I mean, you see, we see success stories of people who are of all ages at, you know, there, there are kids that are 12 years old and they're like pro scientists or whatever, like, right. That's cool. Right. And it's doable. I think it's doable for anybody if they really apply themselves. And, you know, you can be a Le you know, obviously I think that, you know, you'll have to take a couple of years to really be in a, a suitable role of leadership. Right. Like it's not gonna happen overnight. Right. I don't think you're gonna hire 20 plus year olds if you're like 12, but I do think you can start to learn the qualities it takes going into your teenage years. Speaker 1: Right. So I definitely think that early adolescence is when you can learn about these fields. Like you can start to master electronics and, and, and computer science and business. And, as you start to get to like, you know, your teenage years, or you're in your 16, 17, 18, going into your twenties, you can actually start to build leadership roles. Right. Cause you can start to actually, you know, people will take you serious cuz you know, you'll know about what you're talking about. And you know, when you're like a teenager, at least, you know, people listen you at least a little bit. Right. And then as you start to demonstrate how proficient you are and you can start, you know, businesses and stuff, right. Like at 18 then you can start to get into leadership roles as you go into your twenties. Right.
1	10997	68	Leadership is something taught not something you're born with so its crucial to start teaching those leadership lessons early to plant the seed for careers at higher positions.	I think so. I think it would be very beneficial, you know, especially because yeah, I think, I think it would be great because many times leadership is something you have to learn. It is not something that you're just like born with. Like nobody's born. Like I was not born a leader. Like I definitely had to learn that. And I think it's important that kids learn that. And at least, or not even just kids, but youth in general, that you learn that while you're young, if you can learn that while you're young in the, the field that you want to go into, such as business, such as sciences and computer sciences and art and whatever it is you want to do, then I think that you come up with this mindset to say, you know what, I can be in a high position in this field or I can start something of my own and be in a position of leadership there. Right. But I think it, it definitely starts out young. And I think that it definitely starts with having the, these programs and, and including it in our education system. Cause it is severely lacking in our, you know, regular education system. And if it's really not gonna be taught in schools, then at least have some sort of program outside where these kids can have access to it.
1	81039	11	Exposure to leadership or social activities shows kids what to expect in the workplace	Yeah. So I think it's exposure to activities general. So we learn, you know, what, what, what you find is when you start working, sometimes you're thinking, gosh, all the academics, all the, get the best grades, all the learn math, learn, bio biology, you know? What does it mean when you're in the workplace?
1	81039	13	It is important to teach kids to speak up but in a way that they would achieve the desired results and this could be done through exposure	So you know, there's a responsibility on us to educate them and to let them know that yes, you have a voice but the right, right way to go about it as well, to ensure that you can get the desired results. So it's really about just exposing them and getting them to speak up, but getting them to do it in a way that they would achieve the desired results.
1	26196	23	He supported his case with a valuable example	you're gonna get up and give a minute and a half speech... Impromptu like that at 16 years old? No, if they told me I could do that in a million years! But be that it may, to answer your question. I think as soon as we can get little kids to start touching this thing, we can start teaching them about leadership, and we could just start, we could be starting to teach them about responsibility and honesty and integrity and all, everything else that goes with. I don't know if I answered your question.
1	67857	13	This experience is beneficial for young students as well as adults to bring about balance.	So, but it's all about being balanced. It's all about being well rounded you know, as it relates to young individuals, but also adults too.
1	67857	16	Introducing the mentorship program to students at an early age is very beneficial.	Earlier much earlier, the better
1	67857	18	it also creates the idea of having a plan and setting goals.	but it also helps them with understanding that you have to plan and you have to set goals,
1	67857	71	Students can begin to develop habits before high school, so it could be a good idea to mentor them before that point so they can develop good habits.	A lot of times when they out trying to recruit students, they wanna start in high school. And I so often tell 'em, Hey, that's too late. You know many times students, once they get to high school, they've already created bad study habits. They're so far behind that it's just gonna be impossible for them to catch up.
1	67857	72	It's helpful for young people to have a plan and set goals because kids like to dream.	It helps them frame a path, but it also helps them with understanding that you have to plan and you have to set goals, you know, and I think so often, you know, the other piece of that I like to say is kids like to dream at a young age, you know?
1	67857	73	Allow students to dream big, but be there to help them stay on a path to a constructive future.	so have them dream big, give them a little direction, set them on a path and then kind of support them along the way. And if you see that they're kind of deviating a little bit, you know, then be there to really kinda, you know, kind of help them kind of get back on the path and that's in a very constructive way, you know?
1	22634	6	Leadership opens possibilities	executive leadership, the more you expose students to internships, the more you expose students to, you know, how, you know, what people at the executive levels are looking for in their career path,
1	6787	23	Taking advantage of the relationship that is built from the mentorship programs is an initiative that has been found to be successful	she took advantage of our relationship with Lecom went through their program. And she's now a dentist.
1	89312	12	Teamwork and leadership can start very early as long as social situations are represent and can also be through structured leadership	I wish I would like it to start before college. I would like it to start in kindergarten, honestly. Right. Yeah. I would, I would love to see situations where students are playing together and they're playing a group game. And then, you know, every, you know, every time the game is played, the leader is rotated.
1	89314	47	As early as kindergarten, students can play group games where the leader is rotated. This can give everyone a chance to gain leadership experience.	I think it's very important. I wish I would like it to start before college. I would like it to start in kindergarten, honestly. Right. Yeah. I would, I would love to see situations where students are playing together and they're playing a group game. And then, you know, every, you know, every time the game is played, the leader is rotated.
1	89314	48	Some students have tendencies to gravitate towards leadership positions.	that's just evidence to show that, you know, leadership abilities is something that can be groomed from a very young age. But what we usually see at a young age is that when Bobby is a, you know, when Bobby wants to be the leader of a team and he's seven years old, usually what happens is, oh, we just let Bobby be the leader.
1	89314	49	Group activities for students can be supervised to make sure the leader is rotated and that some students don't always default to being the leader.	it would be nice. You know, if if you know, these activities at a younger age are supervised so that when, when Bobby defaults to being the leader, maybe somebody can intervene and say, Hey, you know, maybe Susie can be the leader this time, you know, or maybe, you know, and, and that, I think that will help students develop, you know, their leadership skills early. It will help them be, you know, more assertive if they have to, especially if Bobby says something like, Hey, well, I've always been the leader.
1	89314	50	Students can begin learning leadership once they have to able to make sound decisions and articulate their thoughts.	And again, please, you know, you might need to work with a child psychologist on this to figure out the exact age. So, you know, right. But yeah, as, as soon as we think that they are mentally capable of making sound decisions and, you know, articulating their thoughts in a decent way.
1	10419	11	Start to build leadership skills Early	think it needs to be as early as third grade, you know, we can teach those leadership skills on a lower level, but I think we can't wait till your high school years
1	39281	9	Having a leadership engagement experience as a student is important because it develops certain skills technical or social.	Sometimes it's easier to advance because they really rely more on your technical power than your social power
1	39281	92	Belief that Guidance /support and leadership engagement experiences would be beneficial to students	d having people to guide them in that journey. Right. So it's not just throwing them out right. And saying, Hey, like go practice. You know what it's like to represent a team or leading a group of people it's giving them challenge, but then also support for that experience so that they can grow into it
1	39281	94	Belief that leadership experiences should be introduced early as possible and begin from a small to large scale	And so maybe thinking about introducing some of that at least in terms of content, you know, early freshman year, making sure that we leadership seems and looks accessible and that students know where those opportunities to grow present in the college environment,

1	39281	120	It's important to remind students that they can be leaders. It is possible.	the idea that leadership is important in your career progression, but also we want to instill the idea that leadership is accessible.
1	95783	8	Developing a program that can motivate them and break them out of their shell and aspire to be leaders.	So motivation is one thing. And I believe in leveraging the community, the, your family mamas play a massive role in a lot of our kids' lives. And so also that's one of the, the, I believe one of the
1	95783	13	The success of this program was determined when kids of different race came together and began to discuss their different bias and issues faced and their view. This was considered effective.	They collected the data by loan students to feel safe, enough to have a discussion with each other about their biases there that they came in with, but did not know they had it. And I thought that was very effective. And that was the measure that they use
1	95783	14	Create an avenue where their family or guardian can be a support system and helping them grow into having the characteristics and mindset of a leader.	One of the resource or activities that we need to include the engagement of the family or whoever the guardian, the, the beloved and all, let me point, it's a beloved guardian, the guardian that would have some influence on them because sometimes it may not be moms. Sometimes it may not be that it may be a aunt, may be a cousin, find out who that is and, and leverage that as part of the activity or part of the, the, that you need to bring the, of each willing to. Okay. I don't know. I hope that answer the question
1	95783	25	Expand the youths imagination and knowledge on their aspirations	Sometimes we get hung up in going to certain environment, right. But we don't don't wanna go where the children's so bad, they're so bad. So we have to be brave and bold enough to go into those environment where at times we're not welcome. And then the activities that we have to do is we have to be engaged in activities that getting into their world and then showing them how, what is going on in their world. Somehow we can almost flip the script on it to to, to make something good of it.
1	89686	7	Young people need to identify their area of interest and get involved in activities that can help grow that interest	And how can I go out and get involved in activities or be introduced to people that can then help me grow that interest that in turn makes them so much broader and appeal.
1	89686	8	Some kids are born with social and leadership skills while others need to be prompted and encouraged to develop these skills	But you know, that there's so many kids that aren't that way and, and they really have to be prompted and prided and encouraged to be broader and do more.
1	23301	68	It is important to build a relationship with kids when trying to be their mentor	So now we have a relationship together trying to build that leadership collectively
1	23301	71	Parents have to create a relationship with what their kids are involved in so they understand it better in order to use it teach leadership	So the first thing is they have to create a relationship with what their kid is involved with so they can understand it better to, to utilize it for that leadership situation within gaming.
1	23301	86	It is important to lead with kindness and love so kids can follow the same path	So the thing is when you think about that energy, like if you nourish it correctly, it will go far for that child and then children and more parents will see that this is okay. And then a narrative can start to change to foster it correctly as they get older, to be good leaders, not just leaders.
1	23301	90	Creating scenarios can help teach kids how to improve leadership skills	We create a scenario where we have a e-sports battle in the very beginning of the assembly and we call up names of eight kids, but they don't know that they're gonna be called so immediately when they get called by their friends and their peers is cheering them on like, oh ba, ba, boom confidence boosted just by that one action.ing
1	50939	10	Engaging in these leadership development programs is important and has helped in building business mindset and leadership quality in an early age in life	So there, I went to a lot of different workshops how to do the elevator pitch how to have a business meeting. This was all back in high school. How to introduce yourself, suit and tie. What shoes do you wear kind not Jack and Jill, but to a business mindset upward bound kind of brought out my personality and the leader in me. I would say that's when my personality really evolved because I wasn't like within the general school structure. I actually had my experience before most of my peers on a college campus, that's where I discovered my passions that I later took on FAMU when I was at FAMU Florida A and M University, I was president of NAACP
1	50939	36	Creating a leadership mentoring program and sponsoring kids to attend.	I would say a leadership mentoring program and it doesn't even have to be so well known like national, urban league NAACP. It can be a just like what you're doing now with the whole AI system Or it can be something along the lines of sponsoring the kid to go to a leadership conference
1	78161	22	Forging connections in youth is useful	I think the more you connect with people, the more opportunities you can have in the future, but the more you can expand your network. One of the biggest things that I learned while I was at USF when I was a student, is to connect with people. And I mean, number one, it's just cool to connect with a lot of different people and learn about their background, learn about their culture, learn about who they are as a person, but number two, it can open up a lot of great opportunities in the future. And so I think if you introduce black youth or any youth into a situation where they're gonna be able to connect with people that they maybe would not otherwise connect with, I think it's gonna really give them a leg up in the future, because then they can call upon people like, Hey, you know, at this event we connected and I really loved what you, what your organization does, you know, do you have any openings? And sometimes it just takes one phone call like that or one email and a student or a worker could have a job right after that, just because of that one connection. So I think that, I think that's very important to do
1	78161	26	Expose youth to different perspectives	And so what ways can they support? I think, like I said, you know, bringing speakers on campus to talk about their story, you know, I think stories are really important.
1	78161	31	Educating students on opportunities for their career is essential to their growth and development in order to truly progress them forward and start them off with experience	Yeah. So the first part of the question I do think is yes, for sure. I do think that those are beneficial for students. And I think that the younger you start a student on any type of, you know... You experience them to a new world... They're gonna be able to have a better perspective about, okay, Hey, maybe this could be for me in the future, like in my own personal work life, you know, that we've had, we had go to elementary and that was their fifth graders, you know, they're getting experience to higher ed. So to answer question though. Yeah, I do think that it makes sense to experience students, to like the arts, to like engineering, to computer science, to all those types of programs. Because it really is gonna help them ...what age and, and in what capacity I think as soon as they're able to, and they want to, you know, if it means sixth, seventh grade... If it means when they're just getting freshman from high school... I really truly do believe that education is a great pathway for a lot of people.
1	25225	9	Leadership exposure teaches characteristics of being a leader.	It's very important for them to be, I mean, to witnesses, to witness it with their own eyes, see how a leader have a vision, how he's leading by example, how he behave himself, how he, I mean, they, you know, a leader, as we know, a leader has values and a leader is the one setting the tone from the top and, you know, defining the vision that he will instill within the company and make sure that the team are there to the vision and they can work according to the vision that the leader defines
1	25225	48	Early leadership exposure	I would say from the first year as freshman, students need to be exposed to, you know, real life experience of leadership.
1	25225	49	Expose black youth to leadership as early as possible so they can mimic what they see	It's better to be exposed to the professional environment early enough so that you can learn, you can mimic.
1	22634	21	Information and internships would benefit students	The more you expose students to executive leadership, the more you expose students to, um, internships, there's more, you expose students to, you know, how, you know, what people at the executive levels are looking for their career path, et cetera, you provide them with information. The most valuable tool, uh, asset that I have found in my career is information because people typically don't, if you don't know, um, if you don't know how to move on to achieve or to, to grow to another level or to know grow to expand into a different role, right?
1	22634	22	Early guidance and mentorship would benefit students	If you don't know that if you don't, if you don't know how to do that, no one is gonna tell you and you have to figure out the hard way. And by the time you figure out you're closer to retirement. So information is very, very critical in order to be able to grow, to, to progress, to ascend, to a different level.
1	55750	40	She encourages the youth to invest in themselves	Yes. I think coaching, like I mentioned, coaching you can get a personal coach. You don't have to wait until you start your professional work.
1	56727	8	These experiences can build confidence and also teach them to strive for what they want	I think they would have more confidence within themselves, I think they would have that go get it mentality, but I also think that they would know that they're carrying the backs, not just for their community, but for themselves.
1	91520	26	Students should engage in this experience as early as possible.	I feel like as early as possible
1	39281	17	Giving training and development opportunities to high school students	But then also we do training and development opportunities throughout the year, but the primary target audience for that training and development is high school sophomores. So we try to catch them during their high school sophomore year and then present again, one of those like quick hit seminar experience is three or four days at the end of sophomore year between so more junior
1	39281	18	Building leadership characteristics in them as early as possible and how to develop certain leadership skills	And so that's a good point when you're already starting to have those conversations with yourself as a 15, 16 year old to also think about, you know, what does leadership look like for me with what I'm bringing to the table? And so, you know, we use a lot of the same models with those high school populations that frankly we use with the college populations. When we talk about leadership development, you know, we talk about it being relational and the connection to personal values and working with other people and groups in society

1	91240	11	It is important to make sure that the youth is not being reinforced for their negative actions and are being held accountable for their actions	Like if they're a bad leader and they're getting reinforced for that, or they're not getting held accountable, you know what I'm saying? For their bad behavior that's gonna be very damaging, but yeah. In no way do I think giving people opportunities to lead in a control environment would ever be bad? I think it'd be infinitely
1	91240	14	Programs like boys/girl scouts can put young people in controlled leadership environments and help them develop their skills	I think the boy Scouts are a good program that I think is a good example of, or, and the girl Scouts, boy Scouts, girl Scouts are good examples of programs that help put young people in, you know, me controlled leadership environments and, and help them develop that.
1	91240	15	Mock companies or group projects can be used to teach young people leadership skills	But I mean like mock mock companies or like group projects, right where you assign leaders or programs where it's like, all right in one year we maybe, and this is just off the top of my head, like there's every month they do something and there's 12 kids and then, you know, every month somebody else is the leader of that project.
1	91240	31	An anti-discrimination youth retreat helped him learn and develop communication skills	I did a program called Anytown, which is like this week long anti-discrimination youth retreat thing
1	91240	41	He agrees that student should be exposed to leadership position	es. A hundred percent. I think the earlier the better, honestly, because the more confidence that somebody has that they can confidently lead effectively then, you know what I mean, the more they're gonna be willing to jump in those positions. You know what I'm saying? When, when people need to step up and be a leader.
1	10997	4	Leadership engagement is very beneficial to students in these fields and youth in general because since nobody is born a leader, it is important to learn and one way to do that is engaging in the leadership opportunities in or outside school	I think so. I think it would be very beneficial, you know, especially because yeah, I think, I think it would be great because many times leadership is something you have to learn. It is not something that you're just like born with. Like nobody's born. Like I was not born a leader. Like I definitely had to learn that. And I think it's important that kids learn that. And at least, or not even just kids, but youth in general, that you learn that while you're young, if you can learn that while you're young in the, the field that you want to go into, such as business, such as sciences and computer sciences and art and whatever it is you want to do, then I think that you come up with this mindset to say, you know what, I can be in a high position in this field or I can start something of my own and be in a position of leadership there
1	91520	8	mental workshops and sports are initiatives that can be used to promote an active pipeline of black youth in leadership	Maybe like, you know, jet clubs at school, you know, sporting activities and all that stuff. Speaker 2: Yeah. I feel like a mental workshop would be good.
1	10997	17	Aspiration	Like one day I want to be in a position like that and I'm gonna be in a position like that.
1	10997	25	No age limit to leadership learning	any age
1	10997	26	18 into the twenties can start getting into leadership roles and developing businesses	Like at 18 then you can start to get into leadership roles as you go into your twenties
1	10997	56	Black youth leadership fair that will build the mindset of possibility in the youth and the power to achieve anything the put their mind to.	Mostly people, you know, of color from sort of my neighborhood and everything. And I think the way how I did that was really through just talking about my experience and how exactly I got into the fields that I wanted to get into and, and what I got into now and, and building into leadership and, and really showing them that, Hey, like it's possible
1	10997	60	16, 17, and 18 for building on the roles learnt while growing	So I definitely think that early adolescence is when you can learn about these fields. Like you can start to master electronics and, and, and computer science and business. And, as you start to get to like, you know, your teenage years, or you're in your 16, 17, 18, going into your twenties, you can actually start to build leadership roles
1	23301	38	Reverse panel where kids run the panel instead of the adults, asking questions, gaining guidance and direction	Then the second thing is after they have the eSports battle, right? We, they sit on a panel and what we do is we have them ask us questions based on certain topics that they're interested in. And then we provide the answers, which is the guidance to help get them where they need to go through our experience, and then we also share with them that even as adults, we go through a lot of problems that they may go through just in different ways because of us being adults and them being the kids. Speaker 1: So now we have a relationship together trying to build that leadership collectively. So it's a strategy to all of it, but, but the gaming and guidance program does that exquisitely, yo, that joint is fire. So I'm very excited about that. And that that's, there's been proof. Like we actually got proof of that because one of the girls she couldn't speak English very well and she would get teased about it. And now not only can she speak English, she teaching other people in her class to speak English. And she created a club. That's an anti-bullying club with the bullies that was bullying her. Crazy. I got like all of this documented proof, yo and everything
1	45522	20	Provide access to education for black youth	Some of the foundational things that they need, of course, are the basics of education that someone like yourself might've experienced.
1	45522	94	You can evaluate how much students learned from initiatives by observing the quality of their decisions. If a student is making better decisions in the future, that suggests they learned from the initiatives.	And what would you notice in the students or the participants who were successful? Speaker 2: I just observe to see who winds up broke. Speaker 2: Who winds up continually financially challenged? Who makes decisions that are poor decisions that put them in challenges?
1	97357	11	Exposing yourself early on to different environments/opportunities allows you to develop skills that will help you navigate life more intelligently later on	maybe they're being looked upon differently, but they haven't acquired the skills on how to deal with that environment. Therefore, they make, maybe make the wrong choices, say the wrong things you know, put themselves in a position where they end up getting the brunt of the discipline
1	97357	30	Youth "adopted" by a business to get to see how a real life business is run	I think all as many black organizations as possible need to engage the chamber of commerce to be able to create programs of mentorship and coaching well, you're not from, you've only been here for four years. There is a program called I dunno if it was called four H four H program... When I was a kid there was a program that you would go and a business would adopt a group of kids. Okay. And that group of kids would go in and, you know, do different things. We'd build crap, you know we'd build some stuff and have projects that we would, you know, try to sell to raise money and so on and so forth. But we actually got to do hands on stuff in the production area, manufacturing area, making little BS stuff, but we got to see business how business worked and got to see real people at a young age, do their jobs and understand sitting in business meetings and sitting in you know presentations and stuff. And that really changed my outlook on life... Back in the, fifties, you know, which is, you probably can't even think back that far Speaker 1: Fifties Speaker 2: In early sixties. I mean, black folks, we just didn't see that kind of stuff, man. And then to be able to go into a business and see that kind of stuff, and I would guarantee you it's the same, quite frankly, you go down to Newtown. I guarantee you it's the same folks haven't seen that. I mean, when we work with what's it called the clubs, not for the community clubs you the kids go to, I can't think of the name where you meet after school. You know, what I'm talking about? Well, anyway, there are opportunities.
1	97357	31	Afterschool program where the youth is taught basic life/career skills	Big brothers, big sisters Speaker 2: Is a national program that has afterschool programs and, you know, places for folks to gather and really kinda network... Get off the streets you know, stay out of trouble, do some good stuff, but we also mentor those groups. We do presentations to them, life skills, skill building, presentations, certain, and you know, those things like how to freaking tie a tie to go, you know, job, interview skills, all those kinds of things. We provide presentations to those kids to help them develop those skills that they never normally would've had. We go in there and they it's some of the times, it's the first time they've seen a guy, a black man in a suit. If you, you can believe that in this day and age. Wow. So those are the kinds of things that KAPPAs do around this neighborhood and around the country and around the globe. Quite frankly, we got organizations in Africa per se. I don't know about Cameroon, but I know we got some in Ghana and in south South Africa and Kenya, you know, some of the larger countries probably in Nigeria too. So, but anyway, I'm rambling. Does that answer your question?
1	36484	9	Once youth are somewhat developed they should start in leadership positions that encourage growth from previous experience for motivation and inspiration	That's a great engagement, but I think even having speakers that can motivate and inspire you and give you insights on their own experiences, even you know, in the recruiting process, there's usually the youngest generation that's involved in
1	48127	23	Leadership develops qualities that are meaningful for the position however these qualities are nit mandatory to have at the start of leadership because they are developed. As long as a leader is competitive with themselves they will grow	It all depends on the individual. You know, it's, I'm not trying to balance the gender. I'm not trying just to balance race. It should be competitive, you know, as long as one have the right qualification, as long as one have the, yes, you can give him priority, but like having 50, 50 or 40, 60, this kind of I, I, I completely disagree. I completely disagree. And, you know at the end, a company can be successful only when it becomes competitive so that competitiveness can be generated or you can, can be competitive or only if you have the right skill of the people working for you. And if there are some development with regard to business activity and lot of things need to be considered like that.
1	19860	4	Lack of opportunities	right person isn't always brought into the opportunity for the advancement
1	19860	40	Leading by example is one of the attribute of a good leader.	I have to be the example that I want shown, you know, or, you know, you ask people to do what you're not willing to do, or you can't accept, expect people to be held or to oblige by like a certain standard that you're not doing
1	19860	54	Playing sports and participating in extracurricular activities can help build leadership skills	So playing sports helps to that. You know, you know, being part of different clubs and organizations and schools that contributes to that.
1	19860	59	It is necessary to create activities in the school system that provide opportunities to engage in leadership roles	Well, it starts in the school system. So creating activities where those opportunities are provided and,