

Theme 1: Defining Leadership and the Characteristics and Qualities of Leaders

No. of Raters	Participant No.	Code ID	Code	Corresponding Interviewer's Quote
4	48127	4	He also says that in order to be successful as a leader we have to be team oriented and team focused	So you are developing as a team. You are making profit as a team, whatever you achieve is based on team performance.
4	81039	54	Leaders are able to communicate with others to understand where they are coming from and how best to work with them.	You know, to try and meet people, understand where they're coming from, understand their stories, understand what makes them unique and what makes them different.
4	19860	58	Leadership is one's ability to impact people	Like, so being able to impact people.
4	19860	55	Leadership is serving others by bringing the right perspective in certain situations	like leadership isn't leadership is just a serving to others at the end day. People can, if you're dependable and you're accountable, like people can hold you accountable, certain things like, you know, you're making sure that, okay, you can bring the right perspective in certain situations.
4	10419	63	Motivating and encouraging your team on a regularly basis is what a leader must do to have you team run effectively and efficiently.	A leader definitely must have that because you're going to have good days and you're going to have bad days and you gotta be able to constantly motivate, you know, on a regular basis. Because you have to motivate your staff to keep them encouraged. Because definitely life happens, so you need to make sure you keep them motivated and encouraged as well so that they, the team can run effectively and efficiently.
4	19860	28	Taking initiative to make things happen is a leadership quality especially in sport	so I think one, one major thing that sports teaches at a young age is one taking initiative because at any point during any team, like you're, you're gonna be looked at to like create a play, like, you know, you're looked at to, you know, make something happen, make something shape, you know what I mean?
3	74710	37	A bad leader will micromanage. A good leader will give the team time to learn from their mistakes and will give trust to the team.	Somebody who's a micromanager and doesn't empower their employees to make mistakes or learn from their mistakes or make decisions that or trust in their ability to do the job.
3	10149	37	A great leader needs to have the ability to trust in those that they are coaching and then uplift them to a better performance. Trust also goes a long way as well in the sense that both parties will benefit from the interaction	I think when you tend to micromanage, you know, like you need to be a shared decision maker or, but when you tend to assign a job and do the job at the same time, you know, if you're going to delegate the job, then allow that person to do the job. And if they don't do it to the best of your ability, I believe in coaching them all the way through the process. Because if you empower them to be able to get there, then they're going to produce a better product for you. And it allows you to be more efficient because you're not doing what you ask them to do. Okay. And I think trust goes a long way too. You have to trust that the person would do a great job as well but give them the benefit of the doubt. If you're going to give them a chance at the job, then trust them to do a great job. And if they make a mistake, well, no one is perfect. And being able to coach them up, from that standpoint, is excellent.
3	10419	37	A great leader needs to have the ability to trust in those that they are coaching and then uplift them to a better performance. Trust also goes a long way as well in the sense that both parties will benefit from the interaction	I think when you tend to micromanage, you know, like you need to be a shared decision maker or, but when you tend to assign a job and do the job at the same time, you know, if you're going to delegate the job, then allow that person to do the job. And if they don't do it to the best of your ability, I believe in coaching them all the way through the process. Because if you empower them to be able to get there, then they're going to produce a better product for you. And it allows you to be more efficient because you're not doing what you ask them to do. Okay. And I think trust goes a long way too. You have to trust that the person would do a great job as well but give them the benefit of the doubt. If you're going to give them a chance at the job, then trust them to do a great job. And if they make a mistake, well, no one is perfect. And being able to coach them up, from that standpoint, is excellent.
3	26196	58	A leader considers ideas from everyone on the team.	And that worked out extremely good for us because it allowed me as the leader get some input from everybody and it allowed them as the followers, if you will, to provide input, that's gonna be beneficial for them.
3	74710	42	A leader often has to work for everything they get, so they can use that as motivation to fuel their competitive spirit.	And so for me, I kind of have that competitive spirit where I'm like I'm out working everybody else, like because I, I feel as though I've always had to, nothing's gonna be, get handed to me and I use it as fuel for my fire in, in any, any setting, especially when I'm, you know, in a room that, you know, I'm, I'm the true minority.
3	74710	49	A leader should try to surround themselves with people who are talented.	I would say never, like I said, if you think you're the smartest person in their room, you're in the wrong room, there's always somebody bigger, faster, stronger, smarter, hit, harder, whatever it is you wanna say.
3	26196	59	A leader taps into the potential of their team.	So I think as the leader, you should be able to tap into the potential of your team.
3	26196	13	A leader values his team's contribution	And everybody to a manager went after it every year we'd have our meetings. And they went after it every year. And I think that being able to have them have input into the process was significant.
3	26196	12	A leader's got to be organized, knowledgeable but most importantly, he must be able to set a direction for the team and inspire them to follow	what I've noticed about leadership and how they work is that they're very organized. They're very detailed, but they don't need to know all the details. They need to be able to write and answer the right kinds of questions and they need to be able to lead a team. And leading the team is probably one of the most critical things. Because as leaders in an organization, you've gotta be able to pick your team. And a lot of times in organizations, you see one guy who is in there and he's only there because the guy who is leading the team is out and he got put in there because he was just there.
3	81943	21	AN example of activity that will help black youth to flourish as leader	Maybe programs that promote exposure to positions and activities that a common person wouldn't know. I don't know what that would look like if that would look like an internship or jeopardy or something where they're interacting with the information and then being immersed into that environment.
3	23301	14	As a leader ability to inspire others to see the greatness in themselves is key	You have to encourage your team to see the greatness in themselves. So you can do your leadership job correctly, cuz you inspired them with who they are so they can recognize their own greatness. See everybody want to be great at something. And a lot of people is lost.
3	10419	19	As a leader, Build and Inspire Trust	trust goes a long way too. You have to trust that the person would do a great job as well but give them the benefit of the doubt.
3	10419	18	As a leader, Empower your team	Because if you empower them to be able to get there, then they're going to produce a better product for you. And it allows you to be more efficient because you're not doing what you ask them to do.
3	23301	77	As a leader, you need to encourage your team to see the greatness in themselves	Obviously, and four, because you have a skill of a leader because you have a better sense of direction and a better sense of observation and a better sense of getting the most out of people and their qualities. You have to encourage your team to see the greatness in themselves.
3	10419	25	Be Critical of Yourself	critical of themselves. Um a lot of people are harder on, you know, hard on me, but I'm hard on myself than others are, you know? Because I want to be the best that I can possibly be
3	26196	11	Be critical of yourself but also believe in yourself	And people finally started saying "Yes". And then they started saying "Yes", a lot. So, you can get there because if you believe in what you are asking for, then "No", gets to the point where it doesn't hurt anymore. But if it continues to hurt, then you're probably doing the wrong thing.

3	74710	17	Be humble, uplift employees, be an example	I would say never, like I said, if you think you're the smartest person in their room, you're in the wrong room, there's always somebody bigger, faster, stronger, smarter, hit, harder, whatever it is you wanna say. Right. I would say that you, as a leader, you should lead by example. You should always do first and direct second. And then, and, and I wouldn't even say it's direct, it's empower, right. You do first, and then you empower and, and then you provide you know, your knowledge based on your experience and what you, you feel as though could help someone benefit. Um, always care about those that you are leading because they're not just workers, they're people. They have families, they have lives and always find a way to give back. Like those would be the four, that are key for me. And those are kind of the four that I, I tend to live by. You gotta care about people, you gotta give back, you gotta lead by example, and you always gotta be willing to learn from somebody who may be younger than you, or less experienced than you cause you don't know everything and you never will.
3	10419	21	Be Laser Focus on your Goals	I'm dressing for my next job and I'm going to learn, I'm going to pay attention and I'm going to be observant and pick up little attributes from everyone.
3	48127	28	Being a leader means being prepared for challenges and more challenges after the current one. Being prepared for multiple outcomes and activities builds strength	h. Again, you know it's, it's always it is you who manage that situation. There are, there are always challenges before we are reaching to certain level, you know, when somebody see he might question or doubt oh, can he do that? Can he achieve this? Can he be my supportive? This questions always comes. So, yeah. I think when you reach to that level, you know, you have, you have to make sure that you are satisfying that individual. Yeah, satisfying means, you know delivering what is expecting as long as get what is expecting all that buzz will go away. And it is more given to you. If, if you are, if you are in line of progress, in most cases, you need, you need, you need to teach yourself every day and to face challenges and prove that you can overcome that challenge. So by doing that, you always become successful. You can build the confidence of the other and, you know, they, they can talk among each other and they can say, oh, this is this guy's oh, having some knowledge and you, you know,
3	81943	34	Being immersed in a beneficial environment where there are already leaders present can help new and budding leaders to grow fruitfully.	I don't know what that would look like if that would look like an internship or jeopardy or something where they're interacting with the information and then being immersed into that environment.
3	81943	10	Belief that programs which promote exposure and provide knowledge would be beneficial to students	Maybe programs that promote exposure to positions and activities that a common person wouldn't know. I don't know what that would look like if that would look like an internship or jeopardy or something where they're interacting with the information and then being immersed into that environment. And it's like, you know, you're those dots, mome type of activity like that I think would be beneficial
3	25225	47	Black youth should participate in leadership experiences where they get to see and shadow leaders when they set the goals for the team and how they work towards achieving their goals	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 is 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.
3	23301	8	building good relationship with people helped with personal leadership skills	So you could build real relationship capital with people. So when you move, you move as a machine. So you could change the narrative, not just in your life, but when people see you, it will inspire those.
3	23301	8	building good relationship with people helped with personal leadership skills	So you could build real relationship capital with people. So when you move, you move as a machine. So you could change the narrative, not just in your life, but when people see you, it will inspire those.
3	10149	36	Consistency is a leading factor	A leader definitely must have that because you're going to have good days and you're going to have bad days and you have to be able to constantly motivate,
3	10419	36	Consistency is a leading factor	A leader definitely must have that because you're going to have good days and you're going to have bad days and you have to be able to constantly motivate,
3	91240	13	Dedication can play a big role in leadership	And so now, right, right now, currently I'm in a position of leadership in a, a grander sense over kind of a community and a culture here in Tampa with, with spoken word poetry, just because of my dedication to doing that art form.
3	10419	24	Develop Leadership	we feel like leaders are born and I feel like leaders need to be developed. You know, a lot of times they were like, well, he naturally has that skill, but I think if you can develop that along the way
3	81943	23	emphasize the creativity in leadership	No, I think they helped develop you know, like creative avenues. I was very involved in high school and in college, but I can't say that I developed leadership skills, even though I was in leadership in a, in plenty leadership roles. I became more creative. I met different types of people, but I can't say that it, any of those helped me become a better leader.

3	23301	43	Encourage and support your team to improve themselves	Obviously, and four, because you have a skill of a leader because you have a better sense of direction and a better sense of observation and a better sense of getting the most out of people and their qualities. You have to encourage your team to see the greatness in themselves. So you can do your leadership job correctly, cuz you inspired them with who they are so they can recognize their own greatness. See everybody want to be great at something. And a lot of people is lost. They don't know what they even great at. And if you have the ability to unlock that, they're gonna look at you in a way where they respect and love that you are their leader instead of feeling envious that you have a position over them. So it's how you set the narrative in terms of being a leader. Speaker 1: So when it comes to black youth in particular, just because you may be a leader does not mean that you're better because your role means nothing without a supporting cast. So the key word is supporting cast means support your cast. So in order for you to be great, like my man, Gary V says they don't work for you. You work for them. And by you as a leader working for your cast, that supporting cast can be everything that you need for you to be great. Case in point, if you look at someone like a Michael Jordan, a lot of people couldn't stand Michael Jordan, cause the way he led his team and he would yell at them and all that, all this other stuff, they didn't like his style, right? But he made champions outta people that didn't even believe that they could be a champion. That's powerful. Speaker 1: If you look at Kobe, a lot of people like Kobe's like Kobe could be real hard. He don't wanna pass the ball. He don't wanna do this, but the work ethic was there. But Kobe led with discipline. He kept shooting jump shots. Like it was no tomorrow. And he made champions outta people that thought they couldn't be champions. So as a leader, you can't, you can't think that you're so much bigger and better that you can't get down and do the dirty work. The greatest thing about a leader is being able to know every single position that's on that floor. So when your supporting cast, tell you something, you know, their role better than they know their own role. So they can respect your role as their leader. Because you can do what they can do, but they can't do what you can do. So what you do is you inspire them to be the best they can in their position. Speaker 1: Cause you know, all the positions, that's why you're able to be a proper leader and lead correctly and lead with love. When you do that, they not only gonna follow you, but they also not gonna want to go anywhere. Cause they feel happy where they at. Cause they are part of something that's bigger than them. And it's a collective effort as opposed of a dictatorship. So when it comes to black youth, remember because you're a leader does not mean you're better. And once you get that in your head and in your heart, you'll be able to be one of the best leaders that will ever see. Cause you supporting your cast. Will give you a great supporting cast.
3	50939	12	Engaging in leadership development helps you build the right skills to be successful.	all the leadership opportunities, all the internships and certifications. You just keep building on that skill in order to be a successful leader, you never stop learning, right
3	50939	20	Engaging in leadership development outside school is beneficial as it provides something that is beyond the structure of just going to class.	Yes, because it provides something beyond the structure of going to class Monday through Friday, you know, and it creates thinking outside of the box of the industrial psychology of America
3	50939	11	Engaging in leadership development teaches integrity, compliance to law and a sense of belonging and also navigate you to find something to be passionate about and pursue it.	And I was also within their judicial branch of government as chief justice, which basically taught me integrity, audit and compliance rules and procedure, or even being a part of their symphony orchestra, which gave me a sense of community and a sense of team, a sense of belonging. So it is about finding your passion. Once you find what you're passionate about and what kind second nature do you, you're already a leader. You just gotta perfect it
3	50393	50	Figure out what you are passionate about and keep practice that skill to be the successful leader.	Once you find what you're passionate about and what kind second nature do you, you're already a leader. You just gotta perfect it. At that point, all that I just named orchestra being a part of the community, all the leadership opportunities, all the internships and certifications. You just keep building on that skill in order to be a successful leader, you never stop learning, right.
3	50939	50	Figure out what you are passionate about and keep practice that skill to be the successful leader.	Once you find what you're passionate about and what kind second nature do you, you're already a leader. You just gotta perfect it. At that point, all that I just named orchestra being a part of the community, all the leadership opportunities, all the internships and certifications. You just keep building on that skill in order to be a successful leader, you never stop learning, right.
3	26196	4	Find the right position within an organization that will put you around influential people	Well, you know, it all starts, if you are getting into a corporation and you get in the right position, you got to get the right seat, you got to be in the right seat on the bus.
3	10419	12	Get involved in clubs and Lead	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
3	74710	36	Good leaders are open to new ideas from others.	from the negative side. I would say leaders who think they know everything, if they think they're the smartest person in, in the room all the time that's not somebody you wanna work for or that's a good leader.
3	74710	38	Good leaders have the team's best interest at heart.	Those are the leaders that I feel as though probably don't have an employee's best interest in heart and just are worrying about like what that individual can produce for them to make them look better or make them more money.
3	74710	34	Good leaders lead by example instead of just bossing others around.	somebody who leads by example as well, and is not just, barking orders or, or sort of saying, okay, you've gotta do this, and I'm just gonna sit and make sure you do it right.
3	74710	50	Good leaders lead by example. They don't direct the team, but rather, they empower the team.	I would say that you, as a leader, you should lead by example. You should always do first and direct second. And then, and, and I wouldn't even say it's direct, it's empower, right. You do first, and then you empower and, and then you provide you know, your knowledge based on your experience and what you, you feel as though could help someone benefit.
3	10419	16	Integrity is a key quality of a leader	I'm going to take the time to look through them. Now, does everyone do that? I can't say that that's the case,
3	19860	14	Involving in leadership role in school or sport, etc can help develop ones leadership qualities.	So playing sports helps to that. You know, you know, being part of different clubs and organizations and schools that contributes to that.
3	48127	63	Leaders are able to balance their pursuit of goals with other issues/factors. Perhaps they are referring to the ethics involved while working towards goals.	when it comes to a leadership position, it's not just one side of it, which you have to look, you have to see to different angle of problems or challenges or opportunities. So a leader is always driving towards achieving certain goals. So yeah, towards achieving that goals, there are, there are issues which you need to balance. There are issues which you need to, you know, to take into consider. So that is, that is what in many, in many places, leadership skill is lacking.
3	48127	65	Leaders are able to bring people together to work towards a common goal.	I think this structured format of leadership should be there. So whether it is black or white, I think the main principle of philosophy is bringing people together towards the goal, which was targeted by company or by yourself or by everybody.
3	67857	87	Leaders are able to create a vision and are determined to make that vision a reality through hard work.	It also takes hard work. It also takes some determination and some vision, you know these things just don't happen.

3	67857	75	Leaders are able to deal with human conflicts.	And then for those that are leaders I think one thing that's really really impacting their ability to really lead, gain and keep the respect of those that are serving underneath them is their inability to deal with matters... Their inability to deal with conflict. You know, a lot of times it's not even conflict. It's something that they perceive as big conflict, you know, in our world. There's no way you can go through our world without dealing with something that's a little confrontational.
3	55223	16	Leaders are able to make their presence and ideas known	Yeah. Some, some people will have behaviors where if you're in a meeting, they will not speak to you. They will just speak to everybody in the room. And what I have done is make sure I speak to each individual and look them in the eye, let them know that this is, you know, hello. My name is Yolanda. I'm speaking to you giving full content of I'm and making my, making them aware that I'm in the room.
3	48127	60	Leaders are able to recognize opportunities and the talents of others.	I think this is the kind of thing we need to do. I always believe that opportunities should be given. There are, there are talents black talents, which are not recognized.
3	67857	76	Leaders are approachable and give their team members opportunities to comfortably share their opinions.	As I think about my team, I have 1 on 1 weekly meetings with each of my team members and one of the reasons for that is the fact that I want them to really feel comfortable coming to me. And speaking to me about anything that may be on their mind, you know, and I've asked them from the very start, I said, don't see me as a supervisor, see me as a team member.
3	67857	57	Leaders are comfortable with talking about sensitive topics. It allows them to acknowledge the ideas and bring about change.	I'm really comfortable with having those conversations. I'm really comfortable with talking about those real sensitive topics. And that's one of the things that I see... It's that individuals don't want to talk about these topics, you know, and if you don't talk about it, how can you acknowledge it? You know? And if you don't acknowledge it, how can you bring about a change?
3	48127	49	Leaders are competent, competitive, and capable.	There can be an education which can be given for this in this matter so that you can build their confidence. And also you make them more competitive and capable.
3	10419	43	Leaders are more developed than created perfectly initially. Being critical on yourselves helps to be critical on others in the correct way.	I think a lot of times we feel like leaders are born and I feel like leaders need to be developed.
3	74710	52	Leaders are open to ideas from all and are always willing to learn something new.	you always gotta be willing to learn from somebody who may be younger than you, or less experienced than you cause you don't know everything and you never will.
3	26196	53	Leaders are organized and detailed.	they're very organized. They're very detailed,
3	81039	55	Leaders can balance the amount of time they spend in their comfort zone vs. the time they spend in unfamiliar situations.	You know? So the, the, the comfort zone is always to go for the things that you like. Speaker 2: But challenge, you know, act, get people to also get involved in activities that you don't naturally thrive in, or, you know, to put themselves in a situation where they can do it and then get better in.
3	48127	37	Leaders can build confidence by continuously learning and adapting to new challenges.	And also more of the confidence you develop gradually. So the confidence you develop gradually comes through continuous learning process. Cause you know this world is currently changing regularly or constantly. So on that change, you need to always to update yourself and get ready for the challenge coming towards you
3	48127	56	Leaders can develop confidence by seeking knowledge and facing challenges daily.	if you are in line of progress, in most cases, you need, you need, you need to teach yourself every day and to face challenges and prove that you can overcome that challenge. So by doing that, you always become successful. You can build the confidence
3	48127	55	Leaders can develop confidence by seeking knowledge and facing challenges daily.	if you are in line of progress, in most cases, you need, you need, you need to teach yourself every day and to face challenges and prove that you can overcome that challenge. So by doing that, you always become successful. You can build the confidence
3	48127	39	Leaders can influence their team by being supportive.	So in, in most cases you need, you need to influence people, you know, the way you can influence people is one as a leader you are always being seen supportive.
3	48127	62	Leaders can motivate their team by offering them opportunities to showcase their abilities.	You know, by doing that, you can motivate the others as well. And, and also you are educating those people who have you know, always questioning that these people are not good in performance. You will prove to them that no, it is not, but there are people who can, who can do better than the others. So you have to bring that kind of influence
3	67857	77	Leaders don't assign tasks to their team that they themselves would not be willing to do.	So there's no time that I'm expecting them to do anything that I haven't already done or that I'm still willing to do, you know?
3	74710	51	Leaders empathize with and care about their team. They always find a way to give back.	always care about those that you are leading because they're not just workers, they're people. They have families, they have lives and always find a way to give back.
3	74710	40	Leaders focus on making long-lasting impact.	So I pride myself on being one of the few in the room and making a lasting impact professionally through either my contributions or my my, my either my contributions from a work product standpoint or my perspective.
3	81039	61	Leaders have a confidence level that allows them to take on a wider variety of opportunities.	They're able to take on things that they previously could not. Yeah. And their confidence level has also increased as well. So they're also able to expose themselves to situations where regardless of race and gender, they're able to succeed.
3	48127	38	Leaders have a definite identity and and seek to improve their skillset.	ut you can overcome those problems because the main thing is, you know, you have to know what you are doing, why you are doing it and for who you are doing it. So, yeah, as long as this is covered, you know you can have the highest stress is in the world, but as long as you do your job and you are confident and you are frequently changing with the technology or updating yourself, so you can reach any target you want to achieve.
3	48127	52	Leaders have ambition and are able to transform ideas into reality.	So without having that if you have the money yeah. Otherwise you have to have the knowledge, you know, how can I approach it? So how does that billion or million dollar business can be[come] material, you know? Yeah. If you have the right thing to sell for the person who can invest money, that's another skill. So you can, you can sell your idea to that person. You can, you can, you can be the, you know, gradually you can come to that level of whatever you want, but you need to have an ambition. You need to have develop yourself or back up yourself, the knowledge.
3	48127	24	Leaders have certain innate characteristics such as being able to encourage others, confidence, and commitment that make them successful as they move forward	So developing that confidence comes through, You know, there are a lot of, a lot of things involved in this issue, but it is more of coming from your effort. Your personally first is very important. It requires commitment. It requires time to waste. And also you need to have ambition, somebody who have a target, where he wants to, what he wants to achieve and where he wants to go. He knows the, a direction. So without knowing the direction, if somebody is moving around, it's like a waste of time. Yeah. So this is, this is always, this is what I'm trying to encourage.
3	26834	4	Leaders is something that is possible to grow with confidence and more experiences over time	Middle school and high school level Speaker 1: And to what extent do you think that these experience will contribute to their development as leaders Speaker 2: Confidence
3			Leaders is something that is possible to grow with confidence and more experiences over time	Middle school and high school level Speaker 1: And to what extent do you think that these experience will contribute to their development as leaders Speaker 2: Confidence
3	48127	61	Leaders jump at opportunities for success and provide those types of opportunities for their team.	So when you get an opportunity to recognize those people and give the chance or opportunity, I always go for it. I always go for it because I know he has that caliber, but he was not given an opportunity. That opportunity is not given because there is no one who is there to recommend that personality. So as soon as I get any opportunity or chances to develop, I will take as an number one toward that individual, because I know him, I know he is caliber.

3	10419	17	Leaders motivate their team	be able to constantly motivate, you know, on a regular basis. Because you have to motivate your staff to keep them encouraged. Because definitely life happens, you need to make sure you keep them motivated and encouraged as well so that they, the team, can run effectively and efficiently.
3	48127	29	Leaders must understand their situation and learn to be successful along predetermined lines	And if it is negative, always his best For him that you are really as successful person.
3	81039	37	Leaders need to be able to believe in themselves if they want to succeed. Self belief can come from confidence.	And I always say sometimes also, maybe just with women that may be a challenge or an obstacle is just, you know, women actually owning their space as well and believing that they can do it. So and believing in it and putting in their best,
3	26196	67	Leaders need to be able to listen.	you gotta be able To listen. I mean, a lot of people Don't know about listening. You know, one of the things that we as people need to think a lot about is listening.
3	74710	41	Leaders observe and then make recommendations to solve problems.	I will I kind of tend to be, be an observer and then process and then you know and then make a, a recommendation or, or, or a problem solver. I love math. So I, I, I like to think of myself as a problem solver
3	26196	54	Leaders pick their team and the team also picks the leader.	So people have gotta be able in businesses and organizations need to be able to have the guy in charge, pick his team, you gonna live and die by him. So if you don't live and die by him, let him be able to pick the kind of people that he wants around him, that's gonna make him better.
3	67857	74	Leaders put the focus on the individuals in their team.	Leadership is not, it's not a popularity contest, you know, it's not always gonna be this feel good moment, you know, as a leader, it really shouldn't be about you. It should be about each and every one of those individuals who are serving underneath you.
3	48127	41	Leaders recognize the success of the entire team when it performs well.	how you can manage all this, you know, whatever success you have, there is no individual success. Yeah. Especially when you work with company there is no individual. So you are developing as a team. You are making profit as a team, whatever you achieve is based on team performance. So without having your your staff or your boss, whatever you are trying may not be successful.
3	26196	42	Leaders show appreciation for everyone around them.	I mean, he gave accolades to everybody. He did not leave anyone out. And I said to myself, that's gonna be an outstanding leader one day. He doesn't even know it, but he's gonna be an outstanding leader one day.
3	26196	55	Leaders surround themselves with smart people and are willing to listen to other POVs.	ou gotta pick people around you who are smarter than you, and you gotta be able to listen to them and understand their viewpoint in order to integrate that thought process into the organization.
3	74710	24	Leaders take ownership and responsibility for their actions. Also, leaders have less room for error as their mistakes can be more impactful.	you know, while you're in a leadership position of course you take the, the ownership and it's your responsibility, but one, one mistake I've seen equals three mistakes that somebody else gets, you know, three passes that somebody else gets that, that doesn't look like me.
3	26834	3	Leaders that are successful are more commonly persistent and vocal about problem that are occurring, but also have sway and influence for others	Persistent, vocal, informative and persuasive.
3	74710	32	Leaders try to develop their team members into future leaders.	someone who is interested in, in the wellbeing of their employees, and interested in how to develop their employees into, leaders themselves.
3	48127	43	Leaders understand that everyone's efforts are essential to the team's success.	And to some extent you need to meet the interest of your team as well. You know, without saying that you know, no, no matter what level of what level of confidence or you know, caliber you have without the support of the others you, you are no one, so most cases, yeah, there are some challenges dealing with people, but that is not possible also without, without, without success is always attached with someone.
3	74710	33	Leaders understand the wants and needs of their team and try to encourage everyone to work towards a common vision.	somebody who is, insightful has, you know, a vision, but also is, empathetic and also wants to cultivate and develop talent.
3	10419	15	Leaders value fairness in hiring	leadership qualities are being able to level the playing field. And like one of the things that I attribute to like if someone applies for a job, like I really look for reasons to bring them into an interview and have a fair and consistent way that we're rating them
3	19860	31	Leadership Characteristics one must have to advance to top executive level.	how to build relationships, you know learning how to have conversation, express ideas it's you know, work ethic, you know, how dedicated you are to that, you know, craft or whatever the case may be. Like how much time do you really invest, even when it's not practice time? Like how much time are you spending or when it's even when you're not sup not supposed to, but even when you're not expected to be doing that at a time, like how much additional time that you invest into whatever it is.
3	19860	29	Leadership qualities: Taking initiatives. also, being able to make certain decisions and compromise in tough situations.	So taking initiative is a big major thing. Not everyone like is comfortable taking initiative. I would say learning how to put someone else's agenda before yours or, you know, learning how to compromise certain situations, even though you don't always agree because it's the team effort.
3	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
3	10419	22	Learn to Lose	How do you lose with pride and dignity? You know, you can't win every game in life. You're going to have some ups and downs, but we got to, you know, get off the ground, brush ourselves off and keep going, shake hands, make eye contact, and tell the guy that beat you, "Good game". Don't throw the remote down and run out crying, you know?
3	10419	7	Never stop asking questions; Never stop learning	ask lots of questions, you know, the more that you learn, you know, if you are asking questions that can really be beneficial to you and helpful for you, but it's really, you know, knowing your job, knowing the expectations and then jobs that you wanna move up into, you need to make sure that you have the credentials and everything that you need there, along with the experience
3	10419	23	Never stop learning	I think more education. I think a lot of video games are around violence and you know, a lot of things that we're seeing in real life. So I think, you know, show the positive with the negative.
3	10997	18	Outside school activities develop leadership skills that are not taught in school and that is one way to promote leadership in black youth.	I think absolutely. I think, I think that's actually one of the best ways to get into leadership because I think if you can, let's say you're doing sports right. And, and sports in general. And I actually did sports myself. So that was actually another way that I saw that I was able to get into, to leadership. But I think if you're doing sports and you're on a team and you know, that the success of the team is really the depends on the success of, of the leader and the person who's leading that team
3	10419	72	People are not born leaders. Teaching people the skills to be a leader is the type of leader you want.	I think a lot of times we feel like leaders are born and I feel like leaders need to be developed. You know, a lot of times they were like, well, he naturally has that skill, but I think if you can develop that along the way, you can teach people to be leaders and the type of leader that you want.

3	74710	10	Positive leadership: leads by example, empathetic.	Use positive leadership characteristics would be, you know, someone who is interested in, in the wellbeing of their employees, and interested in how to develop their employees into, leaders themselves. Use, somebody who is, insightful has, you know, a vision, but also is, empathetic and also wants to cultivate and develop talent. Right. Those are probably the most positive, leadership characteristics that I've seen somebody who leads by example as well, and is not just, barking orders or, or sort of saying, okay, you've gotta do this, and I'm just gonna sit and make sure you do it right. From a bias standpoint, those leaders who have grown up or experienced, multiculturalism are probably those that I think are most in touch with how to, be people-leader- leaders of people and people per, relate to people. Speaker 2: So that's from the positive side
3	23301	11	Preparation, confidence training, and a sense of belonging contributed to a successful leadership engagement initiative	And let's just say within that 5 G program, people that didn't have confidence before got confidence now. Now, people that wasn't prepared before is being now being prepared for everything they do. And people that felt like they didn't belong there now know that they belong on the biggest stages
3	23301	11	Preparation, confidence training, and a sense of belonging contributed to a successful leadership engagement initiative	And let's just say within that 5 G program, people that didn't have confidence before got confidence now. Now, people that wasn't prepared before is being now being prepared for everything they do. And people that felt like they didn't belong there now know that they belong on the biggest stages
3	19860	30	Qualities of a leader at top executive levels	So it is the team before, you know, personal agenda. So what's best for you might not be always what's best for the team in that moment. Know, definitely do what's best for the team.
3	23301	51	Questioning things is a sign of a leader	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.
3	26196	6	Relationships do matter and the right ones can open you up to many more opportunities than what you'd have otherwise	Like, say, for example, the state of Connecticut was looking for X. We were selling X. We could give them X and we could give it to them at this price. And we would give our proposals in. And, you know, we put our desk bid and sometimes we'd win, but a lot of times we would lose. Speaker 2: And a lot of times we would lose to the companies who had better relationships with the people who were making the decision. And how do you build those relationships? It takes a long time to build those relationships to the point that, okay, we've got this work, we know that Jerry's company can do this work. Somebody else is gonna be putting their bid in, but we gonna give it to him. So it comes around, but it takes a while to get there. And you sort of feel like it's discriminatory
3	26196	66	Respect and integrity are important to learn about for leadership.	I think respect, I mean, true respect, true respect For anybody. No matter if they're younger than you or older than you, just true respect
3	26196	43	Responsibility, honesty, and integrity are elements of a good leader.	we could be starting to teach them about responsibility and honesty and integrity and all, everything else that goes with.
3	19860	15	Some leadership qualities	People can, if you're dependable and you're accountable, like people can hold you accountable, certain things like, you know, you're making sure that, okay, you can bring the right perspective in certain situations.
3	19860	67	Sports can also teach you how to compromise in certain situations for the greater goal of the team	I would say learning how to put someone else's agenda before yours or, you know, learning how to compromise certain situations, even though you don't always agree because it's the team effort.
3	19860	65	Sports can be used to develop leadership qualities	Sports. I keep saying sports cause I like my main thing. I love playing sports as a kid. Like that was a, that was definitely, I can say probably like where I developed a lot of my leadership qualities.
3	19860	68	Sports can teach you how to build relationships, communicate, express ideas, and build a strong work ethic	Let's see teaches you know, how to build relationships, you know learning how to have conversation, express ideas it's you know, work ethic, you know, how dedicated you are to that, you know, craft or whatever the case may be.
3	19860	66	Sports can teach you how to take initiative, which is also one of the leadership characteristics	You know, so I think one, one major thing that sports teaches at a young age is one taking initiative because at any point during any team, like you're, you're gonna be looked at to like create a play, like, you know, you're looked at to, you know, make something happen, make something shape, you know what I mean?
3	23301	42	Teach humility, you aren't automatically better because you're in a higher position	. The first thing is just cuz you're the leader doesn't mean you're better. I'll say this again. Just cuz you're the leader doesn't mean you're better. One of the biggest problems that we got in society period is that when somebody is at a position and they hold like a higher ranking, a higher title, they automatically think that they're better than another person because of the position that they're in. Not realizing if it wasn't for these positions, your position wouldn't exist. If it was for these positions, you wouldn't have a leg to stand on. We all need each other and we all play different roles. So from a leadership standpoint to be a great leader, one, you have to be humble. Two, you have to be willing to show humility. Three, you gotta be able to admit when you are wrong and when you need help.
3	26196	30	The candidate talk about the importance of listening and respect to become better leader	e got two ears and one mouth you. So, you know, listening is a significant trait that I think we all need to practice. But I think the respect piece will get you to the point where, you know, the characteristic of integrity and respect and all of those are there.
3	10419	64	Train people who are not doing their job at the best of their ability. This helps the leader team be more efficient.	if you're going to delegate the job, then allow that person to do the job. And if they don't do it to the best of your ability, I believe in coaching them all the way through the process. Because if you empower them to be able to get there, then they're gonna produce a better product for you. And it allows you to be more efficient because you're not doing what you ask them to do.
3	26196	34	Train underneath those who are executives.	corporate management training trainee positions, where you are the chief of staff of the CEO
3	10997	9	what leadership entails: leadership is about how I can lead myself and how I lead other people and sort of how we can circumvent problems	leadership is about how I can lead myself and how I lead other people and sort of how we can circumvent problems
3	10419	73	Working on "critically thinking" and questioning things each and everyday, is key.	Yeah that's gonna be key and work at it each and every day, no matter what it is, even simple task doing well, just as complex tasks
3	26196	51	You need to learn to not take rejection personally. Perhaps attribute the rejection to your behavior as opposed to your core being.	You need to get to a point where you really feel it in your heart and "No" don't hurt anymore.
2	81039	62	"Leaders are readers." Wisdom and lessons from the past can be found in books.	They always say that if you want to hide something from a black man, you put in a book meaning that as the black race, it's natural not to read.
2	26196	48	"The more you ask, the more you can get."	So I think that as a child growing up, sort of taught me that, you know, the more you ask, the more you can get, the more you can get, the more you can get.
2	45522	47	A good leader monitors and ensures monitoring of activities	A leader, a good leader would be able to monitor that and everybody's gotta monitor what they do
2	74710	45	A leader can help others to make professional connections and expand their network.	how I basically take it upon myself, whether it's part of my role or not to identify opportunities to serve as a mentor, a connector, a facilitator, whatever, to help individuals and more people, more people need to do that.

2	10997	147	A leader can learn from all experiences, regardless of whether the outcome was positive or negative. Leaders are more likely to take action.	I think he is successful cuz you know, my whole thing is that you're successful that if you at least gave it your all and you tried, right. If you, if you tried it and you you're firsthand, you know, getting experience from it, I think that, that's the only thing that you know, is, is that's, that's the only thing if you fail, you'll you'll get experience. Right. So it's really, I don't think it's, it's ever a not successful venture.
2	89314	52	A leader doesn't just boss everyone around. Instead and leader commands, inspires, and works with the team.	They think the leader is just somebody who, who just bosses around everyone else. No, a leader is supposed to, you know, a leader is supposed to command Speaker 2: The team, but it also inspires the team. It works, you know, they work with the team. They don't just sit there and say, I'm the boss. And you do exactly what I say.
2	10997	134	A leader earns the respect and trust of their team.	Also respect, right. Respecting all your people they should respect that person. Right. And I think you have to earn people's respect. Right. It's not just like a given thing, but you know, the, the leader has to earn their respect, has to earn their trust.
2	23301	92	A leader has to be willing to show humility and admit when you're wrong or need help	So from a leadership standpoint to be a great leader, one, you have to be humble. Two, you have to be willing to show humility. Three, you gotta be able to admit when you are wrong and when you need help.
2	45522	35	A leader is a visionary and makes decision with the future in mind	If you've ever play chess, that's, that's the type of mindset, not just thinking of the "right now" move, but what is the move that's gonna be beneficial later on also.
2	89314	65	A leader is able to comfortably talk in front of and inspire an audience.	So that was really just, so that was my, maybe my first indication that I could have leadership ability or that I could essentially command or inspire an audience
2	89314	55	A leader is able to notice their mistakes, apologize to their team, and work with the team towards their goal.	So that's not, that's not leadership, you know? Right. So how about you go apologize to your team. Right. And try it again and say, okay, here's, here's here's what I'd like to do. Here's how I suggest we delegate the task. And I'll work along with you. And I think that's gonna go a good way into ensuring that, you know, people understand the difference between the two.
2	67857	44	A leader must be able to set aside personal views to get work done	And so, like I said, in a nutshell Darren, as a person can have one view about, about a topic. But Darren, as a professional working the office of multicultural affairs, I have a job to do
2	67857	31	A leader recognizes the value of people on their team and advocates for them openly	Those that serve underneath me, I feel like I need to be that person that's always acknowledging first and foremost, the work that they're doing acknowledging their value, acknowledging what they're bringing to the table, acknowledging their worth to the organization
2	23301	59	A sense of love can help build your relationships with people	So my experiences that led to my leadership today and everything all came from love. And that's why the only way you, you can't win by yourself. So the only way people gonna really believe in you and trust you and be willing to ride or die for you, you gotta have a sense of love of within your character. So you could build real relationship capital with people.
2	97357	7	A virtue that can't be overstated in a leader is humility	Believe me, there's always somebody better. So, I always felt you need to have some humility.
2	94392	8	ability to motivate people, manage team dynamics, be a visionary and being able to identify strength and weakness of a team- CHARACTERISTICS OF A LEADERApril 6, 2022, 10:06 AM	Like they are able to motivate a group of people to a common goal. Right. So you motivate you, you you're able to let people see that they're great or they can be great and you're able to train them or like if it's a coach so first of all, you're able to make them see that they can win. So you're able to sell a vision. So you should be a visionary first because if you do not have a vision you can not sell it. Right. So you have a vision you're able to sell it to them. You're able to work with team dynamics to make sure that your team doesn't break up. Right. so you're able, you know, you know how to delegate, how to put, you know, how to identify people's strength and weakness and take advantage of that to make sure that the team gets their common goal. A
2	94392	8	ability to motivate people, manage team dynamics, be a visionary and being able to identify strength and weakness of a team- CHARACTERISTICS OF A LEADERApril 6, 2022, 10:06 AM	Like they are able to motivate a group of people to a common goal. Right. So you motivate you, you you're able to let people see that they're great or they can be great and you're able to train them or like if it's a coach so first of all, you're able to make them see that they can win. So you're able to sell a vision. So you should be a visionary first because if you do not have a vision you can not sell it. Right. So you have a vision you're able to sell it to them. You're able to work with team dynamics to make sure that your team doesn't break up. Right. so you're able, you know, you know how to delegate, how to put, you know, how to identify people's strength and weakness and take advantage of that to make sure that the team gets their common goal. A
2	19860	96	Accountability and transparency are core components for leadership	Knowing 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 who hold your accountable check up on you and like, you know, just tell you the reality 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.
2	10997	146	Action leads to learning which leads to competence which leads to confidence which leads to leadership.	When you put into action and you can really start to learn. Right. And they can become a leader in these fields that they've been studying for so long.
2	56727	13	Activities that are based on things teens like such as gaming or TikTok can help build strong relationships with them and through this relationship, you can help them understand their placement in life	Gaming? Just really meeting kids where they are. If you meet kids where they are, you have conversations of what they like TikTok. You can find that you can build long lasting friendships with teenagers to really get them to understand their placement in life
2	45522	74	After identifying the abilities of their team members, a leader will delegate appropriate tasks to the team so that team members can maximize their potential.	I would think that we have explored that a little bit in our conversation that a part of leadership is delegation. And with delegation comes identifying the skills and abilities of individuals, certainly that puts an individual in a role of not necessarily criticizing, but having a thought process of the skills and abilities of individuals that are on their team. So the ability of a leader to identify talents and skills on your team, use people at their maximum potential of what they're good at.
2	45522	55	After reaching a high level of leadership, leaders can help other members of their team to get promoted as well.	Well, as you understand things there's a certain amount of the game that needs to be played. Of course allow certain things to get by, to rise up to certain levels. And then once you get to certain levels, of course the hope would be individuals who reach executive levels and reach back and bring others forward.
2	25225	55	Analytical skills are necessary for a leader	they're analytical.
2	78161	4	As a leader you must have a sense of prioritization	Some of them would, but I think honestly some of them were just good at prioritization and I think that's a really big skill that anyone can learn
2	97357	15	As a leader you should be able to recognize capability of the people you lead and strategically tap into that to achieve the group's goals	And quite frankly, that person can be treated differently. Five, six different ways, according to what it is you want them to do. So, you know, you were mixing and matching to maximize people's output every day.
2	89686	25	As a leader, your role is to develop the next generation of leaders	And then I take another group because my role as a senior leader is to develop the next generation of leaders.

2	50939	57	Attending an HBCU helped the interviewee be prepared and disciplined in the profession they choose.	Yes. And I would say I learned that at Florida A and M university, one thing I can say about going to HBCU, they teach you who you are. They teach you your history and they teach you what it means to be a professional in whatever discipline you choose. Right? And they teach you to be prepared.
2	10997	78	Attitude is a very influential quality and factor in leadership	Ooh, now that's, that's, it's a loaded one. But I think in, I think in sports, the big, a big one is your attitude. I think that's like the number one. Right? So when it comes to like, you wanna win something, it's all about your attitude. Like if you come in there, you're like, yo, we about to lose. Like, it's over, like, it's over the moment you say it, the moment your team hears it, you lost. Right. So come in there saying, yo, we're gonna win. You're you're encouraging them. You're you're, you're positive. You're saying, yo like we got this right. And if anybody, you know, you're, you're, you're casting sort of a, a vision you're saying, okay, we're gonna take this. W we're gonna take this win. We're gonna have this trophy. You, you know, you're starting to build belief in people. Right. So they start saying like, okay, I can see it. Speaker 1: I can see it. Okay, cool. If he sees it, I can see it. I'm gonna follow him. And boom, everyone starts to not fall in line, but everyone starts to blend together for everyone to win. So that's one of the biggest things.
2	97357	4	Be a problem solver	You've got to pay your fair and quite frankly, you've got to deliver. And the biggest attribute that any firm looks for, or, you know, or leader looks for is someone that can solve problems
2	97357	21	Be a problem solver	number three is you've got to be a problem solver. Okay. you know, you are not allowed to go along for the ride. Speaker 2: You've gotta pay your fair and quite frankly, you've got to deliver. And the biggest attribute that any firm looks for, or, you know, or leader looks for is someone that can solve problems. Okay. So those would be the, the three things
2	10997	80	Be confident	I guess you could say you, you have to be confident. Like you definitely have to, they need to like, if you're a leader, like they need to see like, okay, this guy knows what he's talking about. And, or he sounds like he knows what he's talking about at the very least. Right. they have a reason to follow you right
2	10997	79	Be encouraging	I think another thing is, is definitely being encouraging. I don't know if that's really unconscious. I think you really do have to be conscious of speaking good about people and, and building people up. Right. Like, you know, you're never if you lose a game, the worst thing you can do is go and like been to somebody and say like, we lost because of you. Right. Especially if you're a leader, because he's never gonna wanna do well again, because you just like said how bad he was and how he sucked. So now he's not gonna wanna do good. Speaker 1: So I think one of the big things you need to be, he definitely needs to be encouraging.
2	97357	17	Be fair in the way you treat people you lead	I treat everybody the same. You know, if I give a pat on the back to a white guy, give it to, you know, black, you know, green, purple, whatever I don't distinguish.
2	97357	8	Be observant, speak less and understand your environment.	And then, you know, do your deeds but you know, don't walk in the door thinking you know it all, sit back and learn, observe learn your environment. See who's doing what to whom, see who the movers and the shakers are. See who makes the decision, see who others defer to.
2	10997	81	Be respectful to gain respect and trust	Also respect, right. Respecting all your people they should respect that person. Right. And I think you have to earn people's respect. Right. It's not just like a given thing, but you know, the, the leader has to earn their respect, has to earn their trust. And yeah, I think the, I think that's the, the biggest qualities I can think off the top of my head. Yeah.
2	23301	16	Being a leader doesn't mean you are better than others and belief in this leads to generation of a great leader	o when it comes to black youth, remember because you're a leader does not mean you're better. And once you get that in your head and in your heart, you'll be able to be one of the best leaders that will ever see.
2	23301	15	Being a leader doesn't mean you are better than others and belief in this leads to generation of a great leader	o when it comes to black youth, remember because you're a leader does not mean you're better. And once you get that in your head and in your heart, you'll be able to be one of the best leaders that will ever see.
2	94392	3	Being an active part of leadership at the student level prepares one for leadership at higher levels	And the fact that I'm part of them I'm able, able to serve in a leadership position that would now enable me network with leaders on the higher level because I'm in a leadership position i
2	94392	3	Being an active part of leadership at the student level prepares one for leadership at higher levels	And the fact that I'm part of them I'm able, able to serve in a leadership position that would now enable me network with leaders on the higher level because I'm in a leadership position i
2	50939	49	Being apart of nation league, helped taught how to get the business mindset by going to different workshops which brought out leader personality.	Okay. Yeah, national urban league taught me that be an entrepreneur because that was their base model. When they founded in the early 19 hundreds, they wanted to increase black economic development urban communities and black communities. 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.
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	25225	82	Being exposed to professional environment early and engaging, also helps with leadership building skill	It's better to be exposed to the professional environment early enough so that you can learn, you can mimic.
2	36484	35	Being self-aware and intentional are highly valuable characteristics of leaders	self-aware, or intentional leader, you won't, you may not even intentionally be excluding people
2	91520	9	Belief that extra-curricular activities can promote leadership because others may recognize leadership abilities in you	I'm very antisocial, but being in groups and stuff like that, it breaks people out of their shell, Their shells. I used to be in a marching band. I used to be in a marching band back home and I was very little, I was like probably I started when I was like eight. By the time I got to 12, they wanted me to be the leader for the, for the, for the dancing for the girls.
2	56727	27	Belief that leadership engagement experiences would imbibe confidence, and a go get it mentality	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	4	Belief that leadership training to improve networking skills would be beneficial to students	for that. So if organizations like universities can actually put in, upograms to like help networking skills or students,
2	56727	28	Belief that Nfts, gaming, esports and web three art education can promote an active pipeline of black youth in leadership positions	Oh yeah. Nfts, gaming, eSports, web three art education, animation. And then also with tying it into just core content structures. I think that would be fun and a lot of, but more hands on experience like trap.
2	45522	38	Believes a good leader should be observant	re it is. I think that's the statement right there we were looking for is that as a leader, you make appropriate observations of the talents of your team that help you get to a result.

2	74710	9	Black youth mentorship program with leaders of color	I would, I would, I would start a program similar to the one that I went through, which is called a leadership program, right. It's a formal leadership program where, you know, there's an application process, a screening an interview then identifying the best and brightest talent and then putting them in front of, or giving them access to other leaders of color or other black leaders in various fields so that they can get a perspective of individuals, leadership styles, as well as learn how different industries potentially intersect. So I would look to start sort of a, a formal young black leaders mentorship program that you know, accepts, you know, leaders from all different concentrations and focus areas and industries. And because it, what it, what it'll do as well is a, it'll give them the opportunity to create a bond within themselves, each class, each cohort, while they're learning from, you know, other leaders of color across various industries are also learning from one another and forming the type of bonds and relationships that are gonna last, you know through a, out their professional and personal careers.
2	84874	16	Black youth should be encouraged to get into leadership positions	Yes. To encourage more, more of them to get into leadership positions
2	39281	26	Building progression and strategic map of levels to have the confidence they need.	instead of trying to dump a bunch of leadership content into, you know, one or two sessions, right. Speaker 2: Maybe building a progression of things, right. Having an actual strategic map of levels that you need people to reach, to feel like they are fully confident with that you have at a certain point in time
2	26196	44	Building relationships through networking is important.	So you gotta have a good relationship with everybody there, everybody who's in the organization, or even the people who are outside of the organization and a way that you can build your relationships is through networking.
2	26196	45	Business relationships can help with promotions to higher positions.	So I made those relationships and then I became the president of the chamber of commerce.
2	23301	64	By holding people accountable for their actions, it allows people to get to the executive positions they deserve to be in	It's all about creating accountability because the moment you create accountability with someone now they can't point fingers. They can't blame. They can't make excuses for their issues. You gotta own up to it. And the moment we own up to the actions that we take, the better everything can be collectively and whoever deserves certain executive positions, whatever will get them, because it's based off the right merit, not a fabricated merit
2	91240	46	communication and control of emotion are qualities of great leader	do think that having that mentality and when you deal with people is just really good with business specifically. It's very good business like communication. So I think being able to talk to people being able to control your emotions
2	26834	33	Communication skills and the ability to manage anger issues are important skills that add value to the workspace	So communication as well as, um, mitigating anger issues, which can ultimately add value, to the workspace and regards to making one a, u, a, u, easy employee to work with, or a yes, I'll just go with easy
2	56727	14	Confidence, honesty, trustworthiness, and the ability to think freely are leadership lessons that would be most important for black youth to learn in these games	Confidence, honesty, trustworthiness, and the ability to be free thinking.
2	26196	3	Corporate America isn't the only way to get to the top. You could start your own business	So that's some of the barriers that I've seen when I was in corporate America. Now that's been several, several years ago and I got frustrated in that process myself and as a result, started my own organization.
2	36484	54	Corporate leaders are able to get results, sometimes in the form of business profits, and can encourage others to want to work with them.	You have a lot to contribute. And the gift of corporate America is that what really matters is results. These companies want people who can lead and who can make them money. And if you can do that and people wanna work for you, you're golden.
2	48127	57	Current leaders train future leaders on how to manage. It ensures the organization has a constant flow of leadership.	It's always part of the handover to, to know about the personality of person who is working with you, you know, as a general manager, when he leave that place, he has to introduce people working with him. And he has to give his input on, on that input. If he gives some positive things, then whoever comes, take that positive things and work on that. And if it is negative, always it's best for him that you are really a successful person.
2	10997	6	Dedication to growth	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
2	36484	84	Defining a personal brand/reputation is important for being a leader and working with a team.	You mentioned about creating your own brand. How important is that for a leader? Speaker 1: I think it's critical. I think it's critical. People are going to talk about you throughout your career. What are they gonna say? What's your brand? You know, are they gonna say this person gets it done, but just kind of right in the middle, or are they gonna say this person leads in a way that is differential and people are always trying to get on his or her team, or are they gonna say, you know, this person seems to have a comfort with speaking truth to power, you know, what's your brand.
2	89314	27	Delegating team roles and options is a core component to being a leader and is very necessary. Putting people with their strengths and not their weaknesses is essential.	I feel like a big part of being a leader is, you know, yeah. You gotta know how to delegate stuff that certainly helps, but you also gotta listen to your team, you know, so that if something isn't really working, you know, then, then you gotta be open to change.
2	26196	2	Developing your network, opens you up to significantly more opportunities	Well, some of the barriers to advancement is that if you are in a corporate organization, it's really the old boy's kind of thing. So, the guys in the upper suites all play golf together on the weekends and they belong to the prestigious country clubs and all of the people who are at that level do those kinds of things. And it's very difficult for somebody coming up through the ring, unless somebody is grabbing them and dragging them with them to get there.
2	26196	10	Do not let objections hold you back.	says, yes, you know, and you know, I got this big belief that "No" is not the final answer. "No" is just "No" right now. So I think that as a child growing up, it sort of taught me that, you know, the more you ask, the more you can get, the more you can get, the more you can get.
2	74710	12	Doesn't judge by race or ethnicity, human is human	For me, I'm, I'm a hodgepodge of different races. So my my mother's side of the, a family is African American and native American. My father's side of the family is Puerto Rican and Italian. So I really, I, but I've always identified as black. So for me it, it has taught me personally to embrace any, anybody, you know what I mean, not to judge any, anybody on, you know, their ethnicity or even how they identify with, with gender I'm, I'm the type of person that you're human to me and I meet you and I give you the chance to, to make me not like you. And, but, but I've always, like I said, I've always identified as black. I grew up in a, in a, in a predominantly African American city, my family, you know, big family. And I've always been proud of that and tried to represent that in, in what I do and never been ashamed in any professional setting to make people aware of where I come from. And sorry, what was, what was the question? I, I wanted to give you how I identify first, sorry.
2	91520	24	Engagement in leadership experience builds in them the leadership mindset and characteristics that can enable them to be ahead of certain situation.	I feel like if they teach How to control, how to be ahead of certain situations, how to control your response, how to like look past certain things like overall, I feel like the business will, will be way much Speaker 2: Better

2	10997	53	Engagement in the knowledge leads to development of the skillset to do anything and grow to that position of leadership.	And hopefully with the, the skillset and the knowledge that they develop from that, they'll be able to carry that over into anything else they do
2	10997	13	Engagement in the leadership role	I think also getting them to engage and really practice these roles of leadership, right
2	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.
2	14228	5	Engaging in leadership experience instill in them the proper training to become good leaders and also build in them self confidence.	You know why, what you have, you got the proper training. Yeah. And the self confidence to be what you want to do. For example, a leader is a person in charge of a business, correct?
2	55750	19	Engaging in leadership experience is very beneficial because it breeds in you the leadership traits or characteristics that you would not otherwise gain from just getting a degree.	There are lot of other soft skills that you need to acquire. And there are certain cohesive that you need to build in the team. Being able to stand your ground, being able to make difficult decisions, being able to influence, you know, whether it's influence change, or just influence those who report to you, being able to be empathetic to your team, you know, really be being you to choose your true self to work every day. Yeah. Listening to understand, not listening, to respond, you know, so many leadership traits that as a, any type of degree would not prepare you for
2	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
2	81039	60	Entrepreneurship can be a good skill for leaders.	So as a group, we invest in entrepreneurship
2	26196	46	Establishing and maintaining business relationships is important.	So I think the whole networking piece is critical in building those relationships and in keeping those relationships for life.
2	19860	13	Establishing the appropriate training that can help them develop their leadership qualities.	So I mean, you learn, I feel like you can train leaders, you know, people who weren't leaders before, but then you train them into leadership.
2	23301	53	Everyone can have leadership skillsets but there's a difference between good and bad leadership hence it is important to have programs to help polish these skillsets to make them good leaders	o definitely there needs to be programs and skills that allow them to hone it correctly because you can be a leader, but you wanna be a good leader or you wanna be a bad leader. You know what I mean? Being a leader it doesn't mean that you're gonna be a great one just cause you got the skillset. So I think it has to be nourished and polished correctly.
2	23301	93	Everyone wants to be great but a lot of people don't even know what they're great at so a good leader is supposed to guide them to unlock their greatness	See everybody want to be great at something. And a lot of people is lost. They don't know what they even great at. And if you have the ability to unlock that, they're gonna look at you in a way where they respect and love that you are their leader instead of feeling envious that you have a position over them
2	39281	66	Exposure to the required leadership characteristics	we want to expose you to this and make sure you understand how leadership works in your career field. Right. When you hit that platform of sophomore year, where you're starting to take some of those core courses in your major, right. And learning, how does an engineer think about problems? How a mathematician think about problems, how does the biologist think about problems
2	10419	20	Fake it till you make it	You're going to look the part, you know, you got to build your brand, you know, making sure that you can market yourself to the best of your ability. You want to look the part before you are the part, you know, so, and then know that we're developing that along the way,
2	10419	20	Fake it till you make it	You're going to look the part, you know, you got to build your brand, you know, making sure that you can market yourself to the best of your ability. You want to look the part before you are the part, you know, so, and then know that we're developing that along the way,
2	67857	56	For most people, it's natural to continue doing what they've always done. Perhaps leaders are different in that they can intentionally makes changes to the status quo.	it's natural to continue doing what's always been done, you know, and I think sometimes people don't have any ill intentions, they're just doing what's worked. And and it's worked for maybe like a certain group of individuals or a certain gender or whatever the case may be. It hadn't really worked for all. And so when you are looking at, you know, trying to bring about a change then you really have to be intentional in bringing about those changes.
2	50939	48	Getting certificates on leadership principles can be an opportunity to grow into being a leader	And after that, I would say another stepping in stone, it could be certificates. Like I'm still my master's program now, but stepping stones I use was like Harvard business school leadership principles, which made me, I do identify what type of leader I am, my strengths and areas, opportunity to grow.
2	10997	54	Getting involved in outside school activities is a great way to get into leadership	being involved outside of academics is, is a great way to get into leadership
2	78161	32	Giving people real life experiences especially stories of success from successful people is a great way to facilitate growth in youth	So I think engaging them in the sense of success stories you know, having mentors or mentorship partners, where they come alongside them and they help I think having resources that they can have for if they have family needs, you know, or if they just need a friend they can call on you.
2	78161	32	Giving people real life experiences especially stories of success from successful people is a great way to facilitate growth in youth	So I think engaging them in the sense of success stories you know, having mentors or mentorship partners, where they come alongside them and they help I think having resources that they can have for if they have family needs, you know, or if they just need a friend they can call on you.
2	78161	21	Good Trait: encouraged leadership	They promoted healthy like leadership within our team and they encouraged us to be leaders.
2	78161	19	Good trait: Prioritization	One of them was definitely they would get into the office a little bit early. Some of them would, but I think honestly some of them just were good at prioritization and I think that's a really big skill that anyone can learn. They really good at prioritization. They were good at managing expectations with people because in a lot of all the roles I've worked at, it's been very customer service based
2	78161	20	Good trait: Tried to be the best at their job	So just to recap they went above and beyond for the customers.
2	78161	5	Great leaders are people focused and encourage others to lead as well	we're really people focused. So just to recap they went above and beyond for the customers. They promoted healthy leadership within our team, and they encouraged us to be leaders.
2	26834	20	Having less resources lead to being more resourceful	It's let me know that having less resources ultimately became a tool in my life to be resourceful. Speaker 1: When you say less resources, could you elaborate on what those resources may be? Speaker 2: Lack of funds and education. Speaker 1: Okay.

2	39281	67	Having practical experience during their early age and their early stage of college and even as the move on.	How do I get leadership experience? Right. So now I'm gonna go start a club so that I can be the vice president of a club. And I have no idea how to run a club. Right. Right. And so you're not really gaining that experience in a way that's gonna let you develop. So, you know, so I think there's some challenge in the way that we kind of present that growth right now. And I think what it needs to look like is more of a slow build. So that on time we're getting, you know, to the end of undergrad, we're thinking about graduate school and we're thinking about career. So students have not only seen what it looks like and had time to think about it, but they've also had opportunities to practice
2	56727	10	Having someone that believes in you can contribute to the development of leadership abilities	Yeah. one of my ones was running a school as an assistant principal when I had no prior education, but I had somebody that believed in me.
2	50939	5	Having your own drive and be self motivated.	You'll need your own drive. You'll need your own self motivational factor
2	48127	9	He advises to create a platform where you can have inspirational black people to help them become leader	I think, I think what it should be is, you know there are some personalities which are successful black people. Yeah. And you know success can be on investment. The success can be, you know, in activities it can be a good singer in, he can be a good artist and, you know, at the end he become to that level. So
2	48127	8	He advises to develop personal level to have the skills to become a better leader	If you are planning to do one thing, go for it, go for it and really develop yourself on that. And at that point you can have confidence. Yeah. And that confidence helps you to reach to
2	14228	10	If a business prospect tells you "no", use it as feedback to offer something different.	ou know why, what you have, you got the proper training. Yeah. And the self confidence to be what you want to do. For example, a leader is a person in charge of a business, correct?
2	48127	3	He talked about being able to keep up with evolution of the world in order to be relevant as a leader	you know you can have the highest stress is in the world, but as long as you do your job and you are confident and you are frequently changing with the technology or updating yourself, so you can reach any target you want to achieve.
2	45522	36	Humility is a key characteristics of a leader	even know your own as a part of the team, your own strengths and weaknesses, and to be humble to say, okay, that's not my strength. I need to let someone else do that. That
2	97357	9	Identify key players that have influence in your environment, and network with them	And that's how you build a meaningful network of important people that get things done.
2	26196	50	If a business prospect tells you "no", use it as feedback to offer something different.	I think what you gotta realize is that somebody keeps telling you "No", and you really don't like it. Then you're probably selling the wrong thing.
2	26196	47	In business, keeping asking until someone says yes.	So that started, I think my way into finding a way to keep asking, asking, asking until somebody says, yes, you know, and you know, I got this big belief that "No" is not the final answer. "No" is just "No" right now.
2	23301	55	In order to create an active pipeline of black youth engaged in leadership, it is important to popularize positivity and love	So we just accept it. I think the narrative needs to be changed from a activity standpoint where we making love cool.
2	26834	16	Increase self confidence with leadership in curriculum	Confidence Speaker 1:And to what extent do you think that these experiences should be implemented Speaker 2:Via curriculum
2	39281	25	Inventions/Activities: Having networking events that help build confidence to talk to strangers and ask questions, and understanding how to present yourself and initiating/ having relevant conversation.	Part of that, developing the leadership capacity is preparing for those kinds of experiences, right? It's, it's talking about things like the elevator pitch, which is very basic, but understanding how to initiate conversation, right. How to not be intimidated by someone based on their position, right. Understanding how to present your own value in a way that creates a pathway to leadership opportunity. And so I think when you're designing networking events, right, there probably is an escalation before you dump these students into a room full of really important executives
2	10419	10	Invest in personal Education	we can expand our knowledge in those areas, you know, those are really competitive areas as well. You know, what I'm recommending to students now is to gain an edge, you know, and by doing that is get the technical experience first and let the technical degree pay for the two year degree. And then the technical and the two year degree pay for your four year degree. Because what that does is giving you hands on experience
2	91240	17	It is important to know how to lead without making people feel like they're lesser than you in order to build a sense of teamwork	And then being able to lead without making people feel like, like they're lesser than you. It's super important cause that's how you keep loyal people, good people and, and make it more about a cause or something together than just you and your business and stuff like that.
2	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.
2	25225	69	It's critical for a leader the ability to inspire their team especially when all odds are against them	what I want to achieve. So the leaders are self-confident. They are able to lead a team to believe in what they could achieve, even if they don't have, I mean, they don't have the capacity, but they can believe that, okay, we
2	26196	9	It's not only about building relationships, maintaining those are equally as important	relationships and in keeping those relationships for life. And I look at myself, man, I got three or four guys that I call probably once or twice a month. And hey, how you doing? You know, just checking in, you know, and just try to keep all those things going the same way that you want them to go.
2	81943	36	Just being apart of leadership groups doesn't create a real leader but only does it through active participation	I was very involved in high school and in college, but I can't say that I developed leadership skills, even though I was in leadership in a, in plenty leadership roles. I became more creative.
2	55223	6	Just like with any skill, practice makes perfect!	But as a candidate, being able to have those individuals continue to do interviews over and over to give them that way of feeling relaxed
2	56727	11	Knowing that your actions are having an impact on someone else can contribute to the development of leadership abilities	But then also when I taught virtual reality application building classes at Morehouse college and seeing the little bit of leadership I allowed was allowed in that program, go take it to a far way knowing that I was impacting kids was very helpful too.
2	48127	40	Leaders are "gam changers." They are able to make significant impacts through their work.	You need, you need to be a game changer or, you know, you have to make a difference whenever you are assigned into something.
2	67857	82	Leaders are able to acknowledge their mistakes and try to improve themselves.	And to be quite honest with you I think I was roughly around about 30 or so between 25 and 30 that I found myself thinking about these, some of the things I had done in my life and some of the things that I've said in my life that at that point, I realized that, you know, that probably was pretty hurtful to that individual, you know?
2	45522	79	Leaders are able to be "fluid" in the decision making process. They can adapt to unfamiliar situations. Thought experiment: is there any need for leadership if one is already in a familiar scenario?	So, ah, so if you have this plan and it's not working. Would you say that type of adaptation is a good aspect of a leader? Speaker 2: Absolutely. To be able to, to be fluid in your decision making process.
2	81039	52	Leaders are able to bounce back from failure.	So I learned in, in different areas, so at home in school and early on in, in my career as well to take on opportunities to go for what I want and to believe that when a door was shut, it didn't mean failure, or to just look about knocking it another day, another way, sorry. And looking for a solution to get the same thing or even better. And even when I, I wasn't able to, to learn the lesson from that and make sure that I put it to better use for another opportunity that came up.

2	36484	86	Leaders are able to casually talk about their accomplishments without being boastful.	And yet we also need to have sticky results, something that someone can pin and say they did this. And if you're, if you wanna operate in a team, but you need to be able to talk about what you've done in a way that's right for you, not a chest pounding boastful way, but a way that you can capture your three biggest accomplishments, you know, in a casual conversation.
2	94392	35	Leaders are able to create and "sell" a vision that can inspire a team into action.	you're able to let people see that they're great or they can be great and you're able to train them or like if it's a coach so first of all, you're able to make them see that they can win. So you're able to sell a vision. So you should be a visionary first because if you do not have a vision you can not sell it. Right. So you have a vision you're able to sell it to them.
2	89314	43	Leaders are able to discuss difficult subjects.	I'm telling you, I'm upset and I need you to hear me. And I also need you to hear what I have to say. And they're willing to be persistent enough to go past the, the normal defense mechanism for somebody who is maybe accused of being racist, a person who is like, oh, well, you know I, I mean, I didn't mean to be racist.
2	36484	88	Leaders are able to evaluate how their teammates work, what they do to lead, and if they can get results.	a sponsoring relationship is someone who's worked directly for you. You've seen how they operate. You've seen whether or not they can lead teams, whether or not they can get results.
2	81039	48	Leaders are able to identify the strengths and weaknesses of their teammates and make quick decisions.	how to identify the strengths and the weaknesses of other team players and how also very quickly to be decision makers.
2	36484	49	Leaders are able to learn new lessons in each role that they take.	I think just basic skill building, you know, every role that you take is additive to, you know, allowing you to take that next role.
2	45522	63	Leaders are able to make decisions that balance the benefits in the short-term and the long-term.	If you've ever play chess, that's, that's the type of mindset, not just thinking of the "right now" move, but what is the move that's gonna be beneficial later on also. For individuals to be able to, to, to expand on that ability, to think like that, those are talents that work in corporate, not looking at just at what's in front of you. What's gonna be the long term results from decisions made today.
2	45522	89	Leaders are able to manage the natural selfishness of some people.	Someone said this to me years ago, you start thinking of business, the challenge with business is "self." People are thinking about themselves. "What Can I get?" "My name is Jimmy. I take all you give me." "I'll get all I can, can all I get, and then sit on the can." That can't be a mindset of success for a whole business. However, individuals have that. It slows the progress of corporations.
2	45522	92	Leaders are able to manage their resources so that they do not run out.	Do they take the resources they're given and turn them into more, or do they take the resources that they're given use, use them up, and then have nothing left?
2	45522	80	Leaders are able to manage their resources so that they have enough to last for the long-term.	Individuals can get caught up just in what's in front of them and not see the [long term] result of their actions right now. Yeah, it could be something we're talking about a gaming situation. It could be an enemy or a, a obstacle that needs to be handled right now and you use a bazooka to kill a mosquito, but then you're gonna need the bazooka later to take care of something much bigger.
2	67857	85	Leaders are able to persevere through challenges even if they don't start at the top.	First and foremost perseverance, you know I noticed that's one game that my son likes to play. It's like you're going through these different stages, you know what I see a lot of times with folks now, they expect to start at the very top, you know? And and what I see with certain games is you gotta build, you know and that's just life, you know, you don't always start at the very top, you gotta start somewhere.
2	45522	81	Leaders are able to plan for the present and for the future.	realize that sometimes there is a bigger something overall we're trying to achieve. And what is that, what is that skill to use enough to get the job done or to overuse resources and get the job done and then be lacking of resources at the end?
2	78161	35	Leaders are able to prioritize their top priorities and the priorities of their team	Some of them would, but I think honestly some of them just were good at prioritization and I think that's a really big skill that anyone can learn. They really good at prioritization.
2	45522	87	Leaders are able to recognize the contributions of each team member to ensure that everyone feels significant.	In that situation where it's all like, say a people of color situation I know it sounds bad, but it's well, "he ain't do it all. I did some too." A leader, a good leader would be able to monitor that and everybody's gotta monitor what they do. Write down your results and be able to present a good argument of why you were the one responsible for this.
2	94392	36	Leaders are able to resolve team conflicts.	You're able to work with team dynamics to make sure that your team doesn't break up.
2	67857	80	Leaders are able to tactfully address disagreements and uncomfortable topics.	You know, it's not about always feeling good about, you know, everything it's not all about only talking about those topics that you agree with. It's not only talk about those, those topics that you're comfortable with. It's all of that. You gotta talk about it all. You gotta embrace it all. And that's what you're getting paid to, to do as a leader.
2	94392	23	Leaders are able to tactfully stand up for themselves and make sure their opinions are heard.	I'm not going to say it's been very smooth and all, but there, there was, there was a time when, when I felt were not listening to me it, it was easy for them to talk over me, right. Because like I said, I'm the youngest, I'm a woman there, but because I know what I bring and who I am, I stood my ground and made sure they listened to me.
2	94392	23	Leaders are able to tactfully stand up for themselves and make sure their opinions are heard.	I'm not going to say it's been very smooth and all, but there, there was, there was a time when, when I felt were not listening to me it, it was easy for them to talk over me, right. Because like I said, I'm the youngest, I'm a woman there, but because I know what I bring and who I am, I stood my ground and made sure they listened to me.
2	36484	50	Leaders are able to take advantage of opportunities that they are given.	And they're not understanding the company is kind of lining you up and trying to give you different looks and it's less important that you adore every single thing, and more important that you take what you're given and show what you can do, you know, and, and maybe not be arguing about what you think you should have. <Laugh>, you know, blow people's socks off with what they've given you versus worrying so much about what you've been assigned.
2	36484	60	Leaders are able to take advantage of opportunities they have in life. Luck = Preparation + Opportunity	I grew up in a company general mills, which I think is among the best of the best. Honestly, they brought that along and I rode that wave of the generation of women and people of color that they brought into leadership. I just happened to be at the right place at the right time with a committed leader.
2	39281	156	Leaders are comfortable interacting with strangers.	And so if we're talking about this idea of slowly building people into communities of being able to interact with strangers, right.
2	89314	15	Leaders are different from bosses from the fact that leaders are relatable and formulate their own different methods to get teams to interact and work together	They think the leader is just somebody who, who just bosses around everyone else. No, a leader is supposed to, you know, a leader is supposed to command Speaker 2: The team, but it also inspires the team. It works, you know, they work with the team. They don't just sit there and say, I'm the boss. And you do exactly what I say. It's like, no, I'm the leader. And here's what we're gonna do. And this is why we're gonna do it this way. And I'm gonna help you with that. You know, you, you want somebody, you want to have people develop those skills early so that when they are called upon to be leaders, they're actually, they become people that others would want to, to follow.
2	25225	56	Leaders are faced with a lot of quick decision-making hence is a skill that needs to be acquired to be a successful leader	I think leaders take quick decision.

2	36484	89	Leaders are likeable, competent, motivational, and inspirational.	And you can say, yes, this person, I stand by them. You should take, you'll love her. She's so good. She you're just gonna love her. She's gonna get it done. Her team's love working for her. She's super smart, great vision motivates inspires. You know, you personally know that.
2	97357	55	Leaders are more of enablers in certain roles that focus on holding up others and their roles	Leaders lead people, the way they need to be led. They give them what they need to succeed.
2	14228	26	Leaders are often seen in the spotlight but also place others in the spotlight to uphold other roles	People make their people around them better. Yeah. Right. Everybody. Right. Everybody wants to play with leader. People wanna play with LeBron James. He makes them makes them better. Yeah. Yes. That's what leaders do. Leaders make people better.
2	94392	20	Leaders are open-minded, they want their team to progress, and they judge people based on their work, not their immutable characteristics.	I've gotten to work with wonderful people who, who are very open minded and they actually want you to progress in your career not on the basis of your sex, but based on the quality of your work.
2	94392	30	Leaders are proactive and they feel empowered to make change. If things are not working right, they can implement a plan to make things right.	there was leadership class in one way or the other. And so it gave a lot of us, I will not say, all, that mindset that we are meant to go change things. Like we don't just wait. If things are not working right, we, we, we, we have initiative and we believe that we can actually implement that initiative to make a change.
2	89314	7	Leaders are willing to bring up challenging topics and issues in order to address them to make situations better	You know, so, you know, it, it, it probably helps that they are, they are a little bit more willing to confront the issue than I am. But then again, you know, they've experienced the issue. I haven't on that level. So I can't really say with 100% certainty, you know, that I wouldn't say something, but I, I do think what's, you know, what's common with all of them is that they are willing to keep discussing the issue, knowing that it's upsetting, knowing that they're upset knowing that the other person might want to avoid it. You know, they're, they're willing to keep bringing it up because you don't solve the problem by essentially just pushing it away. You know, you don't just solve the problem by saying, okay, you know, you don't take my approach even though, you know, my approach helps me keep the mental peace.
2	67857	60	Leaders can ask tough questions about topics such as a lack of diversity.	And maybe ask those questions, me being someone who worked at the university asking those questions, maybe some consequences to that, but maybe those key individuals in the community that are valued, ask, you know, maybe asking those tough questions. You know, we noticed you have no one on your leadership as part of leadership, that's of color, you know, why is that? We noticed that you don't have a single person of color that's a director on up.
2	14228	24	Leaders can bring others up by building their fundamentals with consistency	If you know how to teach Kompa and learn from us, we teach you the fundamentals.
2	39281	130	Leaders can create a vision and inspire others to work with them towards that goal.	What I can do to relate to people better or what I can do to convince people that, and somebody who is worth them, putting their faith in. Right. Because that's really, when you're talking about executive leadership, it's, you are showing up to, Hey, I I'm going to provide a vision and guidance and then trust all of these people to help move toward that vision.
2	81039	47	Leaders can delegate tasks so the team can be more productively efficient.	all of those things are essential elements because very quickly they learn how to divide themselves, how to break up tasks, how to come together as a team you know
2	67857	59	Leaders can develop great relationships with their team.	So you gotta have allies. Over those 19 years, I have developed so many great relationships
2	45522	85	Leaders can facilitate an environment where teammates can share the rewards of their work.	Now, if there's a good leader in place, I guess that can possibly part of your game, who can see those things before they rise up, you can help the team do well. But in a lot of cases, sadly, that individual has maybe risen up to an executive or corporate position or is on their way to that position, they're still trying to get theirs.
2	97357	51	Leaders can find themselves at either end of receiving discipline	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... Make sense?
2	74710	31	Leaders can form long-term business relationships that last throughout their professional careers.	while they're learning from, you know, other leaders of color across various industries are also learning from one another and forming the type of bonds and relationships that are gonna last, you know through a, out their professional and personal careers.
2	39281	153	Leaders can handle external media pressure.	Right. It's like, it gives you some options to respond, but that really is like, how do I think about managing my business while I'm dealing with external media pressure.
2	45522	91	Leaders can help their team to build confidence by guiding them to create a foundation of fundamental skills that can be built upon.	The wind may blow, but the foundation will hold on. And then you layer on that foundation to a higher level. And if you can layer on that foundation to a higher level than what we're teaching youth, once you develop that next level of foundation, okay, now you can't go below that level. That's level two. Foundation one was your foundation. Now, level two, the second foundation, and you can keep building foundationally, higher and higher. The person leading the charge of that, there's your leader.
2	45522	64	Leaders can identify the strengths of people on their team and put them in positions where they can make use of their ability.	to be able to take a leadership role and identify the strengths and weaknesses of people on your team relative to the strengths and weaknesses of individuals on another team, the opponent, to match those properly, to identify people's strengths, lean on those
2	45522	65	Leaders can identify the weaknesses of team members and prevent people from being in situations where they would struggle.	identify other people's weaknesses and not put them in situations where those things are exploited and to even know your own as a part of the team, your own strengths and weaknesses, and to be humble to say, okay, that's not my strength.
2	45522	93	Leaders can make plans that serve as guides to success.	It it's, it's a phrase possibly you've heard before, it says "People don't plan to fail. They fail to plan."
2	48127	42	Leaders can motivate their team by explaining that self-development can lead to a promotion.	Nobody wants to stay where he is for. So yeah, that change, you have to tell them that change comes only if you are developing yourself. And if you are competitive and you know ready to overcome those challenges.
2	94392	34	Leaders can rally a team around a common goal.	Like they are able to motivate a group of people to a common goal.
2	45522	61	Leaders can recognize opportunities where a group can be lead and they step into that role.	If the individuals are seeking, or there is a need for leadership and somebody sees dynamics in place to say, well, yeah, I can help the group succeed versus say, competing against another group. Those are always great ideals or examples where that can happen. Some people recognize them, see them, and step into the roles.
2	14228	22	Leaders come into their position because of their character traits and qualities. Leaders are placed at the forefront of development	So If you have the qualification to be a leader, you are a leader.
2	67857	66	Leaders don't focus on things that they cannot control.	That's not my problem. That's their problem. You know, I can't control all the variables. I can't control all the elements of things. I can't control how a person perceived me, you know, they make that choice now.
2	74710	39	Leaders don't judge others based on their ethnicity or gender.	So I really, I, but I've always identified as black. So for me it, it has taught me personally to embrace any, anybody, you know what I mean, not to judge any, anybody on, you know, their ethnicity or even how they identify with, with gender I'm, I'm the type of person that you're human to me and I meet you and I give you the chance to, to make me not like you.

2	39281	131	Leaders focus more on the broader vision and strategy.	And then you get to that executive role where you're full focus is primarily on people and vision setting and strategy.
2	39281	155	Leaders have technical skills as well as social skills.	if you are talking about something that is primarily trying to help understand leadership in the world, how do you create that in a way that makes it important that you have to have technical skills, but you also have to have social skills.
2	94392	29	Leaders have the ability to take initiative. They are able to be decisive.	So we really need to have that leadership training in school for all departments, like you said, so that they're not just coming out to be workers like in the pipeline they're like the workers that just take orders, but they're able to carry out, have an initiative and set out to, to establish it.
2	94392	29	Leaders have the ability to take initiative. They are able to be decisive.	So we really need to have that leadership training in school for all departments, like you said, so that they're not just coming out to be workers like in the pipeline they're like the workers that just take orders, but they're able to carry out, have an initiative and set out to, to establish it.
2	36484	75	Leaders intentionally notice and give credit to team members whenever they make contributions.	But you know, that's an example of actively pulling me in it. He was saying to me, listen, I want you to have an opportunity to get to know... He could've invited somebody else who would fit right in and follows all the hockey games, all that. So, you know, things like that, but even just in a meeting, noticing that there's one person who hasn't said a thing or noticing that someone said something, nobody commented, then somebody else said it and everyone's like, yeah, great idea.
2	89314	30	Leaders keep their emotions in check	And usually I I'm able to handle it well and they're able to recover. And again, I, I don't get angry or I, you know, it's just, yeah, this is who I am, you know, and I just kind of keep it moving. So I can say that I, yeah, I've had any negative experiences because of that. And maybe because of that, I, well, I, I, I should say that, you know, in college, you know, sometimes going to conferences. Yeah. I know just that maybe I was the only black woman in the room at the time, but I didn't even think about it too much.
2	45522	95	Leaders know that challenges will come up. They build up their foundation of fundamental skills so that they have something to rely on when it's time to adapt.	You can tell that because challenges are gonna come. The wind is gonna blow. Something upsetting is, has the potential to happen. Things don't go perfectly all the time. Are you in a posture to be able to respond to challenges, adapt to the challenge, solve the problem of the challenge and get back to your foundation. Challenges can happen. Hopefully that foundation's in place so you won't drop below that foundation, but can you adapt, do what you need to do, address the challenge and move forward
2	94392	22	Leaders know what they bring to the table and work with people who understand that as well.	I've been privileged to work with wonderful people because they understand the, what I bring to the table they understand like my value.
2	39281	154	Leaders know who to talk to and how to approach the situation. They determine if they should be informative, persuasive, etc.	There are opportunities every so often where you just need to go into a room and figure out who to talk to and what approach to take. Right. And it have to be specific prompts. It can be, am I going to make an informative pitch or am I going to make a persuasive pitch or am I gonna be entertaining in this space?
2	97357	34	Leaders lead based on employee needs, not by one size fits all	Leadership is about understanding People, understanding the difference between capability and motivation. A lot of managers manage everybody the same way. Leaders lead people, the way they need to be led. They give them what they need to succeed.
2	97357	34	Leaders lead based on employee needs, not by one size fits all	Leadership is about understanding People, understanding the difference between capability and motivation. A lot of managers manage everybody the same way. Leaders lead people, the way they need to be led. They give them what they need to succeed.
2	14228	23	Leaders may not be comfortable in their roles but they may learn to grow in them due to experience which then builds up confidence	I teaching every Tuesday I had to build confidence. Yeah. I didn't have, I didn't have confidence in myself cause I have the speeches. I don't like talking much. I kind of stutter growing up. So I never really, I talk around people, people, me teaching and me talking yeah. Helped me bring self confidence up.
2	89314	29	Leaders may sure others are cared for and that others opinions are well accounted for	Or, or doesn't even care about your opinion. And then I've had good experiences with people who actually listen to your point of view or actually encourage you to speak up. You know, I remember being at a meeting when I, well, the first time I came to USF, and I remember, I remember being with a meeting with somebody who was a really good leader and they asked for my opinion and, and I paused because I did not think they wanted my opinion. I did not know they were going to ask, you know, so I was kind of, I needed a little bit of moment to be like, oh, wait me like, oh, oh, this is happening.
2	94392	31	Leaders need more than just technical skills. They also need interpersonal skills to be able to inspire a group of people.	So I think that's actually really important in education as a, whole, you don't just teach the technical if it's just the technical, whatever, it, that's not what makes the change, it's being able to lead a group of people.
2	36484	14	Leaders need to have accountability in order to set a real examples for their followers	The biggest is always job assignments, because we learn the most when we actually have accountability.
2	89314	28	Leaders need to possess an open mind and be willing to accept new ideas other than theirs	Yes. And I, I have certainly noticed that. And I I've had my experience with bad leaders, right. With bad leaders. You can never get a word in edgewise, never, ever, never, you know, you're just like, let me just wait for this to end, you know, or if you, right, if you offer an idea, they quickly, they quickly shut it down, you know?
2	45522	69	Leaders observe the effectiveness of their team to create realistic expectations.	You're identifying how good you think your teammate is. And if you don't think they're that well, but you're trying to win you, you make leadership decisions based on your observation of your team.
2	97357	54	Leaders possess on hand experience for their job but also posses on hands experience for their industry past their current role	I've been away from that for a while, but, but but you know what the competencies are, you, you know, there's enough, you can Google core competencies and you can see what folks say, but again, it's gotta be the basics for getting a seat at the table in my estimation is again knowledge of the job, knowledge of your craft. And it's not just about knowledge of your job, it's knowledge of your craft.
2	45522	62	Leaders put their teammates in positions where they can succeed.	But if it's a situation where it's a team versus another team, well, a leader might make a decision of putting one stronger player versus another weaker player on the early thoughts of, of the tournament to have that person win to definitely not be challenged to get you to the end.
2	39281	144	Leaders should be able to initiate conversation and "sell themselves" (Present themselves effectively).	Is we don't necessarily want people in our network that are not comfortable shaking hands and making small talk and being able to sell themselves.
2	97357	36	Leaders should have a vision	You gotta have a vision and you gotta know where you want to go. So I would stop there and say, for me, those are kind of the top key things that might make a leader better.
2	36484	55	Leaders try to avoid making excuses.	If you can't do that. And you're constantly making excuses of why people don't wanna work with you or why you didn't get the job done or how hard it was, you're just not gonna be successful in that environment.
2	36484	12	Leaders unconsciously tend to notice people that are left out and try to get them involved in group actives more often	beneficiaries of just natural societal bias and they actively are checking themselves and they are noticing, they're noticing, who's not talking. Speaker 1: They're noticing that someone wasn't invited... And then even more, they are actively bringing them in.

2	67857	51	Leaders will advocate and acknowledge the value of the people they work with.	And so you gotta have that advocacy piece. And that's why for me, as a supervisor, it's so important that I really take time to advocate for those that I supervise... Those that serve underneath me, I feel like I need to be that person that's always acknowledging first and foremost, the work that they're doing acknowledging their value, acknowledging what they're bringing to the table, acknowledging their worth to the organization.
2	89314	42	Leaders will persistently look to solve interpersonal conflicts.	But if you have opportunity to say something or to confront somebody and get some positive change out of that, it definitely helps to be persistent. And I think the people who are, you know, who make the changes, they are usually very persistent in saying things like, I want to be very clear about how your actions have affected me, how those actions are being perceived by others.
2	89314	41	Leaders will proactively discuss issues to solve problems.	what's common with all of them is that they are willing to keep discussing the issue, knowing that it's upsetting, knowing that they're upset knowing that the other person might want to avoid it. You know, they're, they're willing to keep bringing it up because you don't solve the problem by essentially just pushing it away.
2	67857	61	Leaders will value relationships with other people, regardless of where they come from.	And so that's why I'm one of those individuals who value people in relationship, regardless of who, what that person looks like, regardless of that person background, regardless of that person, nationality, their religion, their gender, you know I accept, you know, individuals for who they are and where they are regardless of where that is.
2	19860	98	Leadership brings spotlight experiences	You know, so I think one, one major thing that sports teach at a young age is one taking initiative because at any point during any team, like you're, you're going to be looked at to like to create a play, like, you know, you're looked at to, you know, make something happen, make something shape, you know what I mean? So, like that, that put, making, making sure you're taking the initiative and taking control of a situation like, yeah. Okay, cool. Everything's on me right now. I got it. Like at this moment I got it. You know what I mean? So, taking the initiative is a big major thing. Not everyone likes taking the initiative. I would say learning how to put someone else's agenda before yours or, you know, learning how to compromise certain situations, even though you don't always agree because it's the team effort.
2	89686	21	Leadership can be developed but it requires you go the extra mile for people	It can be developed, and anyone can become a leader, but there's certain things that you have to be willing to do
2	19860	75	Leadership can be taught by showcasing what it means to be a leader first in ways that kids would find interesting and having them replicate your role after	Like that's what that, that's how we kind of showcase leadership in there. So getting someone, you know, you know, get them interested get them curious and then, you know, getting them to start to think like you and like your perspective and then getting them to do like you
2	39281	15	Leadership characteristics.	but the behaviors and the practice and the things that you have to pay attention to when you are possible to other people, and you're responsible for meeting goals, and people are looking to you for guidance and support and for answers and solutions,
2	39281	77	Leadership engagement experiences for students are effective when students have the opportunities to practice	areer. So students have not only seen what it looks like and had time to think about it, but they've also had opportunities t
2	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
2	50939	13	Leadership Engagement teaches how to respond or react to criticism that can help to protect your mental health.	to take criticism, constructive criticism also protect your mental health
2	97357	50	Leadership helps to develop compassion and social/emotional intelligence by dealing with a network of people	So do I believe leadership skills development coaching and mentoring is important at an early age? You better believe it. Okay. So leadership, understanding leadership and how to lead others and how to follow is important, especially for African Americans or young people of color because they run into problems starting in elementary school and high school.
2	19860	64	Leadership in black youth can be promoted through school activities, however, that shouldn't be the only way. It is necessary that people create opportunities for themselves	Yeah. Have to, yeah. You have to. Cause I mean, they're not that promoting black leaders in school, isn't like the main focal point now we're not gonna do that. We're not like that's like the focus in school to, you know, promote black leaders. So like you have to have to do it outside of the school. You have to join, you have to find ways to showcase your leadership in other ways. Yeah. Yeah. 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.
2	91240	34	Leadership includes the ability to communicate to large groups of people	leadership is, is being able to communicate to large groups of people
2	23301	78	Leadership is a collective effort not a dictatorship	And it's a collective effort as opposed of a dictatorship
2	19860	99	Leadership is bringing others into the center of attention and then cultivating relationships with practice	So, it is the team before, you know, personal agenda. So, what's best for you might not be always what's best for the team at that moment. Know, definitely do what's best for the team. Let's see teaches you how to build relationships, you know learning how to have conversation, express ideas it's you know, work ethic, you know, how dedicated you are to that, you know, craft or whatever the case may be. Like how much time do you really invest, even when it's not practice time? Like how much time you are spending or when it's even when you're not sup not supposed to, but even when you're not expected to be doing that at a time, like how much additional time that you invest into whatever it is. Let's see what other leadership I know I'm missing a bunch.
2	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.

2	67857	43	Leadership isn't about the status it confers you, but the service you do for others	Leadership is not, it's not a popularity contest, you know, it's not always going to be this feel-good moment, you know, as a leader, it really shouldn't be about you. It should be about each and every one of those individuals who are serving underneath you
2	19860	89	Leadership positions and being put into these positions do not make leaders. Ultimately it is character growth and responsible to bring out leaders.	Yeah. So now yeah, that's, that's important. Because not everyone, not, not everyone's experience been in positions of leadership before. So, I definitely feel like the earlier, you know, individuals can be known, 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 want to do. That's not just 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. Mm. You know, like for example, you know, I, where I work, you know, we interview people and that's one of our questions that we typically ask, like, you know, what, as far as like your leadership characteristics, you know, what would you say, you know, have you ever, you know, led to, you know, you know, a small group of individuals and things of that nature.
2	19860	27	Leadership qualities in sport	I love playing sports as a kid. Like that was a, that was definitely, I can say probably like where I developed a lot of my leadership qualities.
2	89312	64	Leadership skills can be developed by going outside of one's comfort zone.	I didn't have the opportunities to, to really hone my leadership skills until I went to college. Speaker 2: Right. And the only reason it happened in college is because I made a deliberate effort to be as far away as possible from my immediate family.
2	89314	64	Leadership skills can be developed by going outside of one's comfort zone.	I didn't have the opportunities to, to really hone my leadership skills until I went to college. Speaker 2: Right. And the only reason it happened in college is because I made a deliberate effort to be as far away as possible from my immediate family.
2	10997	103	Leadership tends not to be a natural skill	leadership is something you have to learn. It is not something that you're just like born with.
2	26834	25	Learn anger management	as well as, um, mitigating anger issues, which can ultimately add value, into the workspace and regards to making one a, a, uh, easy employee to work with, or a yes, I'll just go with easy.
2	26834	26	Learn communication on all levels	It's communication all the way around as a leadership, you treat the, you treat everybody, I don't wanna even say, you know, a janitor as the CEO, you know, you treat everybody the same because they're all valuable, so communicating with everyone.
2	97357	16	Learn to delegate and allow people to fail and learn	Delegate and let them do their own thing. But, you know, if they don't want to do this, one thing they have got to do is part of the job then yeah. You might have to, you know, lean on them a little bit, but you know, you don't lean on them for everything. So, if not to belittle the point, you've got to have that understanding of leadership styles, management styles.
2	25225	81	Learning leadership from parents but also in school via clubs and organizations is equally important	So I would say beyond the family circle where, you know, the children can, you know, see the kind of leadership their father or their mother is applying. I think I would say not only at the universities, it can also be at the college, but if we say like, for students, like you, I would say from the first year as freshman, students need to be exposed to, you know, real life experience of leadership. I think it's very important to have it from the young age.
2	74710	13	Leave a lasting positive impression as the only POC in the room	Okay. So I pride myself on being one of the few in the room and making a lasting impact professionally through either my contributions or my my, my either my contributions from a work product standpoint or my perspective. Right. And, you know, I will I kind of tend to be, be an observer and then process and then you know and then make a, a recommendation or, or, or a problem solver. I love math. So I, I, I like to think of myself as a problem solver, obviously why I'm in tech as well. And so, you know, for me, like I enjoy kind of proving people wrong because I know that people are gonna not necessarily just from my life experience, give the same overall, not everybody, but give the same sort of latitude that they would to somebody, you know, that's not of color. And so for me, I kind of have that competitive spirit where I'm like I'm out working everybody else, like because I, I feel as though I've always had to, nothing's gonna be, get handed to me and I use it as fuel for my fire in, in any, any setting, especially when I'm, you know, in a room that, you know, I'm, I'm the true minority. There were only one or two of us.
2	78161	3	Listening to success stories from people that look like you, can help make success a lot more attainable for you.	I think it would be really beneficial for them to hear success stories, you know, and to hear about, Hey, this is how it kind of looked for me, and this is how I was able to make it, you know, it took a lot of hard work, but this is how it kind of... The success happened for me. So, I think engaging them in the sense of success stories you know, having mentors or mentorship partners
2	78161	38	Making meaningful connections allows for one to understand multiple perspectives but to also build a fruitful connection	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.
2	91240	15	Mock companies or group projects can be used to teach young people leadership skills	But I mean like mock 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.
2	74710	11	Negative leadership: Arrogant, micromanager	from the negative side. I would say leaders who think they know everything, if they think they're the smartest person in, in the room all the time that's not somebody you wanna work for or that's a good leader. Somebody who's a micromanager and doesn't empower their employees to make mistakes or learn from their mistakes or make decisions that or trust in their ability to do the job. And then just from a biased standpoint, I mean, you know I had a leader once say to me, which was kind of crazy you know we have this gala this evening you know, you have to dress up right. And it was just like, what, like, do you not think, what do you think I'm gonna come in? Like you know, Tim's jeans and a hoodie or, or what, and you know, just those individuals who are entitled out of touch and have always been you know, kind of you know, given positions of power rather than earning them. Those are the leaders that I feel as though probably don't have an employee's best interest in heart and just are worrying about like what that individual can produce for them to make them look better or make them more money.
2	81039	53	Networking and learning how to meeting people is an important skill for future leaders to learn.	So activities that should be taught as well is social activities. You know, how do you ensure that, you know, at an early age, as students, you are networking, you know, how do you ensure that you you're getting to meet people from diverse backgrounds
2	26196	35	Networking with executives.	Like those corporate parties that they go to. And corporate tents that they have at these golf tournaments and the opportunity to participate with senior level executives at their retreat, where they talk about issues and things like that.
2	56727	9	Nfts, gaming, eSports, web three art education, animation, and more hands-on experiences can be implemented to promote leadership in black youth	Nfts, gaming, eSports, web three art education, animation. And then also with tying it into just core content structures. I think that would be fun and a lot of, but more hands on experience like trap.

2	81039	38	Nurturing environments can help people to develop their leadership skills.	but also just if you are not in the right environment as well, that can be a big impediment to, you know, and can create a real gap in, in the workplace, if you're just not in the right environment and an environment that actually nurtures you to be your authentic self and to be the, to be an authentic leader that actually delivers you know the best of what is required of them.
2	94392	25	Obtaining a leadership position at a lower level allows you to network with leaders at a higher level. So, even small leadership opportunities could be beneficial.	And the fact that I'm part of them I'm able, able to serve in a leadership position that would now enable me network with leaders on the higher level because I'm in a leadership position
2	19860	74	One can the teach the black youth about leadership qualities by setting a good example of what it means to be a leader	I've always been places where like I had to be an example. I always making sure I carry myself as being a good example, like okay, cool. Raise. Right. You know, you can tell like this person has some sort of sense, like with, you know, being, having those leadership experiences as well. Just how to move.
2	10419	3	Outside of school, Seek Life Education to build a well-rounded personality	So naturally we have principles that we bring down to their levels. So whether it is how to tie a tie or money matters or something of that nature, career and college readiness.
2	26834	6	Over time there are ways to place oneself in more leadership opportunities such as through sports	My coaches were the individuals that leveraged sports as an opportunity to showcase leadership, characteristic traits
2	78161	16	Partner with organizations that already teach leadership	And so I respect a lot of organizations like the boys and girls club just for girls Y M C A there are a whole lot of organizations like that, that I think really are trying to help and assist the black community, but also other communities as well. So I really think getting partnered with those organizations as well is gonna really develop some great young men that could potentially be leaders one day.
2	48127	51	People can develop confidence by focusing on an activity and improving their level of skill.	My family, or whoever comes close to me, I always tell them that, look, If you are planning to do one thing, go for it, go for it and really develop yourself on that. And at that point you can have confidence. Yeah. And that confidence helps you to reach to certain level otherwise, without having that confidence and required level of skill.
2	36484	76	People tend to learn best when they are accountable for their work.	I really, I really love that. So in terms of activities that you've personally experienced, what are some that contributed to your development as a leader? Speaker 1:The biggest is always job assignments, because we learn the most when we actually have accountability.
2	45522	96	Plans don't always work perfectly in the real world, but leaders are able to decisively adapt to challenges that arise.	Absolutely. I mean it's not gonna work perfectly every time, but the ability to handle challenges that come up, use some of the basic fundamentals of financing money and investments to make a decision.
2	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.
2	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.
2	56727	12	Providing kids with access to resources can prepare them for leadership positions	This is it, this is beat botics, but then also I serve on the board, advisory boards of companies to make sure that our kids have access and have be able to have access at a early age from internships. So that's the contribution that I'm doing right now.
2	48127	15	Proving oneself through experience and performance is key in displaying true worth and breaking bias	But you have to prove your performance and you know, your job has to go as, as expected.
2	39281	95	Relations with others, their values, and commitment to improve community are leadership	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. Speaker 2:We talk about the value of community engagement and community service, right. And, and being a committed citizen. Who's also informed about the issues in your community, you know, and we tie those pieces togethe
2	81039	45	Resilience is an important aspect of leadership. Leaders don't give up at the first sign of resistance.	What does it take to be a leader? So, and for students, you learn it in so many ways you learn it in not giving up, even in the simple things, you know, and helping a student understand that because you're struggling in one subject doesn't mean that your first exit is what you take. So you drop the subject and, you know, go to another thing. So resilience in, in is, is an important aspect of leadership.
2	10419	14	Seek Leadership roles	I also held various positions there as well. Like I was poll mark, which is the highest level on the local level of the chapter that's equivalent to the president. So, I've been vice poll mark. I was strategist Lieutenant strategist. I was president of the foundation. I was vice president of the foundation
2	97357	43	Seek out activism and knowledge through engagement. These are qualities that produce leadership.	So you got to be knowledgeable and number two number three, number three is you've got to be a problem solver. Okay. you know, you are not allowed to go along for the ride.
2	97357	43	Seek out activism and knowledge through engagement. These are qualities that produce leadership.	So you got to be knowledgeable and number two number three, number three is you've got to be a problem solver. Okay. you know, you are not allowed to go along for the ride.
2	56727	29	Self-awareness and humility are important leadership characteristics of a leader	Uh for me, I definitely will start off and say meditation and mindfulness so that everybody understands that as all whole, we all have to be just self aware for ourselves, but then also the ability to be humble and not take the leadership title to the head
2	25225	54	Self-confidence is a skill that is necessary to have when pursuing a leadership position	leaders are self confident. They are able to lead a team to believe in what they could achieve, even if they don't have, I mean, they don't have the capacity, but they can believe that, okay, we can, we can achieve this because the boss is saying that we can achieve it and he has the vision.
2	94392	15	She think it would be beneficial for every student to access leadership training	really need to have that leadership training in school for all departments, like you said, so that they're not just coming out to be workers like in the pipeline they're like the workers that just take orders, but they're able to carry out, have an initiative and set out to, to establish it
2	23301	27	Should be programs to hone leadership qualities correctly to be good leaders not bad leaders	So definitely there needs to be programs and skills that allow them to hone it correctly because you can be a leader, but you wanna be a good leader or you wanna be a bad leader. You know what I mean? Being a leader it doesn't mean that you're gonna be a great one just cause you got the skillset. So I think it has to be nourished and polished correctly.
2	78161	36	Social Leadership: managing the emotional traits and characteristics of people is an leadership advantage	They were good at managing expectations with people because in a lot of all the roles I've worked at, it's been very customer service based.

2	91240	32	Some characteristics that are necessary to be a successful entrepreneur are the ability to communicate, to control one's emotions, to deal with obstacles, to pivot and switch paths when necessary, and to delegate tasks	I think being able to talk to people being able to control your emotions being able to roll with punches, being able to be being able to pivot, you know what I'm saying
2	56727	17	Some leadership characteristics are self-awareness and the ability to be humble	we all have to be just self aware for ourselves, but then also the ability to be humble and not take the leadership title to the head, but allow others to understand that they have a say so on a team is important for me.
2	97357	14	Spatial awareness, empathy and emotional intelligence are all important traits for a leader	spatial awareness. Leadership is about understanding People, understanding the difference between capability and motivation.
2	10419	33	Sports has most definitely had a positive and meaningful impact within the persons life in terms of personal growth and leadership development	Sports, you know, so I was involved in sports from an early age, and I was fortunate enough to get a full athletic scholarship to Omis university. So, I was able to use my athletic ability combined with my leadership skills to really help me pursue a degree.
2	19860	97	Sports have a direct correlation to leadership development	Sports. I keep saying sports because I like my main thing. I love playing sports as a kid. Like that was a, that was definitely, I can say probably like where I developed a lot of my leadership qualities. Just kind of, you know, following some examples that I had, I was able to be around and or people who were like following up with me when it came to sports. Cause I was like my biggest passion. Mm. So, I was your sports an example, but it can, it can be for anything.
2	45522	34	Sports, and games like chess are good opportunities for leadership engagement	of sports games chess, there's a lot of different examples that children and youth are involved in where there's group activities, sports activities. If the individuals are seeking, or there is a need for leadership and somebody sees dynamics in place to say, well, yeah, I can help the group succeed versus say, competing against another group. Those are always great ideals or examples where that can happen. Some people recognize them, see them, and step into the roles.
2	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
2	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
2	97357	12	Step outside of your comfort zone and connect with organizations and clubs. Learn by watching other leaders lead	What's it called chamber of commerce as an example? I think as many black organizations
2	10997	51	Strive to exude leadership qualities	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
2	67857	53	Stronger leaders have an "abundance mindset." They believe there's room for everyone to row, so they highlight and acknowledge the value of their team.	And I truly believe that many times there's room for both may not be at the exact same time, but there's room for both to be quite honest. So advocacy is just such a huge piece and just highlighting the value that the individual brings to the table to the organization is so crucial.
2	67857	43	Stronger leaders have an "abundance mindset." They believe there's room for everyone to row, so they highlight and acknowledge the value of their team.	And I truly believe that many times there's room for both may not be at the exact same time, but there's room for both to be quite honest. So advocacy is just such a huge piece and just highlighting the value that the individual brings to the table to the organization is so crucial.
2	39281	132	Students can gain leadership experiences in places where they are more familiar and comfortable and where the stakes are less high.	Right. And so with high schoolers, it's kind of the same thing, but again, we scale it down, we make it a little bit simpler and we make it more, are relevant to what they're dealing with, you know, in their schools, in their communities, in their homes, in their places of worship.
2	74710	30	Students can learn from business leaders who are already established in various fields.	identifying the best and brightest talent and then putting them in front of, or giving them access to other leaders of color or other black leaders in various fields so that they can get a perspective of individuals, leadership styles
2	26196	15	Students should be encouraged to participate in leadership initiatives launched around their communities	The second period was on careers and information technology and careers in STEM. The third series is going to be a career in financial management. The fourth one is going to be an engineering topic, and there's going to be a health topic. So, every two weeks they're going to hear from somebody that looks like me, talking to them via a computer and saying that this is what you need to do to be successful in this field. So, I participated in that and before COVID I was also a KAPPA-like Embrio. So, before COVID, we had something called senior KAPPAS.
2	10997	143	Success in leadership takes time. It may require patience.	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.
2	48127	13	Success will come in these roles based on personal management and confidence in existing roles	So, yeah, as long as this is covered, you know you can have the highest stress is in the world, but as long as you do your job and you are confident and you are frequently changing with the technology or updating yourself, so you can reach any target you want to achieve.
2	78161	33	Successful leaders find a way to up bring people under them through shared experiences and knowledge. Some leaders are biased against their followers in their position of power	I think, a conscious bias of you are gonna work as hard as I am, and you're gonna know everything that I know
2	78161	33	Successful leaders find a way to up bring people under them through shared experiences and knowledge. Some leaders are biased against their followers in their position of power	I think, a conscious bias of you are gonna work as hard as I am, and you're gonna know everything that I know
2	55750	56	Taking leadership courses with other degree courses will be beneficial for anyone aspiring to become a future leader.	So I think definitely in combining those, those two leadership courses with other degree courses will definitely be beneficial for, for anyone aspiring to become the future leader. Yes.
2	55750	61	Talk to influential people as your university like your teachers.	And also just trying to tap in on some influential people, even at your university, I'm sure you have some very influential teachers, those ones who people go to and just think, you know, what, what are some of the skills that it has that I'm, that you can develop on and you can get them to coach you and, you know? Yeah.
2	55750	61	Talk to influential people as your university like your teachers.	And also just trying to tap in on some influential people, even at your university, I'm sure you have some very influential teachers, those ones who people go to and just think, you know, what, what are some of the skills that it has that I'm, that you can develop on and you can get them to coach you and, you know? Yeah.
2	36484	34	Teamsmanship, delivering results, getting along with peers are all qualities companies value when they look to hire or promote	How did they get along with their team members? Could they get the project done? Did they have the chops? What was their informal vibe like? Are they a "good fit"? That's used a lot in these companies. And so, I would encourage, I don't think it's too early

2	89686	27	teamsmanship, respect, integrity and the ability to prioritize are all essential skills a leader must have	teamsmanship, you know, how do you become a valuable member of a team? I think it's really important. And then all those basic human values... things that are so important, like respect, integrity.
2	48127	64	Technical skill is not always the same as leadership. Leaders can identify talents and opportunities for success. They know what they are working towards.	You can, he can do good job on that, but he doesn't have a leadership skill. And that leadership is, you know, you, you need, you need to know potential talents and opportunities and success, or, you know, where are you going? What are you planning to achieve and how do you achieve it?
2	36484	45	The ability to set a direction for the team is an essential skill of a leader.	"Something important about leadership is whether or not you can communicate the vision and then how each person fits in. So some leaders, they just go into the fray and their team's like kind of just following along with them, doesn't know the plan doesn't know what the big picture is, why we're doing that, how it fits into a much bigger corporate picture, the best leaders can situate all of what they're asking in.
2	36484	45	The ability to set a direction for the team is an essential skill of a leader.	they just go into the fray and their teams like kind of just following along with them, doesn't know the plan doesn't know what the big picture is, why we're doing that, how it fits into a much bigger corporate picture, the best leaders can situate all of what they're asking in.
2	48127	2	The candidate implies the fact that confidence comes with experience	So the confidence you develop gradually comes through continuous learning process.
2	26196	26	The candidate mentions the impact of his resilience through the year that helped him succeed	, I got this big belief that "No" is not the final answer. "No" is just "No" right now. So I think that as a child growing up, sort of taught me that, you know, the more you ask, the more you can get, the more you can get, the more you can get. Speaker 2: And then later in life, I started, you know, utilizing that as I was a, you know, in being in business, you do everything.
2	14228	11	the candidate says that being a leader is also attached to your image the better your image the easier it is to become a leader	So I don't, I don't think you really need any, you don't really need, well, you need qualification. Yes. You do. To be a leader. Correct. You just can't say get up. Hey, I'm a leader go. You gotta, you gotta see you guys see your movement. What you're about. Cause sometimes yeah, people, people don't follow everybody. Yeah. You know, I'm, I'm out Twitter, I'm on follow you. You know, you're not Twitter. I don't gonna follow every single time, you know? Yeah. But, but I can be afraid. I could be, I, I could be a a Facebook. I, I can like what you're doing, but I have to follow you. Yeah. So something like that. Yeah.
2	48127	6	The candidate says that environment can shape a leader vision and knowledge	So going to school, one, broaden knowledge, you know, sometimes it gives you an opportunity to look things in different direction.
2	14228	12	the consistent practices made him a better leader and help him to gain confident	And I started, I started teaching more and more. I teaching every Tuesday I had to build confidence. Yeah. I didn't have, I didn't have confidence in myself cause I have the speeches.
2	14228	6	The environment you find yourself helps nurture you to be a better leader or an awful leader.	So do you think that you being that environment like help you to become a better leader than what you was before? Like did it help you? Speaker 2: Yes
2	36484	18	The fundamentals of leadership include advocating and using others around you to succeed on goals collectively	Teams, you cannot win if you go at it alone, mm-hmm <affirmative>. And so you're teaching that fundamental... And how you lead matters. You know, if you always have to be in front, you can't win architect it so that it's about leveraging the skills and abilities of those around you on your team.
2	91240	45	The importance of confidence in becoming a leader	I think confidence in yourself is one, unfortunately that's very important.
2	10419	28	The participant mentions creative avenues for addressing how to advance within and outside the company for continual development.	So I think you look at volunteer opportunities outside of the scope of your job and participate in professional development opportunities, whether it's within the organization or out,
2	10419	27	The participant mentions creative avenues for addressing how to advance within and outside the company for continual development.	So I think you look at volunteer opportunities outside of the scope of your job and participate in professional development opportunities, whether it's within the organization or out,
2	26196	52	The probability for success may be low, but it's not zero.	So if I ask a hundred people, if I can do this for them, maybe two will say yes, but you gotta ask a hundred to find those two.
2	25225	42	There is a need for continuous development regardless of age	not stop learning. I mean, irrespective of your age, you should still striving to acquire more skills, more knowledge to, to, to still remain relevance to your organization,
2	23301	56	There needs to be a personality change from hateful thinking to positivity and working together to be better	Instead of like, I'm gonna dig up some dirt on this girl and try to such and such like, you know what I'm saying? Like there's such a conniving hateful, spirited way of how things are done behind the scenes in business. And it's very ugly. So I think that from an activity stand point and a pipeline, it's gotta start from a personality change and making it cool to do better, not just by yourself, but with others.
2	91240	22	There needs to be the desire to learn	Like we do have that environment, but again, the kid, you know, they have to want it. They have to want to be there and they have to want, you know what I mean, and so, but we do have, we've done it.
2	23301	91	To be a good leader, you need to realize that being a leader doesn't make you better	cuz you're the leader doesn't mean you're better
2	23301	91	To be a good leader, you need to realize that being a leader doesn't make you better	cuz you're the leader doesn't mean you're better
2	67857	33	To bring change, a leader should be willing to have uncomfortable conversations	I'm really comfortable with having those conversations. I'm really comfortable with talking about those real sensitive topics. And that's one of the things that I see... It's that individuals don't want to talk about these topics, you know, and if you don't talk about it, how can you acknowledge it? You know? And if you don't acknowledge it, how can you bring about a change?
2	10419	45	To set themselves apart, the interviewee believes that volunteer opportunities outside of your job and participating in the professional development opportunities is what needs to be done.	So I think you look at volunteer opportunities outside of the scope of your job and participate in professional development opportunities,
2	26834	19	Too strict leadership limits creativity, too lenient leadership inhibits rule following ability	Disciplinary actions, whether that is too lenient or too strong, I would say. Speaker 1: Could you give me an example of these disciplinary actions? Like an example of something you would consider too lenient and an example of something you'd consider too strong. Speaker 2: Letting an individual get away with certain actions due to their enhanced ability to compete at one game, which can ultimately affect one's ability to follow rules. As well as a coaches, strict discipline can ultimately take the creativity away from one opportunity to grow within that active sport.
2	97357	37	Treat everyone the same regardless of race or gender, hold them to the same standards	Don't see all you need to be able to look for is performance and do your best to mentor and coach everyone to deliver their best you know, their best. But then if people ain't hacking it, then you've gotta have the fortitude and the willpower to be able to, you know, to deal with that. You can't let folks slide based on the color of their skin or their gender. You give them coaching, you give them feedback, you mentor, but if it's not taken, then you've got to document and you've got to deal with it. Does that answer your question?

2	10419	64	Trust them to do the job right, and if they don't coach them.	And I think trust goes a long way too. You have to trust that the person would do a great job as well, but give them the benefit of the doubt. If you're gonna give them a chance at the job, then trust them to do a great job. And if they make a mistake, well, no one is perfect. And being able to coach them up, from that standpoint, is excellent.
2	10419	65	Trust them to do the job right, and if they don't coach them.	And I think trust goes a long way too. You have to trust that the person would do a great job as well, but give them the benefit of the doubt. If you're gonna give them a chance at the job, then trust them to do a great job. And if they make a mistake, well, no one is perfect. And being able to coach them up, from that standpoint, is excellent.
2	94392	5	Undergraduate leadership training instilled a leadership mindset	he fact that they made sure the, like it was leadership training was, was in all levels, like from the under, from hundred level to 500, like there was leadership class in one way or the other. And so it gave a lot of us, I will not say, all, that mindset that we are meant to go change th
2	74710	15	Uplift the community, serve as a connection/mentor when possible	You know, I've also mentored a couple young professionals in my previous career position as associate executive director of a literacy foundation and they were teachers and they were young black teachers who just didn't understand how to navigate the space where they felt as though their teaching skills were being diminished or undervalued because, you know they weren't on the level of some of heroes in the field. And what I was able to do with them was to get 'em speaking engagements in front of a large audience of teachers who some of whom were people that they admired and that were their heroes. Speaker 2: And after those engagements their careers blossomed, some of them went on to write some books. Some of them actually were keynote speakers at a larger conference. And then one of them actually was offered a position working for one of, his, his heros. So, you know, those are just a couple examples of, you know, how I basically take it upon myself, whether it's part of my role or not to identify opportunities to serve as a mentor, a connector, a facilitator, whatever, to help individuals and more people, more people need to do that.
2	39281	150	When it comes to racial and gender issues, a leader must be very aware and intentional about what they do.	So it certainly is a part of what comes with being in a position like this is, you know, getting here creates a lot of challenges and you don't necessarily like when you talk about racial bias or gender bias, you don't necessarily get a do over if you make a mistake. So you're constantly aware that you need to be vigilant and, and very intentional about, just about everything you do.
2	39281	121	You don't need a fancy leadership title to practice leadership.	Right. But the opportunity to lead as a behavior is available anytime you're dealing with other of people. Right. And so if you are in high school and you are the president of a student club, right, you have an opportunity to practice leadership in that environment, if you're empowered to do that.
2	78161	39	Youth can prepare for leadership by being around others who are successful in the fields they look up to	And I think it's good that he's gonna be around other guys who are successful in their fields. I think that's really powerful. So I'm excited for him to do that program.
1	39281	96	Unintentional bias can be built into leadership engagement experiences	Have I received preparation to be able to make the most of that? Right. A lot of times that's where those opportunities fail is because they're not designed for everyone. Right. And so when we go back all the way back to the beginning, when I was talking about right, where you have that sort of level of bias, sometimes that's built into a process. If you're gonna host a networking event in a room full of strangers, and then, then invite a room full of strangers who are 15 or 20 years younger, there's only a certain percentage of those younger people who are gonna feel comfortable and confident enough to take advantage of that opportunity. Right? And so the people who haven't received any preparation to do that, they're either not going to go at all, or they're not gonna be successful when they walk into that space. Speaker 2: And so you've already started to screen them out and create a barrier for them being successful in that pathway.
1	10997	127	"Attitude" is important for being a leader in sports. If the leader believes victory is possible, then the team will feel encouraged.	I think in sports, the big, a big one is your attitude. I think that's like the number one.
1	89686	26	A good "leader-follower" relationship is one that's beneficial to everyone	then I can just pour into them as they pour back into me. And I actually think it makes me a better leader,
1	89314	82	A leader doesn't just talk to hear himself/herself talk. Instead, a leader may talk to deliver a compelling message that inspires the team.	I've had experiences before where it was very clear that, you know people, some people are yeah, they're leaders, but they really just wanted to hear themselves talk and they just wanted an audience, you know, for themselves, you know?
1	89314	54	A leader doesn't just yell at the team.	I think I wanna develop those qualities as well, but yeah, when it needs to be developed early so that, you know, kids can understand that, you know, you don't just get to yell at your classmates and tell yourself I'm a leader.
1	39281	137	A leader is able to comfortably initiate conversation with others.	It's, it's talking about things like the elevator pitch, which is very basic, but understanding how to initiate conversation, right. How to not be intimidated by someone based on their position, right.
1	45522	21	A leader is building foundationally, higher and higher	Foundation one was your foundation. Now, level two, the second foundation, and you can keep building foundationally, higher and higher. The person leading the charge of that, there's your leader.
1	36484	46	A leader masters the ability to communicate the vision effectively	And so maybe the game there is this ability to explain... It's like... Think of military operations, in the military... Military is the best model for leadership out there. The U.S. Military in particular, because they do such a good job of training people in how to lay out, here's the mission.
1	67857	40	A mentor eases the process of figuring what next steps are and is invested in your success	They need to know what steps they need to take in order to be successful, whatever that endeavor is, you know, whether they want to be a doctor or a lawyer, a teacher, whatever the case may be, you know they first need to know that's something that's feasible by seeing someone that looks like them in those positions, but also need to know what steps they need to take in order to start chipping away at that goal that they have of being in whatever field it is that they have an interest in
1	91240	6	A motivating factor to overcoming barriers is wanting to be independent	I mean, authority issues, not being told, not liking being told what to do. Even now I have a job that I really, really enjoy and I still rather not work for somebody else, even though I definitely enjoy the work.
1	26196	40	Adaptation is important in business.	early on in business, I did not hire lobbyists for that very reason. I couldn't afford it. But as the business grew, you had to have that in place in order to get the bigger jobs. So you had to find a way to overcome.
1	10997	114	Adapting to challenges by finding solutions as opposed to feeling helpless.	Hey, like you may encounter challenges, but as a leader, I, you just have to learn how to move, passed it and figure out a solution the best way possible.
1	39281	111	Alignment with workplace expectations can help advancement.	the pressure is on me as an individual to make sure that I can align myself to some extent with the expectations of that workplace, if I wanna be able to advance in that environment.
1	67857	58	Allyship can a big factor in professional success.	And like I mentioned earlier I've only been successful because I have allies, I think allyship are so important
1	25225	3	Ambition in the sense of focus as to what they want in life and for their career	But I mean, you have to think of, I mean, what is balance in your life? Is it that you want to give more priority to your family or to, I mean, to progress in your career. So it, it depend on the choices that you can make. So I think the ambition also is a factor to the progress
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	25225	63	An initiative where kids from an orphanage visited the workplace to get real-life leadership exposure	It's an orphanage for young girls. And what we do, we have a day where we invite those young girls to come and visit us at, at, at the workplace. So they will come and work with women in the different positions that we occupy
1	25225	85	Analytical and Decisive are also key attributes of Leaders	They are people that will spend time analyzing a situation, but they can also take a very quick decision because sometimes you don't have time to, I mean, brainstorm around an idea. You just have to take a quick decision so that you can, I mean, save your company.
1	50939	42	Another barrier is being able to have discipline to able to have a higher executive position.	That could be a huge big, I would say another one I would say is discipline in order to climb any corporate ladder you'll need discipline.
1	36484	38	As a leader you have to be self-critical	And then they said, think about the employee on your team that's hardest for you to work with. And it just feels like you're kind of a little awkward, maybe not always on the same page. You thought it was clear
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	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	19860	101	At many points leaders themselves may forgot other core roles while in the spotlight. having the biggest voice for the team also comes with making sure all other voices are heard.	Sometimes the coach can get lost in sauce and play favorites. You know, let's say someone is consistently just, you know, having 30-point games for basketball. Right. You know, they're scoring all the points, you know, they're doing all the flashy stuff. And so, the coach may fall in love with that person, but may forget about the who's doing like all of the other little things that matter. Mm. You know, so like, and it doesn't have to be on the court. It can be off the court. It could be making sure that everyone has all there, you know, you know, gear together, someone who makes sure that everyone's know whoever is calling the, the whoever has the biggest voice in, and the team huddles, you know, who's talking the most on the court, you know, like things like that. Everyone has a role on the team, but because this person is scoring 30 points that obviously he's going to get more of the praise and recognition all the time, which is like, okay, cool. Speaker 2: Like, yeah, that's a star player. You know what I mean? But you can't forget about all your other role players who play like a big part in that. So, I like forgetting about the little things. So, I feel like coaches miss out a lot and just focus on the one that's like getting all the recognition because it's flashy. Okay. You know, who, who, who shows up to, who shows up to practice first, who practices the hardest, who's the one who who's always, you know, when there's an, there's an issue going off of, outside of, you know practice or whatever the sport may be like with personal issues or who's who can, you know, communicate with me, what's going on. You know, holding people accountable, who who's the most liked or who, who just shows the best example of just like a good person, you know, how to work a true professional, like who's going to come are hard, you know, they're going to show up on time, they're going to be organized and things like that. That's not always the star player, you know? So sometimes coaches always focus on the star players for, for like the points and things like that, but not bringing too much value to the other things that still play a major role. 14. All
1	89314	81	Bad leaders don't give their team a chance to speak.	With bad leaders. You can never get a word in edgewise, never, ever, never, you know, you're just like, let me just wait for this to end, you know, or if you, right, if you offer an idea, they quickly, they quickly shut it down, you know? Or they, they, they always have a reason to dismiss anything.
1	22634	17	Be clear on objectives	if you had a primary character having to complete all these tasks right there to get one complete all these tasks, all these missions in order to go back to the main boss to try to get promoted. And they say, well, you haven't done all these other things that you had no idea that you needed to do, right?
1	22634	7	Be informed! Be Knowledgeable	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 it out you're closer to retirement. So
1	36484	29	Be inquisitive about developmental opportunities	Asking about developmental opportunities and how individuals' careers are nurtured and, you know, sponsorship, mentorship, getting to know as many people as you can in that interview process
1	97357	26	Be observant and humble, let your actions speak for you	So I always felt you need to have some humility. You need to be humble, let your actions speak for you versus your word. And that's another point of advice that I would say to black folks is let your actions do to talking, you know, not your lips. You know, another saying that I have, and everybody else says listen twice as much as you talk, okay, sit down, shut up, listen, understand here. And then, you know, do your deeds but you know, don't walk in the door thinking you know it all, sit back and learn, observe learn your environment. See who's doing what to whom, see who the movers and the shakers are. See who makes the decision, see who others defer to. And that's how you build a meaningful network of important people that get things done.
1	36484	30	Be open to building new connections	new to the company, would you mind getting coffee with me sometime? Nobody's going to turn that down. Nobody, you know, and so not being afraid to reach out and get to know that culture and company and what it takes to be successful and getting tips, ideas
1	97357	22	Be self motivated and do what you love	number four, desire and motivation. If you don't like what you're doing you need to find something else to do. So don't hang around trying to get a paycheck, try to find something that you love, because if you don't, you will not perform. You won't make it normally you won't make it. Okay. So those would be the things that I would say I had another response as far as the first question that, that you, that I saw on your piece about common obstacles to advancement at the professional level.
1	91240	5	Becoming an executive is something that is built from the ground up	it had to be something that I built and understood from the ground up.
1	67857	83	Being able to apologize after saying something hurtful is a useful communication skill.	I have views like we all do, you know, and I know I've said something that was probably really hurtful to those individuals when I really should have been there to be that voice of reason.... I wasn't that voice of reason. So I, I took it upon myself to go back to that individual and apologize, you know and basically saying hey, it's not an excuse, you know, but, you know, just misguided being young, being immature, you know, I apologize for my actions, you know, and I hope that, you know, in the future, if you ever need anyone to speak with, you know feel free to reach out, you know?
1	55223	18	Being an ambassador is like a leadership position in the way that one can place others in roles to fully benefit them	will bring someone else in and let them speak to them and let them address them. But letting them know that I I'm still there as their ambassador to assist them along the way.
1	78161	37	Being apart of multiple identifies makes it easier to make eccentric connections	I've gotten to where I'm at now is just honestly a lot by hard work and by making good connections.
1	67857	39	Being exposed to arts, sciences and leadership experiences early on, helps build well-rounded individuals	benefit of introducing, you know, individuals at a very young age to the arts, the sciences, you know, literature, all, I mean, all those great aspects that really produce very balanced well-rounded citizens in our societies.

1	25225	27	Being proactive and think ahead of time	So we decided that, okay, let's be proactive and buy computers. So it's a quick decision. We had to make that decision very quickly. And guess what? A few days later, the government here in, in the Congo decided to, I mean, to close everything, all the shops, everything was closed because we, we were facing the COVID pandemic. So, I mean, if we didn't take that decision, we won't be able to service customer. And I mean, it was, it would've been a disruption in our services. So I think leaders take quick decision
1	25225	5	Being zealous and striving to be the best in your career despite the barriers.	that we using women when you have ambition is, I mean, not stop learning. I mean, irrespective of your age, you should still striving to acquire more skills, more knowledge to, to, to still remain relevance to your organization, to the organization that you, you in
1	45522	44	Belief that a diverse environment is a better place to work in	I think an environment that is diverse is actually a better environment to work in where it's not all black or all white or all one particularly makeup.
1	45522	46	Belief that an all black workplace leads to unnecessary competitio	In that situation where it's all like, say a people of color situation I know it sounds bad, but it's well, "he ain't do it all. I did some too."
1	81039	22	Belief that leadership experiences would be beneficial	Yes. For sure. I think it would be beneficial, but I think what is more important is the skills.
1	45522	48	Belief that money is a hindrance to development of ideas	Not that money is everything, but poverty ain't nothing. That's something you always say. You can have a whole bunch of great ideas, but if the money's not there to help those things happen, if the financing's not there, there'll be issues
1	45522	27	Believes in team work to achieve a goal	ore. So if we're working together and everybody works with their strengths, protecting them from their weaknesses and collectively working together, together everybody can achieve more.
1	89314	20	Breaking away and finding solidarity gives opportunities to find strengths and weaknesses in order to unlock potentially beneficial traits for leadership	Yeah, I really, you know, this might not be a fluke, you know, but I, I think, yeah, having had, 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, even as a professor.
1	89314	21	breaking gender roles and validation traditions	Yeah, honestly like to this day and I, I think you and my parents would agree now it was the best decision I ever made. You know, it, it it's the best decision I've ever made because if I had not left to go to the United States, I would probably still be, you know, you know, doing things like looking for validation from my father, you know, you know right.
1	10997	92	Build a sense of community	And it'll be, it'll build a, a sense of community. And I think that that's an important thing when you're having a game, especially such as something like that, that you have a sense of community so that people feel like they're, you know, a part of something they're like, okay, yeah, this is a movement.
1	10997	41	Build a sense of community. make the people feel they are a part of a movement	it'll build a, a sense of community. And I think that that's an important thing when you're having a game, especially such as something like that, that you have a sense of community so that people feel like they're, you know, a part of something they're like, okay, yeah, this is a movement
1	25225	6	Build a wild network, and acquire more skills and keep learning	If you have the ambition to reach the top level, then just make sure that okay, you build your network, you acquire the competencies that are required for the role that you, you want to, to, to reach. And then you, I mean, keep on learning, keep on learning, networking, making sure that you are well known to people. I mean, sell yourself, make making, make sure that okay, you, you advertise yourself well because I mean, what we see in organization that's men will never wait for someone to come and call them for a position
1	26196	39	Building business relationships is important, but it takes time.	And a lot of times we would lose to the companies who had better relationships with the people who were making the decision. And how do you build those relationships? It takes a long time to build those relationships
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	25225	43	Building network, acquiring skills are important	you build your network, you acquire the competencies that are required for the role that you, you want to, to, to reach.
1	55750	59	Building your own brand and image in terms of what type of leader.	I think also on building your brand, even as a student, a lot of the people that you are studying with tomorrow, them might be your boss, or they might be your colleagues. So already building your own brand and image, reputation also adds up, you know, in terms of what type of leader you be already in a classroom setting,
1	26196	49	Business can be like a numbers game based on probability. Eventually, you'll get a yes.	So it kept, you gotta keep getting those "No"s before you can get a "Yes". It's all a numbers game.. It's probability.
1	23301	57	Character is your currency	If your character is right, I always say character is your currency. So if your character is right, everything else is a byproduct of that success. So that's where I think we should start pipeline wise in terms of changing the mentality and making it cool to be positive and helping one another.
1	50939	6	Choose what you want to do and look for the right people to hang around with.	If I wanna be a leader, hang around with the SGA on USF campus as a high school student to see what they were like, if I wanna do political science, hang out with the pre-law students, if wanted to do med, hang out with a pre-med student
1	10997	39	collaboration with people that are in some of these leadership positions	I think collaboration would be also really important. Like if people who are experienced in leadership are able, that's actually a really good way to promote it too
1	45522	10	Collectively working together allows everybody to achieve more	Together, everybody achieves more. So if we're working together and everybody works with their strengths, protecting them from their weaknesses and collectively working together, together everybody can achieve more.
1	19860	88	College is a powerful resource for leadership growth as it gives a powerful network for growth	All right. Yeah. Not college is, that's why college is great cuz that's where you start having like more of that opportunity to, you know, kind of study in and dig deeper into those studies that you're more, more so interested in, you know, and then you're on campus at that too. So, you, you meet many other people who are, you know, they're going through their own ways of life too and you know, just being around them and kind of just seeing how they think and move and things of that nature. Like you get that opportunity more so a better level. Like that's the first time you're actually like an adult.
1	19860	52	College students get the opportunity to learn from meeting other people that are also trying to figure out life and seeing how they think or operate	So you, you meet many other people who are, you know, they're going through their own ways of life too and you know, just being around them and kind of just seeing how they think and move and things of that nature. Like you get that opportunity more so a better level.
1	36484	6	Companies that transcend the social issues of society are more likely to succeed through their industry leadership	Breaking down those barriers, being intentional, sometimes clumsy comes sometimes heavy handed, but really working on, I saw it for L G B T Q communities. I saw it for women. I saw it for people of color, African Americans. And I think that's really what's required because the systemic piece is nothing more than society.
1	48127	36	Courage and passion can help you to grow in business.	So, you know there are people who have good characters and there are people who are really doesn't care about the black people. So you can, you can find both kind, but at the end, what matters is your courage and your own interest on what you're doing.

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	36484	41	Creating a brand is critical for a leader	You mentioned about creating your own brand. How important is that for a leader? Speaker 1:I think it's critical. I think it's critical.
1	10997	128	Creating a positive vision of the future to encourage the team.	Right. So come in there saying, yo, we're gonna win. You're you're encouraging them. You're you're, you're positive. You're saying, yo like we got this right. And if anybody, you know, you're, you're, you're casting sort of a, a vision you're saying, okay, we're gonna take this. W we're gonna take this win. We're gonna have this trophy. You, you know, you're starting to build belief in people. Right. So they start saying like, okay, I can see it.
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 up their friends and their peers is cheering them on like, oh ba, ba, boom confidence boosted just by that one action.ing
1	26196	57	Delegating responsibilities can motivate the team.	So I started to share a lot of the financial information with the employees and then had them take ownership for, and then they came up with ideas to say,
1	89314	78	Delegation of responsibilities can be good to achieve large goals.	I feel like a big part of being a leader is, you know, yeah. You gotta know how to delegate stuff that certainly helps
1	10997	104	Developing self-trust in Black youth	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
1	45522	59	Different people have different mindsets and some people naturally have more leadership skills than others.	certain people have leadership skills and abilities. 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?
1	26196	38	Do what you can with the resources that you are given.	one of my biggest proponents is to try to, you know, be able to use what you got and leverage that and be the best that you can and then move on.
1	89686	22	Doing the right thing isn't always a guarantee of success	doing the right things is not a guarantee of success, but it does help you avoid failure.
1	36484	33	Don't focus only on the assignment, seek to network and acquire knowledge	You know, being in the company really understanding the culture from the inside out, not wasting the internship by just, okay, here's my assignment. I'm doing my assignment, but taking the opportunity... Hey, would you have lunch with me? Oh, I wonder if you'd have coffee with me sometime.
1	10997	131	Don't blame publicly losses on someone else as they will feel discouraged and thus unmotivated.	. Like, you know, you're never if you lose a game, the worst thing you can do is go and like been to somebody and say like, we lost because of you. Right. Especially if you're a leader, because he's never gonna wanna do well again, because you just like said how bad he was and how he sucked. So now he's not gonna wanna do good.
1	23301	37	E-sports battle when a kid is called up and cheered on by peers, instant confidence boost which goes a long way.	. So that, that relates to my gaming and guidance program. Shout out to the team over there. My co-founder Teavon Skinner. That's my man right there. You know what I'm saying? Melissa, DJ sparks, hot 97, miss B, shout out to everybody. What happened is this with gaming and guidance, it has quite a few layers. When it comes to the leadership role with gaming and guidance, you know, know how you go to a panel and the people on the panel is talking and the audience is just listening and then they may have questions. So we don't do it like that. 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 up their friends and their peers is cheering them on like, oh ba, ba, boom confidence boosted just by that one action.ing Speaker 1:You got a whole auditorium of like 400 kids cheering you on and you didn't even expect this this morning when you woke up. So it's a shock value feeling that way in front of a school that you go to everything, you know what I mean? That feeling of celebration creates confidence, which is something that you need for your leadership role. But the thing is, you don't tell them that you just do it and when they feel it, you get the feedback. And once they like that, they like going into that leadership role. You know what I'm saying? So that's one thing subliminally.
1	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	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	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.
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	48127	21	Education and leadership both give the opportunities to look at different solutions from different angles. This is one benefit of both opportunities	I think I will consider it like as a base. So going to school, one, broaden knowledge, you know, sometimes it gives you an opportunity to look things in different direction. It's not just on one direction only. Yeah. And you know, leadership to is normally it is, it is a kind of things which you can bring people together and manage them to achieve a certain goal, which you are expecting to, to achieve. So that achievement is possible without education, but it doesn't mean it is always possible.
1	10997	126	Encouraging and motivating team members towards success.	This is how I encourage them. This is how I motivate them. So that we can win.
1	10997	130	Encouraging your team with praise.	I think you really do have to be conscious of speaking good about people and, and building people up.
1	10997	14	Engagement in what has been learnt and studied to actually become	Cause I feel like you, you're not gonna grow in your leadership until you're actually put there and then you have to learn. Right. Cause you learn by doing or feel like if you're not learning, if you're, if you're not doing, you know, you, you could read 10 books on leadership, but if you're not doing it, you're not really gonna learn
1	39281	10	Engaging in leadership development creates awareness of what is required to being a leader most especially in the social space.	so I think having those students engaged in opportunities to practice and refine those skills outside of just of the technical pieces is really important. Because then number one, they become aware of the possibility of all of the things that I mentioned that come with being in a social space, right
1	39281	12	Engaging in leadership development creates the readiness to facing the world and give the opportunity to work with people that can serve as guidance on how to navigate the different challenges	And so I think having that experience ahead of time before they find themselves in a situation of trying to advance into a leadership role is really important. And having people to guide them in that journey
1	50939	35	Engaging in leadership program and having a business mindset can help escape any racial challenges.	I was in leadership training programs, which is beneficial for the youth of some of my favorites were national urban league. That's where I developed my business mindset from 2009 through 2012. When I, with a Derrick Brooks charity, he's a famous football player, Buccaneer he's trip to go to Chicago to go to DC, to Boston and you get to see other educator minds of my age, we'll call new lights at the time
1	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.
1	39281	138	Environments with less people can be useful to help build the confidence of those who are less comfortable at a large-scale networking event.	Maybe you are inviting some of these executives into their classrooms and letting them have more small group conversations with these folks. So they get comfortable with how these folks talk and, and we do that, right?
1	10419	29	Expanding your own knowledge and repertoire also expands the company and raises its prestige.	So, whether it's mentoring opportunities or professional development opportunities, just ways that you can really expand your knowledge and you know, that of the company.
1	55750	22	exploring online tools to teach how to become a better leader	there's so many online tools where you can really just learn about leadership. What is to be expected
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	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	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	89686	5	Exposure to an environment that's indicative of the world versus growing up in an isolated population	an environment that was much more indicative of what the world looked like versus growing up in an isolated population and only having one view of how things work
1	25225	80	Exposure to leaders, in real life scenarios, is important for the younger generation	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
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	95783	26	Externally and internally sourced motivation is key	but I support so that if reading is not your thing, we have some support, but what I need you to be is to be motivated enough to allow the process to take place. 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 Speaker 2: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.
1	10997	71	Face a problem and immediately think of solutions	I think that when they have the resources, you know, they sort of know, okay, cool. Like leadership is about how I can lead myself and how I lead other people and sort of how we can circumvent problems. Right. So life is always gonna throw problems, but when you're a leader, you know, okay. There's problems. Well, what's the solution here. Right? So if they're encountering something like a racial challenge, right. Where either one, a company is saying like, Hey, like, because of your skin color, you're not gonna move up to X or you're not gonna get X or, or Y or then they have the choice to say, okay, you know what then, alright, if, if they're not saying I could get X and they're saying, I can't get Y then, okay. I have to just start my, my own thing or I have to go somewhere else and I have to figure something else out.
1	89686	24	Failure is the breakfast of champions	And so let me rephrase that failure can be the breakfast of champions, as long as you don't fail at the same thing twice
1	91240	48	fearlessness	And then being able to lead without making people feel like, like they're lesser than you. It's super important cause that's how you keep loyal people, good people and, and make it more about a cause or something together than just you and your business and stuff like that.
1	19860	51	Financial literacy, professionalism and other applicable life lessons should be taught in schools in order to set people up for success in life	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.
1	10419	13	Find a Mentor	find a male role model that you can follow along the way that can help you with your growth and development

1	10419	39	First impressions also tie into how individuals view leaders in meaningful positions as they are continuously observing those in positions above them.	Well, I'm dressing for my next job and I'm going to learn, I'm going to pay attention and I'm going to be observant and pick up little attributes from everyone.
1	10997	75	First-hand experience is irreplaceable by any research you could do on leadership.	. I'm quite sure people, you could read an article and know about leadership, but it's about getting out there and engaging in it and doing it. Right. So maybe they can even have successful people if they see potential in someone, they can have them be in a position of leadership at their own company. Right. Right. Who knows. And, and maybe from there they can see firsthand, how is it being in that position. Right. And hopefully with the, the skillset and the knowledge that they develop from that, they'll be able to carry that over into anything else they do.
1	36484	13	Formal training on how to deal with multiple situations is essential for gaining an understanding of how to work with a variety of situations	You know, for whatever the difference is that makes that person difficult. It may not be race or gender. It might be style. You know, that's a legitimate difference could be language. You know, there's a lot of reasons.
1	48127	25	Gaining cooperation from real life leaders and placing their experiences as character traits in a video game will make it successful	you know there are some personalities which are successful black people. Yeah. And you know success can be on investment. The success can be, you know, in activities it can be a good singer in, he can be a good artist and, you know, at the end he become to that level. So Speaker 2: Yeah. Speaker 1: Getting cooperation from these people and you know, knowing the path they go through.
1	10997	119	Gaining leadership experience is as important as learning leadership theory.	you could read 10 books on leadership, but if you're not doing it, you're not really gonna learn.
1	89314	18	Gaining support from a team is essential to being leader. This comes with respect	I'm actually able to get a lot of support, you know, and a, a lot of the the other, you know, the other teammates they're usually, you know, pretty supportive, they might say, well, okay, this yeah, this attack didn't work this time, but maybe we'll, you know, we'll stick with our war General's ideas.
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	25225	30	Getting the right support and advice from role models as to how to get to executive leadership level and overcome barriers.	I think it's important for them to see that there are models there that are explaining the real life. And what, how did, did they what did they achieve to be at the top? What did they overcome to be at the top? I think it's, it's important to have that those session of sharing, you know, experience
1	10419	2	Give back to the community	when I graduated, I came right back to my community and got involved with the graduate chapter and I've been, you know, affiliated with it, you know, ever since I left college
1	10997	133	Give others a reason to follow you.	And, or he sounds like he knows what he's talking about at the very least. Right. they have a reason to follow you right.
1	89314	17	Give people an opportunity to work in groups where there is a rotating leader in order to expose potential	And you know, once we, once we know what activities, interest them, we can start, you know, putting them in groups and then trying to alternate some of the leaders every now and again, right
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	67857	42	Goal setting gives you a direction and a focus	It does, yeah. It helps them frame a path, but it also helps them with understanding that you must 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
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	36484	74	Good leaders intentionally interact and engage with everyone on their team.	Well on the negative, I'd say the biggest one is a lack of, intentionality. And what that means is that the easiest thing in the world is always to be engaging and interacting with the people who are most like you, same for me by the way, is for everyone, just human nature. So if you are not a self aware, or intentional leader, you won't, you may not even intentionally be excluding people, but you will be, you just will... Natural, your natural being.
1	89686	20	Growing one's circle of influence is a way to develop leadership ability	growing my circle of influence, as I increased responsibilities within my role. I
1	97357	39	Growth from leadership programs is seen by comparison of who they were when they started versus when it ended	I would say it's successful because it makes a difference in people's lives. I can tell you that the young men that we've worked with are better prepared for life. Something as simple as before they came to us, they couldn't tie a tie to go on an interview. They didn't know how to interview. They didn't know how to conduct themselves in an interview. They didn't know the kinds of questions to ask. They didn't know the posture. You know, they didn't know how to present themselves. They didn't know that the interview started when they hit the door, not when they started, when they sat down for the interview because they went, you know, come in, you know, you're in there Shing and Jing and BSing and carrying on, but you are being watched from, you know, day one from the first second. Speaker 2: So folks didn't understand that. So yes, those are the things that we teach. Those are the things that people didn't know. And a lot of guys are, and it's only guys because, you know, we're KAPPAs. But a lot of folks have benefited... Real benefit. Their parents tell us, man, my son's a different person now. You know, they do so much better in school. They're a little bit more attentive... They are less hardheaded or, you know, they're more open to suggestions or whatever. So I think we, you know, we have made differences in young men's lives. Does that answer your question?
1	89686	19	Growth isn't found in isolation in your comfort zone. Meet people and develop relationships	because it is not real to think that once I graduate, I'm going to work in a world where there are only people of color, or the vast majority of people are people of color. That's not true in corporate America today.
1	67857	62	Hard work is necessary, but sometimes, luck is a part of success. Note, there's the idea that "the harder I work, the luckier I get." Trying more opportunities leads to a higher chance of success.	You know, I think we would like to think that that we make it where we are by our own merit. I can tell you I did not make it where I am by my own merit. Yeah, I put in the work. I put in the time. But also I had individuals, like I said earlier I had an individual who supported me and advocated for me, you know, that is just, that is crucial. I mean, it's so crucial.
1	44578	35	Have a sort boot camp activity or programs that teaches them leadership skills and what they need to leave behind in order to move forward into an executive level.	I don't know, you know, you need some, you need a combination of successful executives in the white industries and white, you know, white corporations and black corporations and you need to kinda screen them so that they, you know, be sure that, you know, they understand what they're up against, what they're trying to do. And they need to design programs where they work with these individuals and kind of not just mentor them, put 'em in some kind of like program. That's like a boot camp that teaches them leadership skills and teaches them what they need to leave behind in order to move forward, you know, and how it's not actually leaving behind their blackness.
1	10997	118	Have group projects with students assigned to be the leader.	Like maybe they can do simulations and sort of like get them together and say like, you're gonna be the head of this group and you do this task and see how successful they are at that

1	97357	32	Have knowledge about your job, as well as other peoples jobs in the workplace	it's gotta be the basics for getting a seat at the table in my estimation is again knowledge of the job, knowledge of your craft. And it's not just about knowledge of your job, it's knowledge of your craft. One of the reasons why I thought I did a little bit better than some folks, is that I knew something about everybody's job. Okay. I was in sales. Well, first I was in operations.
1	55750	20	Having a coach can be an implementation to promote black youth to engage in leadership roles	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	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	10419	60	Having a male role model that you follow along can help with growth and development	But I think that's key too, is to find a male role model that you can follow along the way that can help you with your growth and development.
1	25225	87	Having a mentor share their experience would be very valuable in framing a path to a leadership role.	What did they overcome to be at the top? I think it's important to have that sessions of sharing, you know, experience. Yeah.
1	67857	14	Having a mentorship programs that helps them become reputable individuals in the society.	Mentorship I think you know that I'm heavily into mentorship. As a matter of fact, this week I'm gonna have a group of African American males here, my fraternity cap, alpha PSI fraternity and corporation. We have a national mentoring group called Kappa league. And it's all about preparing these young boys to be men in society, you know but mentorship is where it is.
1	67857	67	Having a variety of experiences can help individuals to be more well-rounded and have a more holistic perspective.	I am an individual that look at things and that thinks about things from a holistic perspective, and I mentioned earlier, I have two young boys, you know, and so we talk about, I think, long term and we talk about looking holistic at everything, I think when you think about the left and the right side of your brain, you know, I think the more experiences individuals can have the more well rounded they are, the more balanced they are
1	50939	15	Having accountability partners and setting goals.	and you have a group of friends or brothers that were like, Hey, this is our goal. By the time we're 30 years old, we're working for this company. We're working on this guy. We're gonna be in these departments. We're gonna pick up these skills. And by the time we're 35, we're gonna make our own company
1	10419	59	Having mentoring programs like fraternities have where you can get positive role models in front of them.	So I think, you know, mentoring programs like fraternities, you know, all of, you know, the different fraternities have mentoring programs where you can actually get positive role models in front of them.
1	10997	12	Having mentors of the same race and from same neighbourhood that is in high position of leadership	Especially if you do it with people who are of color, right? Like someone who let's say came from the same neighborhood. Right. If I had somebody that came from my neighborhood and he comes in and he says, okay, cool. I'm gonna teach the black youth how I got into my position in leadership and how they might be able to do the same thing
1	55750	60	Having onsite experience like placement opportunities or mentoring with a CEO or a director	I think also onsite experience, you know, like placement opportunities or maybe a mentoring with a CEO or a director, you can spend a week in a shoes of a X, Y, and Z, and then you see how they lead, how they work.
1	50939	54	Having outside organizations can help build camaraderie and not be limited by going to class or home.	So definitely those outside organizations can build camaraderie. Each one, teach one thinking outside of the box internship opportunities that can create a whole lot of things that you will not, that you'll be limited to just by one class and go home or going home.
1	67857	49	Having someone to advocate for you can make it easier to advance in your career.	And I really truly felt like if it had not been for individuals advocating for me, then I wouldn't be in a position where, where I am, although I was doing the work, have shown I can do the work.
1	10997	141	Having successful speakers come into share their experience with youth. Inspire youth with hope.	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	39281	68	Having to ask people questions that are relevant to leadership development and getting the answers that is helpful	And really a lot of that looks like what you would see in an executive leadership program, right. It's bringing in, you know, somebody who's done leadership in the world and saying, Hey, give me a perspective on what I, I can do to make change in my community. Right. What I can do to relate to people better or what I can do to convince people that, and somebody who is worth them, putting their faith in. Right. Because that's really, when you're talking about executive leadership, it's, you are showing up to, Hey, I'm going to provide a vision and guidance and then trust all of these people to help move toward that vision
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	91240	44	He mentions an example of boy and girl scout program that gives youth the opportunity to be in control	he 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. I think, I, I think things like now there's the, the struggle of interest, right is getting kids that want to do this, that want to do these things. 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	14228	15	he noticed humility of the people that went up the rank	hey are humble enough to know that they were in your position before they were where they were at.
1	26196	27	He pick out the qualities of his friend that his a CEO	they're very organized. They're very detailed, but they don't need to know all the details. They need to be able to write and answer the right kinds of questions and they need to be able to lead a team. And leading the team is probably one of the most critical things. Because as leaders in an organization, you've gotta be able to pick your team.
1	14228	16	He said being a foreigner and a man help him because people give you a certain value here	ople, people kind of respect me more. Yeah. Me being outside, just born here. Yeah. my careers are not perfect, but I can understand it perfectly. I can Rere. I can refr. Yeah. I don't talk French perfectly. I don't talk career perfectly. Yeah. but me knowing how to read those things and people understanding them, it a big advantage. Me being a male plays the big advantage too.
1	19860	38	How good you are in replicating yourself and developing people to like you, thinking like you and do like you	how good are you at, at replicating yourself and developing that into someone like no, getting someone to like you then getting someone to think like you, and then getting someone to do like you.
1	45522	57	If a business has unethical practices, a leader can either leave for another company, or try to rise up and make changes.	But certain things that get to ethical challenges, moral challenges, no you can't turn your head to that. It's probably good to transition out of that company, but if you can play that game up to that point and rise up, certainly rise up and make changes once you get there.
1	45522	75	If a team member is not succeeding, perhaps that is a partially reflection of the leadership instead of just wholly a reflection of the individual performance.	For a leader to send someone into a position or send someone into an event or a scenario where their percentages of failure are high, I think that says more about the poor leadership versus that individual who's doing poorly in their event.

1	89686	9	If you don't ever fail, it means you're not really trying that hard	There, there are. And, and I probably didn't phrase that well because you, if, if you don't ever fail means should not, not really trying that hard.
1	25225	73	If you want more, seek more (be ambitious).	I think ambition is also a factor to progress.
1	50939	26	Impact: Developing the growth mindset	because they understand when you walk through that door, you're not your GPA, right? You're not the suit you're wearing. You're not the car you drove up in and you're not your resume. You're not hated black man. You're just a black man. You're just a man. So it's all I will say. It is teaching you how to sell yourself. Like for example, if I ask you, sell me this pin, how about trying to solicit me to sell this pin? Like they used to have like little workshops like that. So it's a, it's a growth mindset
1	10997	16	Implementation of your mentor's quality	I started to implement those qualities. Right. So it was really a, a combination of observing it, seeing it and saying, okay, cool.
1	10997	76	Implementing those leadership characteristics that are learned/observed	But it was also implementing it as I started to grow a team, know, the team is not gonna do anything if the team don't have a leader. Right. Right. So I had to step in to fill the gap and be, and, and really what I did is I just implemented what I observed. I saw that there's certain ways you treat people, there's certain ways, you, you say certain things, there's a way you have to do things. And I was like, okay, cool. Well then that's what I need to do. I kept it very simple from there.
1	91240	49	Importance of knowledge again expresses by the candidate	ou have to have the knowledge and then on top of that, the knowledge and then the confidence to be able to stand on that, knowing that people are gonna be very upset with you in your work environment, unfortunately, and all this just makes, it just reminds me of how messed up all this is
1	45522	22	Important to learn how to take the resources available and turn it into more	Do they take the resources they're given and turn them into more, or do they take the resources that they're given use, use them up, and then have nothing left?
1	36484	42	In group settings, it's important you have something you can say you've contributed to the team	something that someone can pin and say they did this. And if you're, if you want to operate in a team, but you need to be able to talk about what you've done in a way that's right for you, not a chest pounding boastful way,
1	67857	90	In life, you only get rewarded if you perform.	And so I think that may be one of the benefits to maybe, you know, some of the video games would be to teach them that, you know, you know, you gotta perform, you know, that's the workplace... That's life, you gotta perform
1	84874	17	In order to engage black youth in leadership, an effort needs to be made to meet students where they are and be actively involved in their lives	There has to be a more intentional effort to meet students where they are.
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	43	Information is a valuable tool for students	The more you expose students to executive leadership, the more you expose students to 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.
1	10997	106	Instilling a belief of capability. It is possible to grow into a leadership position.	but their goal is to climb higher cuz they know that they can and they exude leadership qualities early on.
1	39281	74	Integration of the right skills and characteristics and attribute that is needed in the advancement to top executive leadership level.	You have to go out community and make friends. Right. You, you have to learn a skill so that you have a hobby and you have to film it in your life. Right. So I think there are a lot of ways to try to integrate the skills that you need with technical pieces that help you remember that you're being grounded and trying to be a professional
1	26196	60	Introductions can help when establishing business relationships.	And he introduced me to him and the CEO of the bank and I had a relationship.
1	39281	30	Invention/ Activities: Teaching them how to build the right resume and portfolio	Like helping them understand how to compose their resume, how to build portfolios of their work, how to strategically showcase what's important to different people
1	39281	29	Invention/ Activity: Building a progression to help impart knowledge, wisdom and skills to students	So I think building a progression of the way that we help impart that knowledge and that wisdom and skills to students is really important too
1	39281	70	Inventions/ Activity: A training opportunity that teaches them how to show case what is important despite their experience and education	You also have to be able to show what's important in a very concise way. So I think that's, you know, a training opportunity as well
1	10997	11	Inventions/activities: creating a mentorship program where black youth can interact with successful people to create that leadership mindset in them	you know, really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do. Right
1	91520	28	Involving in outside school activities enable people break limitations that they have.	being in groups and stuff like that, it breaks people out of their shell
1	67857	81	It can be beneficial to separate one's personal opinions from one's professional opinions.	And I know that it's so difficult for so many people to really separate the two... For me, it is as simple as turn on this light switch in my office, you know, I can have a view about specific topics as a person that may be different than the view I'd take as... Or the stance I'd take as professional.
1	39281	125	It can be challenging to transition from a team member role to a leadership role. Responsibility for others takes time to learn.	And that's usually, I think where a lot of people struggle is that trying to transition from an environment where things are made comfortable for them, and then going into that discomfort of being responsible for other people or being somebody that's a lot more visible, if you haven't had a chance to navigate that, right.
1	67857	78	It can be good to proactively address issues while they are small. If allowed to fester, small problems can become big problems.	like I mentioned earlier sometimes as a leader, you gonna be faced with situations that are not gonna be a very popular, you know, things to deal with, to talk about, but you have to, the worst thing you can do is not, not give it value and not deal with it, because something that, you know, may have started out being something very small it snowballs and now becomes a big issue and your team is not happy.
1	81943	22	It can impact and create great decision making for black youth	I would have had information to make better decisions.
1	50939	22	It creates the ability to think outside the box and find/getting leadership opportunities.	teach one thinking outside of the box internship opportunities that can create a whole lot of things that you will not, that you'll be limited to just by one class and go home or going home
1	81039	9	It is important to create an enabling environment for kids to develop leadership characteristics	I think for me, I developed it very early on my, my parents always gave me an enabling environment, an environment where I was allowed to challenge and openly speak my mind.
1	19860	76	It is important to have control in your business but also know how to delegate tasks	if this is your business and you wanna maintain as much control in your business as possible, and you can't do it all on your own, you're gonna have to have as many people who are gonna be doing things who would do things the way you would wanna do.

1	19860	63	It is important to have people that hold you accountable for your actions	Know people who will hold you responsible are very important, you know, hold you, hold you accountable
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	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	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,
1	67857	47	It takes hard work, determination and vision to make it to the top.	It also takes hard work. It also takes some determination and some vision
1	67857	30	It's important to have people that can advocate for you.	And I really truly felt like if it had not been for individuals advocating for me, then I wouldn't be in a position where, where I am, although I was doing the work, have shown I can do the work
1	67857	79	It's not always popular or comfortable, but it can be beneficial for the team if the leader nips problems in the bud.	which it all really could have been avoided if you were just taking the time to give whatever that matter was just a little time you know and kind of nipped that in the bud, work it out as compared to, you know, looking at it from the perspective, I know I don't want to deal with it or, you know, this been uncomfortable, you know, Leadership is not a popularity contest per se.
1	78161	7	Join mentorship programs or groups that allow you to sharpen your leadership skills	of his fraternity they do some type of mentorship programs. And so actually my little brother is going to start to do that soon. So yeah. Yeah. So, I'm looking forward to him doing that not just for the aspect of the community
1	78161	10	Keep an open mind, as opportunities often come to you disguised into something you may not want/expect.	And so, USF was a good example that, when I was coming back for academic program specialists, I was like you know, I'll, I don't really want to do a role like this, but I mean, at least it's a foot in the door. And so, because I said, yes, that opportunity I was able to then go on and now do what I'm doing in admissions
1	25225	23	Keep trying in the midst of obstacles	I mean, it's a journey and there's still things that I need to improve for myself for my own career. But I know that, I mean, I will not I will keep on trying
1	26196	56	Keeping the goal in mind can be a good motivator.	So if you get everybody kinda working in the same regard and you get everybody kinda looking at, if we pull this together and we do what we budgeted to do, and we do what our objective is, we do what our goal is for this year. Speaker 2: This is gonna be the reward that we get.
1	97357	10	Knowing how to lead is just as important as knowing how to follow	So, leadership, understanding leadership and how to lead others and how to follow is important,
1	10997	82	Knowing how to work with people you don't agree with, not letting your feelings overshadow a goal	Like, like some, some something else. I think when you start to let things that are, you know, outside of the arena, you're talking about, especially in sports, like, let's say, we're just talking for, if you're letting, let's say you had an argument, right. Like, you know, let's say John is the leader of a team. And then he has an argument with Joe and he lets his argument with Joe affect how he's leading the team. He says, okay, cool. So you could sit out and I'm gonna put you with somebody I like right now. Right. That's a conscious bias. And that bias could be to the downfall of the team. Right. Because you're letting something that has nothing to do with the task at hand or the game at hand affect the game. Right. And, and so you can actually lose that way. Right. I think in an unconscious bias is, is sometimes you can even do that without realizing it, like, if you have a personality, like as a leader, you're gonna come across people you don't really mesh with. Speaker 1: Right. That's just that's life like, right. Everyone is a different human being and you know, not every personality is gonna like mesh, but as a leader and as a, you know, let's say a sports executive, you need to know how to work with people that you may not like, you know, you're not best friends with, but you need to learn how to work with them either way. Right. So sometimes as an unconscious by you could say, okay, this guy, he's not like my best, you know, we don't, we don't, we're not best friends. We're not cool like that. Okay. So he's gonna sit on the bench. Right. But you're not, you're not saying it you're, you're not like, you know, doing it on purpose, but you're doing it because you're not cool with him in a way. Right. And you doing it without thinking about it. And so sometimes that can lead also to the downfall of a team. So you have to think, you know, with a, a strategy, right. So you're saying, okay, we, we gotta win this game. So it don't matter if you don't like, if you don't mesh well with the person, the person is good at the game, you're going to let him play. Right. If he's good at the game, you're not gonna let an argument that you had with this person affect if you're gonna win that game basically.
1	45522	6	Knowing when to put your foot down and when to not be so reactionary	Some things you cannot be so reactionary to, but certain things you have to put your foot down because there's right and there's wrong.
1	89314	80	Leaders are able to adapt when things are not going well.	So I think a, a big, the biggest thing that that comes to mind is, you know, about being a leader is having, you know, having some empathy, being able to listen to your team, especially when things are not going well and being, and then being adaptive to, you know, being open to making some changes that can benefit your team.
1	36484	79	Leaders are able to apply their skillsets in ideal and challenging situations.	And then they said, think about the kind of manager you are to the person that's easy and you know, and of course you're your best self with that person. And then think about the kind of manager you are to the person that's hard. And the point is... Your goal is to be that best manager with every individual. And that just rocked my world because everybody has that
1	36484	94	Leaders are able to communicate a vision to the team and stay focused on the bigger picture.	Something important about leadership is whether or not you can communicate the vision and then how each person fits in. So some leaders, they just go into the fray and their team's like kind of just following along with them, doesn't know the plan doesn't know what the big picture is, why we're doing that, how it fits into a much bigger corporate picture, the best leaders can situate all of what they're asking in.
1	89314	88	Leaders are able to facilitate and moderate difficult discussions between people.	So would you say a leader, you know, or one characteristic of being a leader is someone who can facilitate those types of conversations and, you know, maybe moderate them, right? You know so that people can speak about difficult issues and not be so angry at each other. Would you say... Speaker 2: Yes, a leader has to be, I feel like a leader either has to be able to do that or has to be willing to at least temporarily pass the helm into somebody who's more comfortable.
1	94392	21	Leaders are able to found their own projects and invite others to join them.	I'm the, founder there and all I'm the lead there. Right? So it's me trying to bring on people into the project
1	36484	63	Leaders are able to identify environments that they would thrive in.	if you go to work somewhere. And you know, I think of one of my boards, I mean there are women everywhere, leading huge divisions. You know, the chief operating officer is a woman, you know, so that's a signal to me of how successful the company is at creating a culture that can nurture a broader range of individuals. And so, you know, I think that's really the smartest starting point

1	36484	77	Leaders are able to identify their best team members and how it feels to work with them.	And the exercise was for managers in the room to think about the person that is their best employee, this person you're just clicking with... That you say it, they do it, and sometimes they do it before you say it. Speaker 1: And it's done when you ask about it, you know, you're just, they're easy to work with. They're fun. It all works.
1	36484	78	Leaders are able to identify their worst team members and how it feels to work with them.	And then they said, think about the employee on your team that's hardest for you to work with. And it just feels like you're kind of a little awkward, maybe not always on the same page. You thought it was clear. It wasn't clear to them. You know, you feel a little weird giving feedback. You know, you're just not, it's harder to work with them for whatever reason.
1	89314	89	Leaders are able to let someone else lead if they feel another team member is more fit to achieve a certain goal.	So if it is that, that is an issue that they feel, it, it needs discussion, but if they themselves are not the person who feels comfortable, I feel like that is a perfect position for a leader to say, you know what I think for this activity, I would like this member of the team to take the helm. You know, it gives that person a chance to demonstrate their leadership ability. And it also gives the initial leader a chance to learn and grow by looking at the way that other person handles it.
1	89314	76	Leaders are empathetic and listen to their team. They provide rationale for their decisions.	Just going back to the boss versus leader thing, they would have to be empathetic. They have to be able to listen to their team, you know? So yeah. So it can't, it can't be like a do what I say, because I said so, or do what I say, because I'm the boss, you know?
1	39281	129	Leaders are involved with community engagement and serving to solve community issues.	We talk about the value of community engagement and community service, right. And, and being a committed citizen. Who's also informed about the issues in your community, you know, and we tie those pieces together.
1	89314	79	Leaders are responsive to feedback from the team and are open to change.	but you also gotta listen to your team, you know, so that if something isn't really working, you know, then, then you gotta be open to change.
1	19860	91	Leaders aren't the main focus point but build up others to take that role	Cause like everyone plays a role and you don't have to be like the star player to be a leader like there's leaders who aren't just like the main focus point, like leadership isn't leadership is just a serving to others at the end day. People can, if you're dependable and you're accountable, like people can hold you accountable, certain things like, you know, you're making sure that, okay, you can bring the right perspective in certain situations. You know, you cannot go to do anyone. You're not here to do anyone dirty, like that's leadership. But yeah, definitely the sooner, I mean, I feel like, you know, if we're teaching like leader, actual leadership courses and classes like yeah, no, that'd be helpful too.
1	39281	143	Leaders can concisely show what they bring to the table.	You also have to be able to show what's important in a very concise way. So I think that's, you know, a training opportunity as well.
1	19860	105	Leaders can develop themselves by spending time with mentor and someone that currently leads like they would want to,	I remember the question now. So, people to think like me that I guess just comes with like spending time with someone, like, you know, the more person you see, like with this, like when they're putting certain scenarios, like how they react and how they move and then you say, okay, you start seeing like how their brain works. So, like the more time you spend with someone and then if they question you on, like, why are you just certain things, being able to explain, like, you know, what was your thought process behind that they can start understanding like, okay, this is how that person thinks. Mm. If there, if there's ever a point where, you know, they might not be with you at the time, but they want to do would be like, okay, what would, what would Jesus do? You know? That's what that's they starting to think like, okay, cool. What, what would Jesus do if that, that comes for that person, then it's like, cool. Then they're starting to think like it, because they want to know how you would handle that situation. Right. And then you like it. I mean, I mean that can really come with that's on them, that's on them to do it. And then if you know, if you really care that much, then you know, holding them accountable for certain things, but like it's on that person at that point. Whether or not you do that.
1	39281	142	Leaders can effectively manage and work with people who have more experience.	We don't have conversations about that. Right? You may walk into a room with people who are more technically skilled than you are, and you have to somehow make sure that they're successful in doing their jobs, right?
1	89314	53	Leaders can encourage others to follow along by explaining why they make certain leaderships decisions	It's like, no, I'm the leader. And here's what we're gonna do. And this is why we're gonna do it this way. And I'm gonna help you with that. You know, you, you want somebody, you want to have people develop those skills early so that when they are called upon to be leaders, they're actually, they become people that others would want to, to follow.
1	89314	77	Leaders can engage the team and inspire them to work towards a common goal.	They have to be able to inspire. Right. So, you know, I, I think, I think a big part of it in is you know, just kinda, if you can measure how people react to the leadership abilities, if they're like, oh, wow, I wanna follow this. You know, I wanna follow this person or I feel inspired by this person versus, oh, they're talking again. Let me just pretend to, you know, to be engaged when the truth is like all they're doing is just blocking out orders and not really engaging.
1	94392	37	Leaders can find the strengths and weaknesses of their team and delegate team members to tasks that they can excel in.	you know how to delegate, how to put, you know, how to identify people's strength and weakness and take advantage of that to make sure that the team gets their common goal.
1	36484	83	Leaders can found communities and create culture within a company.	You know, I was a co-founder of the black champions network as well as build the women's community. So those were things that were legit and helpful to the company. And so it became part of my brand, you know, doing the business stuff, but also helping the company create a culture that really could, you know, sort of support women and people of color.
1	89314	62	Leaders can get others to follow behind them if they have ideas that seem like they can work.	And so, you know, so I'm, I'm running through the idea and you know, and I'm getting feedback and, and most, most of the Alliance was like, yeah, yeah, this is, this is fine. I think, you know, this is, this could, you know, I think this could work.
1	48127	35	Leaders can grow with a company and get promoted over time.	And so my career started with the lower position, which is like as cashier. And, so I grew up through that, finance department over the last 32 years.
1	81039	51	Leaders can identify opportunities, take advantage of them, and proactively take on challenges.	And also the, in the same way as well, it was important to, you know, to be able to take on challenges and take on opportunities and put my hand up you know, when any opportunity presented itself.
1	94392	28	Leaders can use their social and networking skills to create opportunities for themselves.	And so they just shy away from things most of the time. And sometimes you lose opportunities for that. So, if organizations like universities can actually put in, programs to help networking skills for students, especially minority students, then that would be a very good thing.
1	36484	61	Leaders can value diverse thought in a company.	His name was Steve Sanger who architected a diverse company. He just believed that diverse thought would make the company better. We're a consumer facing company.
1	89314	67	Leaders can work with a team, but it can also be important for a leader to have the ability to be independently competent.	Would you say that going off on your own, the situation of you being by yourself when you left, would you say that helped with your leadership ability, your ability to like maybe perhaps lead yourself? Speaker 2: Yeah, honestly like to this day and I, I think you and my parents would agree now it was the best decision I ever made.
1	55223	15	Leaders don't assume but seek out their own information for their team members consciously	Have I experienced yes. Of sometimes someone will say consciously that they're make a statement about, you know, family or being saying something about your race or making a assumption because you are married, you can't work certain hours or you can't take certain trips

1	81039	49	Leaders feel comfortable to express their opinion. An enabling environment can help to build self-esteem and confidence.	I think for me, I developed it very early on my, my parents always gave me an enabling environment, an environment where I was allowed to challenge and openly speak my mind. I was never told that anything I said was stupid or, or, you know, or, or was rubbish. So I was allowed to express my opinion. And I think that was very important because what that does, it helps you build self esteem and confidence.
1	19860	106	Leaders hold themselves to certain standards that they would want their followers to operate at. This leads to the importance of training.	So, if I'm going to be running the company, that means that I always have to be the most, 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. Like, so you have to be the example and then, you know, making sure like when you're training or when people are in your organization, like that, it's very important that they think like, they, like you, they think like you, and then they start doing like you, that's where they're doing. Like you, I feel like would play a big role because if you want, if this is your business and you want to maintain as much control in your business as possible, and you can't do it all on your own, you're going to have to have as many people who are going to be doing things who would do things the way you would want to do. Speaker 2: And like all the key areas, you know? So, like in all the key areas and all the way where the businesses, how businesses run, you need the, those people to do, like you would in that company, as far as like, if that's, if you were one, like the majority of control you would cause you want to have majority control of your business. Otherwise, if you're not having control of your business and someone else is running your business and that's a failing business, someone's going to take control of it. And then your voice and your impact are not going to be held to a certain standard anymore. Like you washed you out.
1	19860	104	Leaders inspire others to lead by being good examples	Yeah. And then, so I mean, specific programs, it's not like I was like president the NAACP or, you know I don't know any of those organizations, but like I've always been places where like I had to be an example. I always make sure I carry myself as a good example, like okay, cool. Raise. Right. You know, you can tell like this person has some sort of sense, like with, you know, being, having those leadership experiences as well. Just how to move.
1	22634	24	Leaders interested in training next generation would promote black youth in leadership positions	Well, I, we talked about mentorship as one, right? We need to, we need people who, who are willing to mentor younger, um, professionals, younger students to, to show them how to do that. Uh, mentorship is one, internships are another one. Um, um, what's a thing called it's not, it still an internship slash fellowships. That's the word I was looking for, uh, fellowships are, are another great way to, um, to grow for that professional development. I mean, in the third way, uh, and you have a leader of an organization who's in, interested in training, uh, their next generation. So training is gonna be critical, right? So with the internship fellowship, so that shows you an opportunity what's available, et cetera, but then you're trained on it. If you can have received the necessary training, I mean, it put you in a better spot to advancing your career.
1	39281	128	Leaders know how to relate with people they work with.	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	97357	49	Leaders let actions speak louder than words after they observe and then comment on their surroundings	Believe me, there's always somebody better. So I always felt you need to have some humility. You need to be humble, let your actions speak for you versus your word. And that's another point of advice that I would say to black folks is let your actions do to talking, you know, not your lips.
1	48127	16	Leaders must face the forefront of initial impression when new opportunities are presented to groups	You know, I've seen somebody appointed as a general manager. Yeah. In Equatorial guinee. We used to, we used to have a Hilton there actually. So that person is having a French passport, but he's, he's black. Yeah. So when first time the owners are seeing the C of that individual, so he's from France. So everything is okay, its like he's most then coming to that place when, when this guy facing the owners. Yeah.
1	36484	72	Leaders recruit team members who get along with others, get their work done, and are a generally good fit for the team.	I'm talking 60% of their full-time hires are gonna be people who interned with them because for the company, that's the best way to really get to know if you want this person to work for you. How did they get along with their team members? Could they get the project done? Did they have the chops? What was their informal vibe like? Are they a "good fit"? That's used a lot in these companies.
1	10997	145	Leaders should not be limited by things they cannot control, like their age.	You shouldn't let age, you know, you shouldn't let age limit you.
1	89314	31	Leaders should rotate in order to keep an open mind to new ideas and to view different perspectives. Leaders also don't want to get stagnant so this gives them an opportunity to keep growing and progressing	Yes, a leader has to be, I feel like a leader either has to be able to do that or has to be willing to at least temporarily pass the helm into somebody who's more comfortable. So if it is that, that is an issue that they feel, it, it needs discussion, but if they themselves are not the person who feels comfortable, I feel like that is a perfect position for a leader to say, you know what I think for this activity, I would like this member of the team to take the helm. You know, it gives that person a chance to demonstrate their leadership ability. And it also gives the initial leader a chance to learn and grow by looking at the way that other person handles it. They might be able to learn about what makes the other person more comfortable discussing it. Speaker 2: Is it just that they happen to be of the same race, or is it just that their experiences? Well, when I say of the same race that I meant the same race that is being affected or something, right. Or is it just that, you know, because of their experience before, handling these situations, they're just able to articulate things a certain way. They're able to confront things a certain way, you know? So I, I think it could be a good learning experience for a lot of people, because yeah, we gotta get back to talking because we're not getting anything done, you know?
1	36484	16	Leaders usually have their own leadership style and that will help them form and create their own brand	I think it's critical. I think it's critical. People are going to talk about you throughout your career. What are they gonna say? What's your brand? You know, are they gonna say this person gets it done, but just kind of right in the middle, or are they gonna say this person leads in a way that is differential and people are always trying to get on his or her team, or are they gonna say, you know, this person seems to have a comfort with speaking truth to power, you know, what's your brand.

1	44578	23	Leadership bootcamp encouraging taking your community with you	<p>Okay. Yeah. So I, I think that kinda activities would be to be involved with and this is a big thing, problem too, more mature leaders that are in the community you know like and I would say, you know, African American successful African American leaders, but there may not be enough for that, you know? So that's why, you know, cause most African Americans who kinda succeed in leadership, they kinda distance themselves from the youth to a certain degree because you know how they carry themselves on majority, you know, cause you get this promotion of this gangster rap and this, this you know, OG mentality, you know, and it's all perpetuated by the media, you know, arts, you know, music, you know, movies they see and you know, the, that, that drug culture, drug dealing culture, all kinds of stuff like that in order to be successful, you know, people have to distant themselves from that kind of thing. Speaker 2: So it's, it's hard to get that, connect that connection back, you know, and then you have people who are successful, you know, they may have made that success in ways that dealt with crime or drugs and stuff, you know, and things like music and art, which is, you know, you know, not going to is not the right example for leadership. And that's what the problem is now that's the leaders they're looking up to, you know, and I think, you know, that's a big problem cause these people are not leaders. They do not promote the right morals or you know, you know, leadership potential. So I think, you know, I don't know. I mean I think the game situation and kinda changing the whole, you know, youth culture might help, you know, and I don't know if it will or not, you know, cause it's kind of ingrained. Speaker 2: It's been ingrained up for like, I'd say about 20 years, 30 years now. So it's kinda hard to get them out of that whole thing it's gotta, I don't know, you know, you need some, you need a combination of successful executives in the white industries and white, you know, white corporations and black corporations and you need to kinda screen them so that they, you know, be sure that, you know, they understand what they're up against, what they're trying to do. And they need to design programs where they work with these individuals and kind of not just mentor them, put 'em in some kind of like program. That's like a boot camp that teaches them leadership skills and teaches them what they need to leave behind in order to move forward, you know, and how it's not actually leaving behind their blackness. You know what I'm saying? Speaker 2: Cause it's, you know, to, to think you gotta be hip and that way that's gonna be uphill battle and you won't lose nine times outta 10 and I'm not saying you need to wear a tie and you know, and you know, like brown nose up to nobody, either, all I'm saying is you need to be yourself and, and you know, be carry yourself in up on a way where you, that shows you got respect for yourself and you respect for other people and they need to learn that you know, that doesn't necessarily mean wearing a suit, a tie, you know, and it doesn't mean wearing, you know, tennis shoes and Nikes and you know, and a warmup or a hoodie or whatever.</p>
1	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.
1	26834	5	Leadership can be translated through immersive and engaging activities	Immersive and gamified learning programs
1	39281	14	Leadership characteristics	But the opportunity to lead as a behavior is available anytime you're dealing with other of people. Right. And so if you are in high school and you are the president of a student club, right, you have an opportunity to practice leadership in that environment, if you're empowered to do that. Speaker 2: But if you don't think of that, right, if you think of being the president of a student club in high school as being vastly different from being the president of a university, right. Then you're not going to see yourself growing into that opportunity to be an executive leader. Right
1	39281	69	Leadership characteristics and what it takes and most of the places it can be taught	You understand how to translate the work that's happening behind the desk to where you're trying to get the organization or the company or whatever to go. Right. And so with high schoolers, it's kind of the same thing, but again, we scale it down, we make it a little bit simpler and we make it more, are relevant to what they're dealing with, you know, in their schools, in their communities, in their homes, in their places of worship. You know, so that way they can start to practice that leadership before they get out into the big spirit of the world
1	94392	38	Leadership characteristics are similar across industries and professions.	I think leaders like the characteristics remains, you know, in almost all sectors, it remains. So it now depends on like leadership in what. And that will now inform like the nitty grits
1	25225	26	Leadership Characteristics: Fast thinking	They are people that will spend time analyzing a situation, but they can also take a very quick decision because sometimes you don't have time to, I mean, brainstorm around an idea. You just have to take a quick decision so that you can, I mean, save your, your company
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	56727	6	Leadership engagement experiences can teach students how to operate a business and life in general	I do. Because it helps them understand how to operate a business, how to operate in a, you know, nonprofit for profit 500 company. But it also shows them how to operate in this journey we call life, of how we can all be leaders, but just at our unique qualities to ourselves.
1	44578	21	Leadership experience from a relatable party will help youth be better leaders	Leadership Engagement experiences would be. I don't know if that would be true or not, because what happens to, in order to Excel in those types of things, they have to get the experience, they gotta learn the basics and you know, and you know, leadership experiences is not gonna help them be a better artist or better engineer. It may help them be a better leader, you know? So I wouldn't say that's what I think in order for them to be better artists and better engineers, there needs to be better leadership that maybe needs to come from African American. For example, background someone who, you know, who understands what they're going through, who won't discriminate against them, who would judge them on their merits and knows what they're dealing with and be, you know, kinda know how to help them, you know, navigate their problems that keep them from excelling in these areas.
1	81943	9	Leadership experiences creates exposure to other aspects outside field of study	Maybe programs that promote exposure to positions and activities that a common person wouldn't know. I
1	44578	33	Leadership experiences will help them be a better leader but not to help become better in the profession they want to pursue.	Excel in those types of things, they have to get the experience, they gotta learn the basics and you know, and you know, leadership experiences is not gonna help them be a better artist or better engineer. It may help them be a better leader, you know? So I wouldn't say that's what I think in order for them to be better artists and better engineers, there needs to be better leadership

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	8	Leadership exposure to the youth	it's very important to expose the young people, to the leadership. You see, to put them in like real life experience of leadership. It's very important because as you know the way leaders behave in the professional environment is very inspiring to young people
1	89314	32	Leadership in time gets easier with experience	And then it, it was just like, they just did a coordinated attack like I'm still trying to replicate to this day. It was amazing, you know, but, but yeah, but to answer your question, yes, it does get, it does get easier.
1	50939	53	Leadership mentoring program would be great as a creative active pipeline.	I would say a leadership mentoring program and it doesn't even have to be so well known like national, urban league NAACP.
1	10997	123	Leadership opportunities in sports	And I actually did sports myself. So that was actually another way that I saw that I was able to get into, to leadership.
1	39281	122	Leadership principles at a lower level can still apply to higher levels, as well.	Right. And so the scale is smaller, but the behaviors and the practice and the things that you have to pay attention to when you are possible to other people, and you're responsible for meeting goals, and people are looking to you for guidance and support and for answers and solutions, it's the, it's the same thing. Right?
1	89314	63	Leadership roles can become easier as the leader gains more experiences over time.	And it, it does get easier, you know, the more times you get to do it, you know, and, and fun in some cases.
1	36484	3	Leadership should have the general capability to always be learning new skills and implementing them	I think just basic skill building, you know, every role that you take is additive to, you know, allowing you to take that next role.
1	25225	65	Leadership simulation to teach leadership values or characteristics	develop games where you'll have the, the, the, the, the player will have to select some, I mean, to act as a leader or to, or to, to select some values or characteristic of leader to go to the next level.
1	25225	64	Leadership simulation where certain choices need to be made by the leader to move to the next level	we use the video game to convey a message about leadership, or we put them in, in situation where they have to act like leaders putting in front of them choices where they need to, to, I mean, they, they need to select like leadership values or characteristic to go to the next level of the game.
1	55750	55	Leadership skills are not similar/connected to ones major to be a good leader.	Definitely cause yeah, I think leadership skills are not similar to certain competency. You know, like my core competencies and skills or knowledge acquired in economics have nothing to do with leadership, you know, to be a good leader.
1	19860	94	Leadership starts with education and interacting with others for experience	Hmm. Well, it starts with the school system. So, creating activities where those opportunities are provided and, and we're not going to, I'm not going to sit here and act like there aren't opportunities already. Right now, there's some people who just don't take advantage of opportunities that are ahead of them as far as getting in places of, you know, you know, to get that experience. So not everyone takes advantage of them. So, it's not like a, you know, what was me like we have nothing, we, we can't, we can't do it on our own type of thing going on. But I definitely like Hmm more. What activities, what, which, what activities would you say?
1	19860	90	Leadership training is real but it takes time and consistency	And there's a lot of times people like, no, I've never really had to do that, but it's not to say like, they're not willing to learn. They're just their learning curve is past someone who's been doing it for like a longer period of time in their life. So, I mean, you learn, I feel like you can train leaders, you know, people who weren't leaders before, but then you train them into leadership. Even at like, as adults, but not the sooner someone can transition to leadership. Then I definitely feel like, I mean, you know, they, they can, I don't know, say progress faster, but like they're a leader, you know what I mean? Like right. You know, they they've already had, they they're starting to get that experience. They got those reps under boats, you know? So, playing sports helps to that. You know, you know, being part of different clubs and organizations and schools that contributes to that.
1	10997	111	Leading oneself and others to solve problems.	Like leadership is about how I can lead myself and how I lead other people and sort of how we can circumvent problems.
1	89686	4	Learning early on how to navigate the environment and interact with the majority can be beneficial to growth	I think I learned to navigate the environment very early on versus some of my counterparts that did not have those early opportunities to interact with the majority already, thereby I knew what to expect and more so how could I gain a leg up?
1	10997		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.
1	67857	28	Lessons: Hard work, determination and vision.	It also takes hard work. It also takes some determination and some vision,
1	97357	6	Let your actions do the talking.	if I can solve a problem, I can solve a problem. Absolutely. You may not like me,
1	10997	93	Make gaining knowledge engaging	But I think having the knowledge in a interesting way, you know, something that makes them want to get it, you know, that makes them wanna collect it or play more in order to collect it. Something like that. I don't, I don't know, but maybe they can unlock. Maybe they can unlock the knowledge
1	45522	12	Make leadership decisions based on team observations	And if you don't think they're that well, but you're trying to win you, you make leadership decisions based on your observation of your team.

1	55223	12	Making potential leaders comfortable to being in leadership positions is essential to growing them and building their strengths. This can be done through mentorship	What I believe is that having speakers come out, having students in come to companies to see how it works, how it operates to see a diverse leadership someone's in that ethnicity to see that they can have an opportunity to make it also doing trips, meaning going to different colleges, going to having a mentor coach that they can speak with, talk to, and know how to move to the next level. And then also engaging with teams, meaning you get two mentors and the student and you collaborate and have ideas and make it more engaging and lay back. And not just stiff that you're able to me make the student comfortable to be able to grow and mold into a leadership position.
1	39281	117	Management experience can help students to develop communication and soft skills.	But it may be that until they reach that management role level of their career, they don't have the opportunity to present that way. Right. And so I think having those students engaged in opportunities to practice and refine those skills outside of just of the technical pieces is really important.
1	50939	34	Managing your expectation and taking proper steps to achieving your goals. It's okay to take a break and relax but it's not okay to be too comfortable so you don't get inefficient	manage your expectations. Uh alot of people, uh probably grew up saying, oh well parents saying, oh, you can be president of the United States or, or you can be the next, uh astronaut. Or you can be the next, uh person who do open heart surgery, which is cool, but write a vision, make proper steps. And don't look at it as an entire picture. Cause you'll be overwhelmed. It's okay to manage your expectations and it's, it's okay to also take a break and relax. It's not okay to be comfortable once people get that they become last and once they become last, they move inefficiently
1	10997	35	Marketing strategy to make it more appealing	I mean, nowadays everything is about marketing. So if you know how to market it, I think you'll attract any audience you want. So marketing is really, really key
1	10997	15	Meet people with the experience and have them mentor you and follow in their foot steps	I would say honestly it was, it was really from mentorship. I actually was able to, you know, meet Dariel, who's been a mentor to me. Right. And I saw that he was able what he was able to accomplish and, you know, I started to, you know, pursue it and, and learn how it is that he got in his position.
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	74710	7	Mentoring and encouragement to push yourself is career and life changing	Absolutely. Absolutely. I, it doesn't matter what, uproffession that you are pursuing, uleadership opportunities and leadership engagement is, is going to benefit you. Nobody's gonna rise to low expectations. Right. Uone of the, one of the most, ucareer changing things for me, uwas in fact, when I did have a, ua boss who one, encouraged me to take on more responsibility, two, fairly compensated me for that. And three, usupported any opportunity that I wanted to pursue to, uyou know, develop my skills, whether it was a conference, whether it was a program. I went through a program in the state of Delaware called the leadership Delaware program. And that actually, upropelled my career to then, ube in an executive director position for a, ueconomic development foundation to, upursue my, you know, umy dream and my goal starting my own company. So, you know, had it not been for, uan individual, one mentoring me who was that person, and then two encouraging me to pursue leadership development. I probably wouldn't be in the position I'm in today.
1	67857	68	Mentorship allows people to shadow their mentors and learn through observation.	but mentorship is where it is. I mean, you know, and it provides an opportunity for those to shadow individuals.
1	67857	84	Mentorship can help to put students on a trajectory towards success. Note that a small change in directory becomes more significant over time.	so those are common success stories and really just highlights the importance of mentorship, kinda like examples of things that could be replicated to really you know, put these young folks on Trajectories, that'll be beneficial to them, their families, but also our society.
1	10997	73	Mentorship from someone successful who can relate to the students (similar backgrounds), is a method to engage in leadership.	That's a, that's an interesting one. I guess I, I think the most important thing is, is, you know, really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do. Right. What do they do in their position? Especially if you do it with people who are of color, right? Like someone who let's say came from the same neighborhood. Right. If I had somebody that came from my neighborhood and he comes in and he says, okay, cool. I'm gonna teach the black youth how I got into my position in leadership and how they might be able to do the same thing. But I think also getting them to engage and really practice these roles of leadership, right?
1	67857	15	Mentorship programs help students to know and understand how to navigate the waters of leadership and become successful in any area they find themselves	And a lot of times they don't realize that until they see someone that look like them in these positions, you know, and so that's the first step. And then the second step is, you know, helping them navigate those waters. They need to know what steps they need to take in order to be successful, whatever that endeavor is
1	10997	121	Modeling mentors who have already achieved some success.	And I saw that he was able what he was able to accomplish and, you know, I started to, you know, pursue it and, and learn how it is that he got in his position.
1	36484	70	Motivational speakers can help to inspire future leaders and impart lessons they've learn throughout their lives.	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
1	74710	35	Multiculturalism can help leaders to relate with and better understand their team.	eaders who have grown up or experienced, multiculturalism are probably those that I think are most in touch with how to, be leaders of people
1	23301	21	Navigate barrier: fearless and persistent	Fearless, those people are fearless. They gonna win by any means necessary. Like they don't care. Like, you know what I'm saying? They, they don't care if you tell 'em no, if you tell me no, I'm gonna tell myself yes. Like, you know what I'm saying? They have that particular mentality.
1	45522	5	Necessary to allow some things to get by to reach a certain level and once you're at a certain level, bring others forward	Of course allow certain things to get by, to rise up to certain levels. And then once you get to certain levels, of course the hope would be individuals who reach executive levels and reach back and bring others forward.

1	44578	24	Negative characteristic: not truly caring about your team as individuals	In sports in executives. Well, the fact that they, you know, don't let the young men, you know, stand up for their rights without per persecuting them, you know, blackballing them from, you know, there's the sport that they participate in. You know, they cause you know, it basically shows they don't believe in the causes that, that young black believe in. Cause they suppress their voice, they suppress their voice. They treat them as if, you know, they're like animals or, or, you know, like, you know, like you would treat a race horse or something like something that, you know, you value only for what they can actually do right out there on the court or right there on the field. You know, that's what their value is. If they get really injured, you know, horse they'll shoot, 'em rather than try to take care of him and feed them. Speaker 2: And you got an injured leg you can't run anymore. They'll take 'em out and shoot them. And you know, they seem, you know, the athletes said that same way, you can't run, you hurt yourself. You know, you cut, we don't need you. You got brain damage. Right. See you lady, you go out there killing people cause you got brain damage. You know black people are crazy. You know, black athletes, he had everything. He, he had it all. He had the world now look at 'em you know? So, you know, they don't, it's like, they don't provide them with any kind of guidance. You know, the kind of guidance you're talking about, we we're talking about in school or with executives, they need guidance from older people, more experienced people. Cause they're just young kids coming out of there. They need somebody, they can respect, who can tell them, you know, look, you need to do it this way or you need to think about this. Speaker 2: You know, somebody who's gonna really point them in the right direction, direct them correctly so that they'll succeed and organize. So when they get older, they got can't play, you know, they got money still. They can join together and do things with their money, help their community instead of their money getting spent on, you know, Ben Bentleys and big mansions. And you know, don't go back to our community at all. And I think they do that because there's nobody really talking to 'em you know, about trying to tell 'em, there's no leadership for them who tell 'em to do anything, nobody respect, you know, you know, and it's and it's on purpose. Cause they don't want that kind of thing happening. They just want 'em to run, spend their money back, you know, go pay golf through whatever, just, and we got your young people, we got your community, you know, we got the cracking in or we got the jails filling up with them and you know, they're not gonna be a problem. We got that under control, our police kill 'em, you know, beating them kill 'em for nothing, you know? So just go out and run, score some touchdowns and you know, they even cutting the rules back. So they, so that, you know, it's not as competitive, so more Europeans can play and won't be so hard for them to make the teams. So, yeah.
1	78161	17	Negative Leadership quality: Assuming everyone is just like you.	Hmm. I think one thing is for my own leaders and this is not anyone at USF in particular, but in my past roles there's been, I think, a conscious bias of you are gonna work as hard as I am, and you're gonna know everything that I know. And that's just not the case with some of the jobs I've worked at. For many reasons, a lot of them had 10, 15 years experience in some of these areas and I'm just coming in brand new. So, I would think that that would be one I can't really think about a moment that I thought about unconscious bias at any of the roles I worked at previously.
1	78161	18	Negative leadership quality: expecting people to know what to do without training	I would think probably another conscious bias was.... I would say when you're at an event or when you're working an event, like I did at the chamber of commerce. That's what I did before I came back to USF. I would say one of the conscious things was that we need to I think that my managers and my leadership team wanted me to consciously be like them in the sense of like, to know how to do this role and know how to do this work. And I wasn't fully able to cuz I felt like I never fully belonged there. I wasn't like trained. I didn't really understand what I was really doing. I just was kind of like doing tasks, but I wasn't like actually, okay, well why am I doing this? What's the why behind it? So I'd probably say those two things. That's how I would probably answer sir that question.
1	10419	9	Network and build relationships; that's how you get an edge	probably well connected or have some background knowledge of the job or, you know, there are chances a lot of times when the job comes available, a lot of research has been done prior to, now with some, probably have the leg up than others? Yes, if your father has connections to the company and can call and put in a good word for you, then naturally, you know, that surely would happen
1	39281	134	Networking is important for leadership development.	So creating opportunities for networking that are accessible for students.
1	81039	26	Networking, Exposure to different activities, setting goals to be better at the activities are some leadership	ou know, how do you ensure that, you know, at an early age, as students, you are networking, you know, how do you ensure that you you're getting to meet people from diverse backgrounds, you are exposing yourself to, to meet people, whether they're black, white, Indian, you know, Latino, it didn't, it doesn't matter. Yeah. You know, to try and meet people, understand where they're coming from, understand their stories, understand what makes them unique and what makes them different. Uyou know, look, look at, you know, whatever your interest is, you know, whether it is art, whether it is literally, you know, debating, whether it is swimming, sports, whatever it is, you know, throw yourself into it and develop on it. So don't just do it for the fun of it, do it to get better in it, whether it is learning a language, do it to get better, you know, set goals for yourself. So, encourage people to actually get involved in those activities that they enjoy, but also activities that they struggle in.
1	25225	12	Not being too comfortable and used to your comfort zone. Always striving to be the best version despite the hindrances.	I mean, you can stick to, to, I mean, to something that is very small and that, that is not relevant even to, to anyone, even for your life. It's not useful. I can give you the example of my father. My father was born in the village in, in Africa in Congo. So he's the only one out of a family of 15 sibling that became a medical doctor. Why? Because he was, yeah, he was willing to get, I mean, to, to reach his objective, his dream was to become a medical doctor
1	95783	2	Not having a role model is a barrier to leadership advancement.	Lack of, I would say lack of role models
1	10997	122	Observing and learning from role models. Observational learning.	Right. So it was really a, a combination of observing it, seeing it
1	26196	28	Once again the candidate explained the importance of connection	was asked to join the banks board, and I joined the banks board. And after that, my relationship started to really explode because I finally got into that place where you got that relationship, you got that connection with somebody and they're introducing you to all of this other stuff that you had no idea about.
1	25225	41	One needs to have ambition and strive to reach the position they want to be in	when I started my career, nothing could have stopped me.
1	25225	38	One needs to have ambition to make progress in their professional career	ambition, if you are not ambition for yourself, no one will, you know, we, we make sure that you, you are making progress
1	81039	56	One networking challenge could be to meet 10 new people you've never met before each term or year.	Um but this is, you know, so, so so so important to success and so so important to where we get in life. You know, you'll find now that you are in school, you're at uni with people from different places, you know, how do you challenge yourself that, you know, every year or every term you want to meet 10 new people that you've never met with before.
1	67857	50	One way to get promoted is to showcase your potential and then have others advocate/vouch for you.	And so I did have individuals that saw all the great potential in me. They looked at the work that I had been doing over the years and and they were the ones who was really responsible for just speaking up, speaking out and saying, you know, this Youngman has been doing great work. Why is he not being promoted?

1	23301	87	One's appearance is supposed to conform to society view of what is appropriate to wear to certain events. However, if you are great at something, your appearance doesn't really matter because people will still follow	He will always tell me that nobody's gonna take you serious dressing like this
1	19860	50	Open-mindedness is necessary in order to understand someone else's perspective	And then being, just being open to like another perspective, cause some people are just like close minded.
1	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.
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	36484	39	Participate as much as possible in formal and informal trainings/mentoring to refine your skills and even learn new ones	training, formal training is a second one. So, on the job skills, formal training, I think mentorship... Informal and formal mentoring programs
1	48127	50	People can build confidence by committing time to an endeavor, being ambitious, knowing where they want to go, and having some direction in their lives.	So developing that confidence comes through, You know, there are a lot of, a lot of things involved in this issue, but it is more of coming from your effort. Your personally first is very important. It requires commitment. It requires time to waste. And also you need to have ambition, somebody who have a target, where he wants to, what he wants to achieve and where he wants to go. He knows the, a direction. So without knowing the direction, if somebody is moving around, it's like a waste of time. Yeah. So this is, this is always, this is what I'm trying to encourage.
1	36484	56	People can learn by being coached, by observational learning, and by lived experience.	So, and a lot of that, you get through coaching. A lot of that, you get through observation and a lot of that, you get through your own experience, your lived experience. And I know as I mentored throughout my career, I just wanted to make sure people understood sort of what the game is. And that is the game. You know, it's actually delivering results.
1	36484	68	People can learn leadership skills through real world experiences, such as internships.	You know, that's how we learn. So I think engagement in any capacity, preferably on the ground, internships are the best thing in the entire world. You know, being in the company really understanding the culture from the inside out
1	10997	129	People follow those who are confident in their vision of the future.	I can see it. Okay, cool. If he sees it, I can see it. I'm gonna follow him.
1	48127	45	People have various options of where they can learn to be successful.	I, I feel that it's, it is for a good reason. It doesn't mean that yeah. Success is always possible. Even if you go, don't go to school sometimes possible, but it doesn't mean that it works more.
1	91240	47	People management	And then being able to lead without making people feel like, like they're lesser than you. It's super important cause that's how you keep loyal people, good people and, and make it more about a cause or something together than just you and your business and stuff like that.
1	23301	82	People that overcome these barriers are fearless people	They, they don't care if you tell 'em no, if you tell me no, I'm gonna tell myself yes
1	45522	9	People that work in corporate don't just look at what's in front of them but rather think long term	For individuals to be able to, to, to expand on that ability, to think like that, those are talents that work in corporate, not looking at just at what's in front of you. What's gonna be the long term results from decisions made today.
1	26834	13	People who navigate those barriers are persistent, vocal, informative, and persuasive	Persistent, vocal, informative and persuasive.
1	10997	144	People will follow a leader who has experience and confidence.	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.
1	89314	56	Perhaps a distinction is that a boss will supervise and micromanage while a leader will lead by example.	There's a, you know, there's a meme that comes to mind that it pops up in my Facebook every now and again about the boss being the person, sitting in the chair with a whip and like cracking a whip at other people while they pull the chair along. And the, we, the leader is the person who gets off the chair and goes to the front and pulls the chair along with their team.
1	89314	83	Perhaps a distinction is that good leaders encourage their team to speak up. On the other hand, bad leaders may don't care about the opinions of their team.	I've had like bad leaders and, and, and I, and I know what it, what it feels like when you're working with, with somebody who doesn't hear you, you know, they yeah. Or, or doesn't even care about your opinion. And then I've had good experiences with people who actually listen to your point of view or actually encourage you to speak up.
1	39281	141	Perhaps we should not assume that new students know the fundamentals. Perhaps we should check to make sure that students understand the basics before moving on to more advanced concepts.	There's an expectation, right? That not only have you already developed a certain amount of competency, because you're also able to figure out where the gaps are and close them on your own, right.
1	36484	32	Picture your version of leadership as you learn from other leaders	You say, oh, I wonder if... How does that look if I did something like that? What's my version of that?
1	10997	58	Possibility mindset. This is a positive impact	That was the biggest thing I wanted everyone to get take away from that speech and, and talk is that, you know, that they can do it and that they, that they put their mind to it and that they learn the field and learn the industry that they can actually accomplish it. So I think that was the, I guess, initiative that I've done. Right. And it's positive impact
1	10997	117	Practicing roles of leadership. Gaining leadership experience.	But I think also getting them to engage and really practice these roles of leadership, right?
1	39281	27	Preparation for the way the world works when it comes to executive leadership level.	we need to prepare students for the way that the world works. When we talk about executive leadership
1	39281	28	Preparation of these kids will cause people to work for them because they will possess what it takes to lead	We have to prepare them for this idea that you may end up having somebody working for you
1	39281	126	Proactive leadership training can be helpful for exposure.	you've never done any of that because you've just been a worker bee. And it's because we waited until, oh, here is this one opportunity for you to participate in that instead of making that a part of your journey.
1	22634	2	Pursue Education pertaining to your goals	level of education. In many instances in order to advance, people are typically trying to assess whether or not you have the academic experience for academic degrees to warrant the advancement.
1	81039	46	Pushing past temporary failures can lead to success. Giving up can cause a more permanent failure.	You know, not giving up, believing that, you know failure is not an option.

1	89686	18	Put yourself in different environments, exposed to as many opportunities as possible to develop a resilient and open mindset	And I think that really helped me with the mindset as to how to compete in an environment that was much more indicative of what the world looked like versus growing up in an isolated population and only having one view of how things work,
1	25225	32	Putting them in positions where they have to take leadership decisions	Yeah, probably. Probably. If you develop a team that is appealing to them like sports, I mean, in sports you have when you look at sports, you can, you can establish a parallel with the workplace. I mean, people are working in team, in sports. People are also in team. They have a to achieve like in the workplace, in professional organization, they have a captain, a captain, and they have a leader in the professional workplace. So, I mean, you can, you can see that you have similar, similar situation that you can put the kids in that correspond actually to what you will see in the professional world. So yeah, you can use sport, you can use anything that can draw their attention while making them learn about leadership. Yeah, it's possible
1	25225	76	Raise your hand when opportunity calls	I mean, they will raise their hand and say, I'm ready for this role even if they don't have the competencies. The woman that will have the competencies, but not have the courage to say, okay, I'm ready for this role and I can take it.
1	36484	8	Real set opportunities set others apart because they are able to promote active situations for leadership and engagement	So I think engagement in any capacity, preferably on the ground, internships are the best thing in the entire world. You know, being in the company really understanding the culture from the inside out
1	67857	63	Relationships with people who you trust and have your best interest at heart can helpful for navigating the professional world.	it's good to know. It's good to have a relationship with somebody that they have rapport with... Someone that they know always will have their best interest at heart, and more importantly, someone that they can trust, you know?
1	81039	8	Resilience and not giving up are the foundation principles that students need to learn to adapt into their leadership positions	So resilience in, in is, is an important aspect of leadership. You know, not giving up, believing that, you know failure is not an option. So it's important that you're teaching them all of these foundation principles throughout their, their student life,
1	81039	23	Resilience, teamwork, decision making, ability to identify strengths and weaknesses are key elements to be taught in leadership engagement experiences	So resilience in, in is, is an important aspect of leadership. You know, not giving up, believing that, you know failure is not an option. So it's important that you're teaching them all of these foundation principles throughout their, their student life, so that when they get into leadership positions, it is easier for them to adapt and also encouraging them to expose themselves to leadership opportunities, even whilst on campus is, is, is, is critical, encouraging them to take and, and to take part and, participate in, in teamwork, in case studies, you know, all of those things are essential elements because very quickly they learn how to divide themselves, how to break up tasks, how to come together as a team you know, how to identify the strengths and the weaknesses of other team players and how also very quickly to be decision makers.
1	26834	21	Resources being money and education	Lack of funds and education. Speaker 1: Okay.
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 and 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	67857	22	Running a mentorship program.	Which is our national Kappa-League national mentoring program.
1	48127	46	Schooling and formal education establishes a foundational knowledge base that students can build from and develop skills such as leadership.	I think I will consider it like as a base. So going to school, one, broaden knowledge, you know, sometimes it gives you an opportunity to look things in different direction. It's not just on one direction only. Yeah. And you know, leadership to is normally it is, it is a kind of things which you can bring people together and manage them to achieve a certain goal, which you are expecting to, to achieve. So that achievement is possible without education, but it doesn't mean it is always possible.
1	89686	16	Seek feedback on your performance and continuously evaluate yourself. Don't get complacent!	And so, it was really about continuing to press on and asking for feedback that would not allow people to use performance as a reason for not promoting me.
1	36484	37	Seek to be the best manager to every individual	Your goal is to be the best manager to every individual
1	56727	40	Self awareness and humility: important leadership characteristics	Uh for me, I definitely will start off and say meditation and mindfulness so that everybody understands that as all whole, we all have to be just self aware for ourselves, but then also the ability to be humble and not take the leadership title to the head, but allow others to understand that they have a say so on a team is important for me. And the same with other companies the ones that don't take the, the titles to power.
1	25225	14	Self confidence and being able to lead	So leadership characteristic, I would say, okay, those, the leaders are self confidence. They know, they know what they, I mean, they know what they want. They know where they want to go. They, I mean, they work like, okay, I know what I want to achieve. So the leaders are self confident. They are able to lead a team to believe in what they could achieve, even if they don't have, I mean, they don't have the capacity, but they can believe that, okay, we can, we can achieve this because the boss is saying that we can achieve it and he has the vision
1	81039	24	self expression helps build self-esteem and confidence needed for leadership	o I was allowed to express my opinion. And I think that was very important because what that does, it helps you build self esteem and confidence
1	25225	67	Self-advertisement is necessary to reach the top	you advertise yourself well
1	36484	36	Sharpen your leadership skill by taking on more assignments and developing accountability for your successes and failures	biggest is always job assignments, because we learn the most when we actually have accountability
1	55750	42	she express how some leaders are distanced from their team and are missing important point	nd the bias there is that the sea might be thinking he has upper knowledge for making that decision or for not wanting a certain policy, but he may be missing a key fact that all the other majority have picked. And, you know, because normally people, top management, they're very distanced to staff. So some of the realities, they don't get it, they stay, you know, on their level there.
1	56727	24	She found meeting kids where they are, example the use of Tik Tok to be Successful in preparing black youth for leadership	Gaming? Just really meeting kids where they are. If you meet kids where they are, you have conversations of what they like TikTok. Y

1	55750	35	She indicates how the environment is important in the development of a leader	So yeah, just, I think the influence from my friends and some family members and also just the environment being in the environment, like in the UK, in the Western Europe, you are exposed to so much material that if you really want to do well, there's a lot of information available for you to, to leverage on.
1	55750	38	She is explaining how preparation training and learning skills is important to help people to become better leader and she agrees that student should be exposed to that	There are lot of other soft skills that you need to acquire. And there are certain cohesive that you need to build in the team. Being able to stand your ground, being able to make difficult decisions, being able to influence, you know, whether it's influence change, or just influence those who report to you, being able to be empathetic to your team, you know, really be being you to choose your true self to work every day. Yeah. Listening to understand, not listening, to respond, you know, so many leadership traits that as a, any type of degree would not prepare you for
1	55750	39	She is strong believer in the coaching and training ton develop leader	Mistakes. I learned on my own, I've made a lot of mistakes learning I've had the privilege to now join a company who's really strong on training. So I was part of amongst a few, few email leaders who benefited from coaching. So I've had coaching because I attended to be somebody who's very emotional. So everything you feel people could see, you know, in some terms discussions, I was very, I was calling myself a open book. So you knew if let is upset, you knew if play gonna give you, but those, some of those soft skills or emotional skills, you don't need to show them all the time. Y
1	10997	142	Showing Black youth that success is possible if you put your mind to it.	That was the biggest thing I wanted everyone to get take away from that speech and, and talk is that, you know, that they can do it and that they, that they put their mind to it and that they learn the field and learn the industry that they can actually accomplish it.
1	10997	74	Simulating leadership instances so students practice their leadership abilities in small instances	Like maybe they can do simulations and sort of like get them together and say like, you're gonna be the head of this group and you do this task and see how successful they are at that. And also trying to get them into jobs and stuff like that and seeing how they would do there. And moving them up in positions of leadership to enhance their skill. Cause I feel like you, you're not gonna grow in your leadership until you're actually put there and then you have to learn. Right. Cause you learn by doing or feel like if you're not learning, if you're, if you're not doing, you know, you, you could read 10 books on leadership, but if you're not doing it, you're not really gonna learn. Right. You're just gonna like know about,
1	45522	17	Skill to use enough to get the job done versus overusing resources and lacking resources at the end	And what is that, what is that skill to use enough to get the job done or to overuse resources and get the job done and then be lacking of resources at the end?
1	89314	46	Soft skills can be just as important as technical skills in the professional world.	You need computers for almost anything in almost every field. And therefore I feel it's gonna be very important for students to develop those soft skills as well as the technical skills required to advance in computer science.
1	23301	13	Some leadership characteristics that can be included in this game are humility, ability to admit wrong, and willingness to learn from others who know more than you	We all need each other and we all play different roles. So from a leadership standpoint to be a great leader, one, you have to be humble. Two, you have to be willing to show humility. Three, you gotta be able to admit when you are wrong and when you need help.
1	55223	5	Sometimes you learn best from leaders that share the same culture/origins with you	believe is that having speakers come out, having students come to companies to see how it works, how it operates to see a diverse leadership... someone's in that ethnicity to see that they can have an opportunity to make it also
1	50939	56	Sport executives are peculiar in the way they deal with contracts. Having bargaining agreements and paying people off with contracts.	Now the NFL PA being a little bit more abrasive in their contract disputes when it comes to collection of bargaining agreements to the point, even in 2011 where they had a lockout and drew brief with the president then, but everybody knows, they paid drew brief off with a huge contract, the, the saints to keep quiet. So being an executive in a sports arena is quite peculiar.
1	45522	24	Sports allow people to take leadership roles	And just to, as a leader, in football or basketball, or it's a whole bunch of different areas a leader will step up, stick their head up if the goal is to try to win
1	26834	29	Sports can be used as an opportunity to showcase leadership qualities	As an athlete, My coaches were the individuals that leveraged sports as an opportunity to showcase leadership, characteristic traits
1	25225	66	Sports can be used to simulate teamwork and leaderships where the sports team captain is the leader and has to do certain things for the team to win a game	I mean, people are working in team, in sports. People are also in team. They have a to achieve like in the workplace, in professional organization, they have a captain, a captain, and they have a leader in the professional workplace. So, I mean, you can, you can see that you have similar, similar situation that you can put the kids in that correspond actually to what you will see in the professional world.
1	10997	77	Sports is a great way to get into leadership, specifically learning how to motivate	I think absolutely. I think, I think that's actually one of the best ways to get into leadership because I think if you can, let's say you're doing sports right. And, and sports in general. And I actually did sports myself. So that was actually another way that I saw that I was able to get into, to leadership. But I think if you're doing sports and you're on a team and you know, that the success of the team is really the depends on the success of, of the leader and the person who's leading that team. Then I think you see it firsthand, right? So let's say someone's on a basketball team. No, maybe not a basketball team be like a football team. Right? Like they have a quarterback or whatever, and you have to see somebody that quarterback has to lead that team to success. Speaker 1: Right. Like if the guys are not motivated a certain way, you know, if the quarterback comes in there talking about, you know, we gonna lose, then like the team is like, all right, well, we gonna lose. Right. So I think that that's one of the best ways to, to, to really get into it is really doing other outside things like sports. Sports is an easy one because you have to have a leader with teams, right? Like if you're on a sports team and you wanna win, you gotta, you gotta lead. Right. And you don't see a leader, then they can be that leader and they can see, you know, oh, this is how I I'm comfortable with everyone on my team. This is how I encourage them. This is how I motivate them. So that we can win. So that's one of the, I guess that's definitely one of the, the, I guess, easier ways to get into it. And then next is, you know, going into the business or starting something of your own or getting a group together and, and figuring out something there. So I think getting, you know, definitely being involved outside of academics is, is a great way to get into leadership.
1	89686	23	Statistics show the odds are stacked against people of color but do not let that dampen your determination to succeed	And even just reading those statistics could lead you to believe that you have no future and, you know, for one, and I was not raised that way, but I never believed that case when I was growing up, my father told me if I ever went to jail, just stay there because he wasn't coming to get me
1	97357	13	Strive to know a little bit about everything. That gives you leverage; an edge over others	One of the reasons why I thought I did a little bit better than some folks, is that I knew something about everybody's job. Okay. I was in sales. Well, first I was in operations.
1	48127	33	Structured leadership is also very beneficial and does a great job in revealing talents for youth through multiple opportunities	You can, he can do good job on that, but he doesn't have a leadership skill. And that leadership is, you know, you, you need, you need to know potential talents and opportunities and success, or, you know, where are you going? What are you planning to achieve and how do you achieve it? I think this structured format of leadership should be there. So whether it is black or white, I think the main principle of philosophy is bringing people together towards the goal, which was targeted by company or by yourself or by everybody. So that should be in, it doesn't mean that because of you are scoring for every subject AA doesn't mean that you're a good 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	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 is gonna be impossible for them to catch up.
1	39281	140	Students can incrementally progress to boost their leadership confidence.	Maybe building a progression of things, right. Having an actual strategic map of levels that you need people to reach, to feel like they are fully confident with that you have at a certain point in time.
1	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.
1	39281	78	Students would benefit if they are trained to feel comfortable and valuable even when imbalances in power dynamics are present	how
1	10997	148	Success comes to down to gaining experience and knowledge.	I would consider him a success because he's you know, he's getting experience, he's getting knowledge
1	48127	30	Success is determined by ones own right and they are open to being compared to other genders in order to formulate gender equality	I, we have to rely on performance. Performance is what brings the person up or down. Yeah. Yeah. Otherwise it's just to balance a gender. If you take whatever ability he has, you know, because of his blog, you have to take him, but his performance, his temper percent of the other one. Yeah. So you can imagine how it affect the portion of the business. So as a business company or operation success can, can be achieved you know, collectively it is not one person's and otherwise you have to have somebody who is taking care of their job, which are trying to balance the gender inequality.
1	89686	31	Success is intentional and you must make conscious decisions to achieve that	what it takes for me to succeed and you make a conscious decision
1	48127	48	Successful companies are competitive. So, leaders are able to create a "competitive advantage" for their organization.	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.
1	89314	44	Successful people are able to articulate ideas and discuss issues without getting too upset.	But yeah, I think the people who are very successful, they're able to be very articulate with regards to the issues that are affecting them. And they are very, very persistent and they're able to do it for the most part without, you know, getting angry or without getting upset because they also recognize that if they get too angry or they, they get too upset, then they lost, they've lost it. They've lost their argument. And then people default back to the stereotype and then we're we're right back to square one.
1	36484	65	Successful people are able to identify and network with those who are predisposed to respecting them.	And then once you land, it's looking for those individuals who, for whatever reason, seem predisposed to you, and you will always know who they are. I don't know what it is. It's almost a spiritual turning towards that... Maybe they smiled at you in the elevator and you start to build the relationship, you know, Hey, would you mind getting... I'm new to the company, would you mind getting coffee with me sometime? Nobody's gonna turn that down.
1	36484	66	Successful people are able to make connections to learn about the environment they will be working in.	Nobody, you know, and so not being afraid to reach out and get to know that culture and company and what it takes to be successful and getting tips, ideas... Not that they're all hundred percent, right. You take everything with a grain of salt, but you need to understand the environment you're in and how to navigate it successfully.
1	36484	31	Surround yourself with leaders and let yourself be mentored by them	I can't tell you how much I feel I've learned from the leaders I've been privileged to work with
1	45522	90	Sustainably managing a supply of resources, such as money, can help a company to grow.	I possibly show them some of the more, a little bit further on the math and money side of how things can work and grow to help a company to be sound financially. Not that money is everything, but poverty ain't nothing. That's something you always say. You can have a whole bunch of great ideas, but if the money's not there to help those things happen, if the financing's not there, there'll be issues.
1	89686	28	Take personal responsibility for career growth	how do you talk about personal responsibility for your career growth?
1	89314	68	Taking a calculated risk to gain autonomy can help with leadership development.	So I think having that distance really helped because, you know, it allows you to come out into your own and it does allow you to grow up because you kind of have to, right. You're, you know, you're making a decision to be away from your family where up until that moment, you could have probably relied on your family for anything and everything.
1	10997	105	Taking action/risks vs. being hesitant	Hey, then they'll be more willing to risk it and try it rather than, you know, waiting or not being sure.
1	67857	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	10997	107	Taking responsibility for one's place in life.	They take more responsibility.
1	56727	44	Teach confidence, independence, trust	Confidence, honesty, trustworthiness, and the ability to be free thinking.
1	89314	84	Teams actively want to work with leaders who encourage them to speak up and give them opportunities to do so.	t was good, you know, to, to be able to contribute to that, you know, to a team like that. And, and, you know, have my say and have it, you know, have it be received whether or not, you know, whether or not it was going with or against anything that they might have been planning. It was good to to be able to have that voice. And and it made me feel like, Hey, yeah, this is the person I would certainly wanna continue working in the future.
1	45522	84	Teams can work better together if the members are willing to share the benefits of success.	as opposed to working harmoniously together, individuals get into a mindset of, "I wanna get mine, I hope you get yours."
1	39281	116	Technical skills are important, but soft skills are also important for social cohesion.	Sometimes it's easier to advance because they really rely more on your technical power than your social power. But at the same time, students who are in those stem fields are usually stigmatized for not necessarily having fully developed soft skills, so to speak, right.
1	91240	33	The black youth need to know how to navigate systems that may be used against them so they can know how to stand up for themselves	And being able to know how to navigate systems that may be used against you.

1	14228	13	the candidate empower the people that he teaches to become teachers themselves cause he give them the basic knowledges	Actually I, I, I have a team already. It's called a the, the sex team. Yeah. Right here. The sex team right here. Yeah. Yeah. And that right there is basically a brand. Yeah. I'm part of K2. R if you can see is couple on rise and I have the hat to show people what we it's about. I have a team of over a good amount of people on the team where I'm trying to teach 'em how to, how to actually teach Kopa Ooh, yeah. Teach how to dance. Kompa how to do yourself, but also teaching, teaching the right way, how to do so I to have a platform already for that already on, on my team. And everywhere I go to at USF, remember PRI I told the, the people how to be, how to, how to teach Koba, you know, we say, Hey, what you do. And remember, I remember as you know, yeah. I always, I always leave the class. Yeah. Lemme point the class became, they became instructors. Yeah. So I, and I told everybody too, career us. I told, Hey, you are an instructor already. If you know how to teach Kompa and learn from us, we teach you the fundamentals. You are an instructor too. It's what you, it's what you wanna do with that knowledge we gave to you. And so you teach people about the culture through dancing compact. So,
1	81943	18	The candidate follow up with a personal experience and also mentions the importance of relationships and connection	Okay. mentorship I think personally as a, as a physician executive, it was really hard for me to understand how important mentorship was for my career journey. I was, I was personally fed a fairytale and I got hit hard in med school. Like it was really, really hard and not for mentors who were committed to my growth. I probably wouldn't have made it, whereas I think our counterparts it's instilled in them very early that you need, you, you have this mentor, they have this uncle, they have this family friend that's in the business already. We don't have the, those type of networks and systems in place, or I personally didn't. And it was, it was really hard. Another thing was exposure. A lot of the roles and opportunities that I could have taken advantage of. I just didn't know about 'em. I, I just didn't know. And it wasn't a secret, I just didn't have the exposure or the access to that information.
1	48127	5	The candidate give an advice to future leader to lead by example	we should we should be able to lead by ourselves by example.
1	26196	21	The candidate implies again that relationship is really important in order to be successful	It takes a long time to build those relationships to the point that, okay, we've got this work, we know that Jerry's company can do this work. Somebody else is gonna be putting their bid in, but we gonna give it to him.
1	26196	24	the candidate mentions once again the importance of relationship	I found is that relationships are so important and that the same people you see going up are gonna be the same people coming down. So you gotta have a good relationship with everybody there, everybody who's in the organization, or even the people who are outside of the organization and a way that you can build your relationships is through networking.
1	48127	7	The candidate says that leadership comes with experience and effort once again	o developing that confidence comes through. You know, there are a lot of, a lot of things involved in this issue, but it is more of coming from your effort
1	26196	19	The candidate talk on how it is important to be able to get to places with important people that will help you to get opportunity	So if you are in the right seat on the bus, you get training provided to you corporate management training. And if you can get one of those cream, corporate management training trainee positions, where you are the chief of staff of the CEO, or maybe you're his go for, or maybe you're his, you know, so that if you are in that corporate training kind of environment, that gives you an opportunity to get to that seat on the bus. And as you begin to start to move up that seat on the bus, then everything begins to start to play out around you. Like those corporate parties that they go to. And corporate tents that they have at these golf tournaments and the opportunity to participate with senior level executives at their retreat, where they talk about issues and things like that. Even if you are just the clerk of a prominent attorney, you know, being able to be there and being able to offer your input specifically to those people who are there, then they begin to start to listen to you. And, you know, it's hard sometimes to get your voice,
1	89686	30	The game is rigged; Don't complain about fairness, but instead do what you got to do to succeed	that wasn't fair. And she stopped me dead in my tracks and says, why are you talking about fairness? Who told you things would be fair? You are absolutely worried about the wrong thing. You have to go make your opportunity. If it means you have to work twice as hard as that kid sitting next to you, then you know what the rules are... go work twice as hard.
1	67857	35	The importance of having a support system as you advance through the ranks cannot be overstated	They don't know what the next step is or steps are, you know, it's good to know. It's good to have a relationship with somebody that they have rapport with.
1	10419	48	The interviewee also believes ways to make themselves set apart from other is to know your jobs expectations and the jobs that are higher level in your field. Having credentials and experience is what will set you apart.	but it's really, you know, knowing your job, knowing the expectations and then jobs that you wanna move up into, you need to make sure that you have the credentials and everything that you need there, along with the experience.
1	91240	21	The knowledge of navigating the system has to be taught by someone the kid trusts and looks up to. Love and praise can be used to help kids learn and grow	but it's gotta, it's gotta come from somebody that the kid trusts or looks up to or wants to be like, and it has to be consistent, you know what I'm saying? And it has to be reinforced with love and praise and, and you know what I mean, things that help people want to grow and things like that.
1	89686	17	The more you know about everything, the more leverage you have and hence, the more perceived value you have	because the more you know about everything, the better candidate you are,
1	89314	16	The most effective leadership comes from individuals being in roles and positions that they actually care about	I think it would definitely help to engage in a activities that the students were interested in from the very beginning.
1	10419	32	The participant mentions fraternities, but specifically on how mentorship can have a long lasting positive impact with an individual and further facilitate growth	the different fraternities have mentoring programs where you can actually get positive role models in front of them. I'm in one of them we have KAPPA EPSI fraternity incorporated with Sarasota, Florida alumni chapter. We have what's called project guide-right. And that's where we try to lead young men in the right direction. And we also have a capital league as well, but other fraternities have similar organizations. But I think that's key too, is to find a male role model that you can follow along the way that can help you with your growth and development.
1	36484	5	The resiliency to keep facing new challenges is a skill that not many people have. The confidence to face new challenges makes a leader	I think there's a resiliency. So people who are easily knocked off their game and have trouble coming back, they take rejection very hard. I think corporate America is a tough place for them. I really do because, you know, there's, a lot of, you have to be like water and flow around those obstacles and not let them shake your confidence.
1	36484	95	The U.S. Military has a strategy called PBEDED. It stands for "Plan, brief, evaluate, debrief, execute, debrief." It's a good way to map out a mission/objective.	It's called PBEDED, you know, plan brief, evaluate, debrief, execute, debrief. PBEDED it's actually a continuous improvement concept.

1	36484	96	The U.S. Military is a good model for leadership. They plan out missions, make sure everyone is ready, practice, execute the plan, and then debrief with the team.	Military is the best model for leadership out there. The U.S. Military in particular, because they do such a good job of training people in how to lay out, here's the mission. They lay it all out. They explain what each individual needs to do to make the mission successful. They allow time for questions, they brief it. They often will practice it. Then they go do it. Then they debrief it.
1	97357	53	There are some qualities that leaders need to gain through active experience, but there are groups to help facilitate these actions.	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.
1	97357	56	There are varying leadership styles that focus on capability and management for others at varying levels	Have you ever heard of that? It's about, you know, those that are capable, but not motivated, those that are motivated, but not capable, those that are not capable and not motivated. And those that are motivated and capable, all of those, you treat people differently.
1	89314	51	There's a difference between being a leader and being a boss.	it's important that they understand that being a, you know, being a leader and being a boss is not exactly like the same thing. Like, you don't want to, you don't wanna have somebody who's bossy, always be the leader.
1	74710	44	There's multiple paths that one can take to achieve a successful career.	they learned that they don't have to take the traditional route of education to be successful, and two, it was a career opportunity that lies within this whole ecosystem of eSports that they were passionate about.
1	67857	45	There's tremendous value in pursuing mentorship programs	she took advantage of our relationship with Lecom went through their program. And she's now a dentist.
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	97357	44	These qualities mold together and make driving forces for leaders	So those would be the, the three things that I would say number four, desire and motivation.
1	50939	21	This creates an atmosphere to meet with people of like minds and ask questions that will help in career advancement.	And that's where clubs and organizations could be that low hanging fruit and build camaraderie to ask questions with like-minded people just like you, you know, or people, Hey for upperclassmen. Speaker 2: Hey you're a junior majoring in business administration. Didn't you do an internship with Google? Could you teach me how to fill out an application to do that
1	67857	46	To achieve any success that's worth it, you need perseverance	And like I mentioned to you, I've been at USF for 19 years, and I started as a student worker. I just didn't start as assistant director, you know, so I worked my way up, you know, and I think that's what video games can actually teach them that you got to start somewhere, and you got to build, but it also takes perseverance.
1	89686	29	To achieve anything of significance, you need a plan and you need to prepare	plan that it starts with you, how you think about yourself and how you prepare
1	89686	15	To attain higher echelons of leadership, you must be willing to overachieve	thereby I knew what to expect and more so how couldn't I gain a leg up? Most of that being based on work ethic and the willingness to take assignments that others wouldn't in an effort to overachieve
1	45522	56	To rise in the corporate world, one has to be able to "pick their battles." They know when to let things slide and when to uphold their moral values.	Some things you cannot be so reactionary to, but certain things you have to put your foot down because there's right and there's wrong. Certain things from a moral standpoint, from an ethical standpoint, you can't turn your head to. Certain things you let slide and you play the game.
1	25225	75	To stay relevant in the workplace, Never stop acquiring skills (learning)	I mean, irrespective of your age, you should still strive to acquire more skills, more knowledge to still remain relevant to your organization.
1	67857	34	To survive as an individual in this world, you need allies	I tell individuals here at the university, you cannot survive this place without having allies
1	56727	39	Tying gaming into core education, have someone depending on you AND someone to depend on	Oh yeah. Nfts, gaming, eSports, web three art education, animation. And then also with tying it into just core content structures. I think that would be fun and a lot of, but more hands on experience like trap. Speaker 1: Can you share with me any activities you've experienced personally that contributed to the development of your own leadership abilities? Speaker 2: Yeah. one of my ones was running a school as an assistant principal when I had no prior education, but I had somebody that believed in me. I had somebody, had kids that look up to me. And so that was able to allow me to not only lead staff, but lead kids, but do it in my own unique way. But then also when I taught virtual reality application building classes at Morehouse college and seeing the little bit of leadership I allowed was allowed in that program, go take it to a far way knowing that I was impacting kids was very helpful too.
1	10419	8	Understand job hunting is a Game of Probabilities	if they do everything yes, because at the end of the day, you're going to have some interviews that's going to go, well, you're going to have some interviews that may not go as well; and you know, it's really a bias and an opportunity when you may go into a panel interview and they're rating it and everybody may be viewing it differently; and outside of that, you may come up on the short end, but I would hope that if you are bringing all the experiences and the expertise to the table, that you would get a fair opportunity to compete
1	97357	35	Understand leadership/management styles	It's about, you know, those that are capable, but not motivated, those that are motivated, but not capable, those that are not capable and not motivated. And those that are motivated and capable, all of those, you treat people differently. And quite frankly, that person can be treated differently. Five, six different ways, according to what it is you want them to do. So, you know, you were mixing and matching to maximize people's output every day. So, you know, you don't have to kick folks in the butt seven days a week, you know, 24 hours a day, just because they don't wanna do this one task, because there's another task that they love doing. And that's where you've gotta reward them and give them... Delegate and let them do their own thing. But, you know, if they don't wanna do this, one thing they gotta do is part of the job then yeah. You might have to, you know, lean on them a little bit, but you know, you don't lean on them for everything. So if not to belittle the point, you've gotta have that understanding of leadership styles, management styles.
1	55223	2	Upward mobility sometimes requires taking on more responsibilities	They're saying that you have to have certain criteria, so they're giving opportunities to get into those criteria. Examples are getting project management, leading more projects, being involved in the diversity inclusion talks and opening the doors for more diverse candidates to move forward in those positions.
1	10997	110	Using leadership skills to overcome racism.	But it is not to say that they won't encounter it, but I'd hope when they have those leadership skills that they know how to handle it better. Right. And they can be better and they can know how to overcome those things in, in an appropriate way.
1	55750	58	Using online tools for leadership courses,	I think leadership courses that you can get nowadays, there's so many online tools where you can really just learn about leadership.
1	10997	115	Using successful mentors to guide youth	really mentorship and having people who are successful, who can come in and speak to black youth and, and, you know, show them, you know, it's show them what they do.
1	22634	9	Value Internships and Fellowships	internships are another one. What's a thing called it's not, it still an internship slash fellowships. Th
1	89686	10	When people have the potential to do more, mentors can pour into them as they pour back into the mentor	And the reason is I value my time and I value theirs, and I want people that have the potential to do more, and then I can just pour into them as they pour back into me.

1	19860	39	You can get people to think like you by spending more time with them and know their thinking method and then making them see things from your perceptive.	So people to think like me that I guess just comes with like spending time with someone, like, you know, the more person you see, like with this, like when they're putting certain scenarios, like how they react and how they move and then you say, okay, you start seeing like how their brain works. So like the more time you spend with someone
1	45522	68	You can identify someone's strength's by seeing how efficient they are with a particular tool.	but to identify who is good at using a particular tool versus somebody who's better at using a different tool. And if both teams have equal tools, when they're competing, it comes down to who's better at using X tool versus Y tool.
1	67857	38	You can't control other people's actions! Focus on yours!	You know, I can't control all the variables. I can't control all the elements of things. I can't control how a person perceives me, you know, they make that choice now. Okay . And to a certain degree
1	67857	69	Youth can be inspired to pursue leadership if they see others that look like them in that position.	young men of color have to understand that, you know, these dreams could actually be reality . And a lot of times they don't realize that until they see someone that look like them in these positions, you know, and so that's the first step.