

# How to Help Young Leaders Hit Their Leadership Out of the Park

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Leadership expert Jim Kouzes asks, **“When do professional baseball players start training?”**

The answer is that they start at age four or five. They practice and play their whole lives so when they walk out on the field as professionals they are already highly developed athletes.

Then he asks, **“When do we start training organizational leaders?”**

The answer is not until they are actually in their roles in the workplace. He asks us to imagine what the world would look like if we took leadership performance as seriously as we take baseball performance. What kind of difference would we see in our leaders? What if we started helping students at a very early age develop the leadership skills they will need to thrive within our organizations in the future?

With September and a new school year upon us, I encourage you to share your leadership wisdom with the young people in your life. Actively listen and model the behavior we hope our future leaders will excel at. Practice giving and receiving feedback (it's never too early). You'll help them grow into adults who will hit their leadership out of the park!

*Share your strategies or experiences in the comments below or send me an email at [thomas.epperson@innerwill.org](mailto:thomas.epperson@innerwill.org).*

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