



Helping Youth Feel Confident to Lead | An Interview with Kolette Hall

December 8, 2022

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Hey, hey, any youth leaders out there? Serving with youth in the church is probably one of the most enjoyable callings, but it brings with it a lot of responsibility. How do we effectively lead this rising generation? Well, I have good news for you. Leading saints is organized the young saints virtual library where we have 20 plus hours of presentations all about how to lead youth. We cover topics like how to help youth transition into adulthood, how to help them avoid loneliness, how to handle smartphones in class, and we even go over scientific data about how latter day saint youth differ from other youth. If you'd like to review the young saints library at no cost for 14 days, simply go to leading saints dot org slash 14 that's leading saints dot org slash one four. While you're at it, we'll give you access to all of our virtual libraries that cover several leadership related topics. So click the link in the show notes or simply visit leading saints dot org slash one four. So my name is Kurt Francom and I am the founder and executive director of leading saints and obviously the host of the leading saints podcast. Now, I started leading saints back in 2010. It was just a hobby blog and it grew from there by the time 2014 came around. We started the podcast and that's really when it got some traction and took off 2016. We became a 501c3 nonprofit organization and we've been growing ever since. And now I get the opportunity of interviewing and talking with remarkable people all over the world. Now this is a segment we do on the leading saints podcast called how I lead. And we reach out to everyday leaders, they're not experts, gurus, authors, PhDs, they're just everyday leaders who've been asked to serve in a specific leadership calling and we simply ask them, how is it that you lead? And they go

through some remarkable principles that should be in a book that should be behind a PhD. They're usually that good. And we just talk about sharing what the other guy's doing. And I remember being a leader just simply wanting to know, okay, I know what I'm trying to do, but what's the other guy doing? What's working for him? And so that's why every Wednesday or so we publish these how I lead segments to share. All right, Kolette hall, welcome to the leading saints podcast. It's great to be here. Thank you so much. Yeah, and you've been listening to leading saints for a while now. I've been familiar with it. Most recently, we connected at the leading saints women's retreat that we had in September of 2022. Maybe just tell the audience about that retreat that experience good or bad. Let's get some feedback on whether people should consider in the future. Yeah, I would highly recommend it. I would recommend it. I actually went by myself. I tried to find a friend to go with me and nobody was available, but I decided just to go by myself and first of all, the food was great. But that is a high requirement. It is. You got to have good food. So the food was great. The setting was awesome. And I feel like the content there was really, really valuable. And the opportunities to connect with other women, who are leading in the church, and in their community. And in the family and at work, all of that was very powerful. And inspiring. And then there were lots of opportunities for us to develop. Small group or one on one. Relationships and I think I like that the best. Built in very deliberate intentional moments to connect with other people and learn from our peers and that was powerful. Yeah. Well, it was so fun just to even with sitting down with you and hearing your experience and things you're working on and just you're currently the stake young women's president, is that right? From the presidency, first council. Okay, first counselor, gotcha.

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And what part of the world are you in? And. Northern Utah area in Syracuse, lots of people don't know where that is. It's by Leighton and where the Syracuse west stake and we actually just got split. We used to have 14 wards. Oh, wow. They split us in half, just very, very recently. And so I was serving in the previous stake and now in our new stake. Awesome. And you're getting a temple there soon. It is 1.2 miles to walk there. What a life. I've already charted it out because I'll tell you, I went to Hawaii. We like to travel there and my niece was doing baptisms and so I was sitting outside the baptistry in Laie Hawaii temple. And two kids rode up on their bicycles. To the temple. Oh, yeah. Your bike's down. Went inside, took their shoes off to do baptisms for the dead. And I thought, what would it be like? What would it be like to ride your bike? And so when they announced the Syracuse temple, I thought, are you kidding me? We can ride our bikes. There it is. I can ride his bike. He's 13. He can ride his bike. That's cool. Awesome. Well, at the retreat we also talked about your late husband, Jason Hall, which I guess you co authored a book with him called Messy Victories: a story of allowing grief pursuing joy and rolling forward. And I want to make sure we touch on this a little bit, the story behind it before we jump into some of the leadership principles from your church leadership experience. But I'd love to just start by honoring Jason and you know I have many friends who are in the motivational speaking industry and I never met Jason or I don't know if I even heard him speak, but I had heard of him

and he is well regarded in those circles of professional speakers and whatnot. So let's just honor him for a minute and tell us about him and a little bit about his story. Thank you. Thank you for asking for that. Yeah, Jason broke his neck when he was 15. Years old. And I was at the C 5 C 6 vertebra for those who are familiar with that. He was at Lake Powell when that happened. I didn't know him until we were at BYU together. And we got married. He was already quadriplegic in a wheelchair when we got married and we were married for 27 years. Before he suddenly passed away from something that was unrelated to being a quadriplegic, but you know, we had a lot of ups and downs throughout that time. And throughout the 27 years together, including it took us 16 years to have our one child, our little miracle boy through in vitro and yeah, Jason is a great human being. Yeah. And from what I understand, I'm kind of naive in this world, but with quadriplegics, you sort of expect a shortened life to some extent. I mean, you don't expect them to live in their 80s and 90s, right? It's extending all the time. Because char is much better and so life expectancy is extending. But yeah, we weren't really thinking, you know, he was going to be really old, but yeah, we had both been in the car accident a month earlier and it had led to some complications that ended up taking his life suddenly one evening. Wow. Wow. And so he was in the middle of writing this book. Was he planning on just being he didn't have the co author at the time. But I was not the co author. He was a motivational speaker. He would speak to corporations, companies, things like that. And so he was, he was basically writing a leadership book for business and when he passed away, I took over the project and instead of having it just be his story I decided to make it our story and so the stories and principles that he spoke from and about I intermediate gold those with my stories to teach different principles in each chapter of the book. And so it became it became our book instead of his. And so I kind of am laughing here on earth, and I'm sure he's rolling his eyes. That's great. And so he started writing it as sort of a business leadership book because the target audience changes. You picked it up and started finishing it. I think that it did a little bit, I ended up I'm now a coach for leaders success and self management coach for leaders, but I was not at the time that I put the book together.

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I felt like it was probably more toward just personal development for the regular human being, and so anyone can get a lot of just inspiration may be motivation insights from all the stories that we share in there. And then I also incorporated my experience with grief. After he passed and what that looks like with the principles that we were teaching about. And so it's like, hey, here's 27 years of our life together and how we live these principles. And then this is what they look like. After Jason died. And going through the grieving process. And so you'll find nuggets. Anybody too fast and some nuggets in there. Cool. Wisdom for themselves. Yeah, awesome. And I'm curious, you mentioned before we hit record. He was the elders quorum president in your ward at the time of his passing. Is that right? Correct. And how was that, I mean, I think all of us have had some level of interaction with quadriplegics. And they're quite independent with especially the technologies and the care that's available and what now. But was there any

unique dynamics of having an elders quorum president that's quadriplegic? Yeah, probably. You know, he lived his life doing things differently than maybe what's a tradition was. Because he had to, right? He couldn't get into places or whatever. So like home visits. We're not a thing. Oh, yeah. Does that make sense? Yeah, yeah. They weren't a thing. And so he figured out other ways to create connections or to use his counselors in different ways. And he just decided to make it work with what he had. And so I think that's really valuable because what happens oftentimes in this church, although it's different now after COVID, I think a lot of traditions are being blown up a little bit and looked at differently. But sometimes we think something has to be a certain way. And there's a way to be a leader or a way to be a person in this church, a way to do your calling. And they're probably isn't. Yeah. What about, what could you teach us? If you're speaking to a group of leaders that are experiencing someone in their ward who's lost a loved one suddenly, like what did you learn from your own experience going through that as far as what you needed from your ward or your steak or friends or anything to consider there if there's a similar situation elsewhere? Yeah, that's a really insightful question. And I actually address this somewhat in my book as well. I can't remember which chapter it is. Maybe chapter two. But there was a time early on in my Jason's marriage where we really needed help. And we thought that being independent, taking care of ourselves, was actually the strong way, the good way, the important way, the less vulnerable way, whatever. And I was at a breaking point literally at a breaking point and needed help. And I asked his dad to help me. And so I found out really early on in our marriage, the value of asking for help. Yeah. And it probably was one of the greatest lessons that I ever learned. The joy that can come when we allow someone to serve us, the love that we can have for that person that is serving us is a really big deal. But also the strength that comes when we allow ourselves to open up to somebody else and receive that service is actually much more powerful than we give it credit for. Yeah. And so here I am. 27 years later, after learning that lesson and living a life of asking when we needed help and being also trusting that a person would believe me, if I didn't need the help. Does that make sense? Yeah. We tell them if I needed it or if I didn't need it. And so then I just would trust them and then I learned to trust other people. Like if they say they don't need it, then they don't need it if they need it, then they're going to say yes. And so when he died and it left me and our son who was ten at the time, I believe that the practice of accepting help was so easy for me because I had learned how to do it and seen the value of it.

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It wasn't that hard. To ask, wasn't that hard to, when someone else offered something to say, no, I don't need that. Actually, this would be helpful. As a matter of fact, about a year into it, I went to our elders quorum president and I was like, listen, my ministering brothers are awesome. But I don't really need visits. I have support in that area. I have spiritual support. I can talk to my neighbor who was really influential that way. What I need is a handyman. That's what I need a handyman. I said, I have one right next part of me. Oh, cool. Can you just assign him? To be my minister and brother, because I already asked him things. Could he just be the guy for me? And

so they changed that. I asked them, I told them exactly what I needed. Right? And then they honored that. And so in the sense of asking for help, we really resist this. Yeah. That's so true. And women, too. Imagine this. We are willing to serve. Right? Yeah. That's willing to serve. Why do we want to bring the meal or do the moving or whatever it is that the person needs? We want to give, right? We're open to that. But then for some reason, we have this weird interpretation of what it means to receive that kind of service. Yeah. And we're not willing to be the one that is served because it's like, well, I should be stronger. I should be able to handle this or whatever it is. And so our brains get kind of this weird narrative going about service that I don't think is useful and helpful at all. Yeah. Yeah, and I love that. I mean, it is sort of the skill set or this thing you have to practice of asking for help. And I love just that example of you going to the elders quorum president and having a conversation with them of what you need in a midstream brother and what you don't need. And because that simple conversation, man, I bet your elders quorum president was very grateful for that insight and was having to make the change. And now, you know, he felt like, oh, great, you know, I'm helping Kolette a little bit more by making this change and the way you go. Absolutely. Yeah. So I think that's one thing is to be open enough to ask for what you actually need. And then I would say the thing about grief is everybody experiences it differently, and so it's difficult to say, hey, this strategy works. For helping somebody with grief because I promise you what worked for me and was helpful for me is the opposite. Yeah. Somebody else. And so that's why asking, and then the person who is grieving can also ask or respond or be open to what is being asked, then that's how I think we can we can do a little better. What does that person really need? Does the person need somebody to sit with them at church? I don't need that. I'm going to church by myself or with my son. He's up at the sacrament table or whatever. You know, like I'm fine being by myself. At church, but somebody else that might be like the thing. That they just really desperately need and nobody knows it. And so rather than assuming or trying to fix something that we're not quite sure about, I think asking. Yeah. I guess I could just say grief in general is different for everybody. And so it's okay. Whatever you're grieving process is, it's okay. Yep. Just like most things, there's no universal 5 step plan that you just do these things and everything will be better. I have to fill it out and lean in a little bit. So let's shift to your time in the stake young women's presidency. How did that all begin at did you have many years before that in award young women's or I have served in young women's often on, I was not, I was serving in the young women's right before I got this calling, but only for a short time.

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So I have experience in primary stake primary relief society, but not as much in young women's most recently. But this was after Jason passed away, they asked me if I wanted to do this calling. And this is also another I mean, I have no idea how they train bishops and stake presidents to issue callings, but I am really grateful for the way that it went down for you. Tell us about it. Yeah, because it was only maybe a year and a half after Jason had passed away, I had a Coleman, my son, at that point, was in the deacon's quorum, so he would have been like 11 or

something. And I had served previously in this stake primary for 5 years, and you know, you go to word conferences and you have a lot of responsibilities on Sundays. And during that time, my husband had been in the hospital quite extensively. And so I and my son was very tiny at the time. And so I had to get a babysitter to go to a board conferences or to visit, you know, do all my responsibilities as a stake in the stake primary. And so here we were now 5 years later, whatever 6 years later, and Jason had just died, and so they were wondering, like, is this a thing, single mother that we should call her to do? And our stake president said, why don't you ask her? Yeah. Like even before extending the call, right? We're extending the call. Ask her. Because again, we fall into this trap of assuming. Yeah. Right? Yes. We assume a lot of things. And so on the outside, on the outside, it looks like this would be a hard thing. For clutch to do. And so they called me, they counselor called me in the stake presidency, and he said, this is what we're thinking. This is what we want. What do you think you can say no? He's like, why don't you think about it? And I was like, well, okay. It's during COVID. We're conferences are on Zoom. My child is now 11. Instead of three, or four, you know, and I thought, I can do this. Right? Yeah, yeah. Yeah. It would have been fine if I'd said no. Two. I love how he laid that open for you. You can say no. You have permission to say no. And I can think about it critically. And no, really, I actually think I can do this. And this would be fine. And then I asked my son. I said, you know, I'm going to they're thinking about this calling and I am going to have to be gone on Sundays sometimes. You might have to go to Trish by yourself. He says, that's fine, mom. Nice. No problem. And so to me, that is so foreign almost, but makes so much sense, just ask. Yeah, just ask, right? So then you called him back and said, you're good to go. And then pretty much extended the call from there. Yeah. Cool. Nice. So yeah, I don't know, just ask sometimes. We assume. Awesome. How would you describe just the lay of the land in your stake as far as the young women's organization is concerned? Obviously, Syracuse seems to be a booming area, lots of growth. Obviously you just went through a stake split. But what else would you add to sort of put that in context? Well, the youth led program was introduced right before COVID. And then everything shut down. And so there's kind of a weird, I think, probably everyone feels like this, where there's sort of this disconnect of understanding what the program is and then also being able to implement it. You know, in like a real life way, and so we dealt with that and we had 14 wards, you know, a lot of people. But I have a master's degree in education, and I have owned my own business and now I'm a coach for leaders. And so I felt like the things that we could offer are word leaders was actually really powerful and.

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Effective for them. And so we just decided to go for it and to teach and train and support the very best way we could. In the most simple ways and supportive ways that we could, and that was that was how we decided to tackle this. Yeah. And what came out of that was as far as plans or what type of meetings or was it virtual or and what does it look like now? And so forth. Yeah, yeah. Let's talk about that. So I'm going to tell you just a tiny little story about Jason and I again. So Jason was in motorized wheelchair. But he could function at himself basically. But we

would travel sometimes for his speaking. And one time we were in London. And of course, we always have to take elevators, right? And so we were going out of the elevator and there's this voice that speaks to you over there, this lovely voice that says, mind the gap. Mind the gap. You know that little that little gap between where you're in the elevator and you got to go out of the elevator. There's like a space there, right? So the little voice was telling us to mind the gap. And I thought about that so much with the youth led program and my job as a stake leader. Because this minding the gap is I think the trouble spot. For most leaders. For most leaders. And so imagine a gap. You are at a certain point. I am at a certain place. And our general leaders want me to be across the gap in another place. And so trained me, they give me the app, to look at all this stuff to help me get across the gap, right? But there's this gap. From where I am and where they want me to be. And the same thing is true for us stake leaders to the adult leaders in the wards. There is a gap. Every single person has a gap from where they are to where they want to be or where their leader wants them to be. And so think of that in terms of the youth. Every single one of them has a gap. Yeah. They're at a certain point. As leaders, we want them to get to another point. And there's space in between that. There's space in between that. And so the goal really is to mind the gap. For each of those individuals and oftentimes we lead from one side of the gap or the other. So let's say we are where they are. On one side. And we think that they can't do the job. Right? Like they're not capable. They don't have enough time, or they don't have the skills or we can do it better. And so we jump the gap. And leave them in the dust. Right? Yeah. Leave them standing there. But we're over on the other side. Hey, we just created an amazing activity. Right? Yeah. And so we think they can't do it. And we leave them where they are, or we think that they are already across the gap. And so what that sounds, that sounds like is, well, we just need to let them lead. Have we ever heard that? I have heard that a lot. Yeah. We just let them lead, right? Or we just have to let them fail. Yeah. And so what happens is we are not arming them with any skills or any tools to make it across the gap. We're just expecting them to jump it themselves. Yeah. And so what would someone do in order to make sure that we're not jumping the gap without them? I mean, where do we start with that? Yeah, so what I like to think about is asking ourselves some really particular questions, understanding where each of the youth are and then in my case, where each of the word adult leaders are, right? And what that gap looks like for them. So first we have to identify that everybody's gap looks different. Everybody's needs are going to be different. Okay? And so when we do that, then we want to say, okay, we would like them to get over here. I wonder what might be the most helpful in getting them from one way from one side to the other. And so from a stake point of view, I like to look at it totally practical like let's just not talk about vision of, oh, it's so amazing that these youth can lead and let's let them do it.

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It's like, no, how in the heck? How? How? Right? Like there's not enough how in my mind. And to me, that's my specialty. As an educator as a coach, I'm really good at figuring out simple house. And so we want the practical way. And so what I want to say to our leaders is, all right,

ask the question, who is the mentor? In this situation. So someone's giving a lesson. They're trying to plan an activity. You're trying to minister to somebody. Who is the mentor? And with young women, leaders and young men leaders, there's usually a choice. There's multiple adults that can be the mentor, right? Or it could be an older girl. It could be whatever. So who is the mentor we're identifying who it is and then what is the best way to mentor in this situation? Yeah. Order to take a step into the gap. And then the next step. And then the next step. And so for youth, what that often looks like is they have a lack of skill. And something, right? Like they have a lack of skill in leadership or a lack of skill in teaching, a lack of skill in their social abilities, their spiritual, their emotional, but it's usually just a lack of skill. And skills can be taught. That's what that's what mentors do is they teach skills. To help a person get to the next level. And so maybe they just don't know how to teach effectively or they don't know how to delegate or they don't know how to plan or they don't like they need to learn. So instead of just dropping them off on the one side of the cliff and saying, good luck on getting over here, go lead, let's skills. To each one need. And so some of these skills that they can start to develop, that's what we started paying attention to. So we said, all right, one of the best ways that we can support and help our award leaders is to help them learn how to teach skills too. Okay? Yeah. And so instead of just saying, hey, go teach the skills, go help them lead, help them become leaders. Sometimes as adults, we don't have the skills. Yeah, right? Yeah. Right? I mean, like I went to a lot of college to learn how to be a teacher. And then we're asking youth, go be a good teacher. And they have no training, and then you might have an adult who doesn't know how to teach them how to be a good teacher. Right? And so how can we help them gain the skills? And I found it really interesting because if you understand where each youth is, then you can help them with the next skill that skill that they need. Like we had a situation in our stake where one cute 12 year old or 13 year old, they had planned an activity for the church, Christmas party, and she went early and set the whole thing up. And the other girls come, super excited. It's all set up. She has no, I got it. Right? Right. And the other girls are like, wait, I wanted to do this too. I wanted to be a part of it. So that girl, her next level skill is how to include everyone and getting the job done. It's not how are we going to plan this? It's how to minister and include everybody. Yeah. Next level skill. Right? And so as we try to help our adult leaders with the skills, one of the things we came up with was all of our meetings that we have, all of our training, anything that we do with presidencies, we invite all of the leaders, the adult leaders. So everything you do as a stake young women's frenzy? Yeah, so like if we're training the new board presidency. We invite all of their adult leaders. Oh, gotcha. Okay. Okay. Because they're all on the same team. They're all doing the same stuff. Everybody gets the same message and then they can move forward together, how they're going to make it happen. So every time we meet, it's with all the adults.

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And most likely, if one of them is someone in the presidency's release, they'll most likely pull from some of the other adult leaders and now they've had that experience, right? Yeah,

Instagram that we've done. And then another thing that some of the needs that we've seen is adult leaders don't necessarily know how to train a class presidency. I mean, it's on the app, but still how to actually train them. Is kind of challenging. And so we decided to come up with a class presidency training. And it focuses solely on the sample presidency meeting agenda that is on the app right now. And it takes a class presidency through a sample presidency meeting that it actually turns into a real presidency meeting where we stop and start and stop and start and explain the different parts of that agenda. They go through the whole thing, they plan things, they look at the lessons coming up, all of that. And by the time they're done with their training, they had a presidency meeting. And so we did that once for award, where all three class presidencies were in the room. And we took them through the training, and then we decided to make a lesson plan. And a little introductory video so that all of our new present season and the old work presidencies can just use our training to train their youth. Oh, nice. Does that make sense? Yeah. And so we just send them a link of this little introductory video that we send them to lesson plan. And then they, in their warts, can train their own class presidencies. So for us, that is the support that we could give them instead of, hey, go train your class presidencies. It's like, if you need some help, yeah. This is how you do it. Using the resources that are already in the app. And so we actually have that available for the for our leading saints listeners. Oh, cool. Yeah. So I have a special problem. They're all the things. That would be great. I love that. Obviously, maybe there's some word presidencies that feel empowered and able to train the class parentheses, but others are, they don't know where to start and the fact that they then have that straw pond and then they can feel like, man, I'm doing, I'm doing it. You know, I'm not I've got a great resource here and a way I go. Yeah, for sure. And so from our perspective, that's how we support them. To be able to teach the skill. Yeah. That's cool. So another thing that we have done is one of the things that kept coming up in our meetings was teaching skills and the youth being able to teach an effective lesson. And so at our board conferences, this last year, instead of teaching them just a lesson about a theme or whatever it was, we actually taught them how to teach. Nice. Yeah. We went through a Sunday meeting. And taught them what counsel together looks like. We did a council together together. We popped them actual teaching strategies. That they practiced, and then they can use those strategies in their teaching. Yeah. Because, I mean, let's be honest, let's come follow me lessons. They are three bullet points. With some questions. Like, how does a person know how to make a lesson out of that? Right. Yeah, there's a lot more. There's a big gap there, right? And so then as adult leaders, you can also help each of the youth, like, okay, what kind of help do they need with the lesson, do they need a partner? Do they need mom to help them? Whatever it is, like who's the mentor and how can we help them? Yeah. Succeeded this. That's great. And I imagine this is a young woman's Friends. You're just identifying those things. Where's the gap and then how can we provide the bridge there for individuals or for leaders so that they can then. Shorten the gap with those that they lead, right? And you're just always in that observatory. Yeah, where's the gap and how can we help them fill it? And so even on a stake level with our stake youth committee, we've experienced this as we teach them how to be leaders. We had an activity last year and our sake was huge. So we knew like 500 kids were coming to this theme.

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They had planned it, but there was a lot of scrambling. People going to the store, 15 minutes before the activity. And there was a lot of, what do I do next? And I'm not sure where to be. And how are we going to set this up? All of that. And I watched that, and I was like, this is so interesting. We have a gap between this idea of what we think is planned and actually executing. The event. Yeah. And so, you know, I'm a problem solver. And so I started thinking, all right, how can we feel this gap? And I came up with something called the start to finish walkthrough. And at our next meeting, we had another activity coming up at our next meeting. I said, okay, we're going to learn how to do the start to finish walk through. What will happen as soon as somebody drives up, drops their kid off in the parking lot. Where are people? What are they doing? How will they know how to get there? And we walked through literally every single moment of the activity. And made a plan. We were serving food at that particular one and I was like, you know, those garbage cans are going to get full. Someone's got an empty em, right? Empty. It came up with the idea for somebody who's got an empty, and people raised their hand and they said, will be in charge. And that whole activity, garbage was going out to the dumpster. And people were in places. And when they realized that maybe they didn't need to be in the place that they planned on being, they came to find another place to be. Yeah. They knew everything that was going to be happening. And they filled in all the places. But at the end, we had the patriarch speaking for that for that activity. And I had talked to him for a few minutes afterwards and I came into the cultural hall after afterwards with all the food having been served and everything it was all cleaned up ten minutes later. Oh, that's great. Yeah. Because people were in charge of the brooms. All right. You know what I mean? Like they knew their jobs. But the cool part about doing things like this, by giving them a chance to say, okay, I know how to do a start to finish walkthrough. When they did the next activity, they did this art to finish walkthrough. They figured out what all the pieces and parts were. And so the confidence level, like skyrockets. Yeah. Yeah, and when you get the confidence going up, then they feel enabled and whether before with little confidence, you feel like you don't have the knowledge or skill set to do something but with confidence increase, suddenly you do. And so that's where I was trying to do is mind the gap. Yeah. And I love that concept of just the start to finish walkthrough, because it's easy to be in a meeting and think like, okay, what are we missing? What do we need? And it feels like, yeah, we're covering all the bases, right? We've talked through it a few times or good, but there's something about walking the physical space and, oh, wow, I didn't expect this table to be here. And that's not going to work. So we need to move that, or what about the trashes? Someone's got to do, right? And so these things start to surface that you could have never anticipated in a formal sit down meeting. For sure, exactly. And we didn't even physically go walk it. We did it in our heads. Oh, okay. Gotcha. Did it in her head? You don't have to be there. I mean, if you are just like mentally imagining a person walking through. Yeah, yeah. The experience. And what do they need? That person need in order to have a successful experience. And then you figure out how to fill those needs. And we taught this to one of our wards for their girls camp. His last year. And so they did a start to finish walkthrough each evening in the girls camp guide. There is a chance to reflect each night. Like with the youth leaders. And so they use that as a start to finish walkthrough for the next day. And after the event, that was the thing that they love the most. Oh, wow. But why? Why? Why did we love

confidence, right? Because of the confidence. Yeah. 100%. They knew what they were doing. Yeah. They knew what they were doing. And so then they feel great about what's going on. They solve problems as they come up. Right? Yeah. Yeah, it's powerful. And so helping them prepare to succeed instead of just thinking, well, you just have to let them fail. Yeah. Yeah, and really, in a sense, you're doing that, bro, you're doing it like in their heads before and before they actually fail.

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They're failing symbolically. I guess you could say in the walkthrough rather than the actual event, right? Yeah, there's no fail. Yeah. That's really powerful. And yeah, are there things that go wrong? Are there things that they maybe would change or do differently, of course? Yeah. And that gets to be talked about. But you're not looking at it like good luck. I hope you make it across that gap. On your own, you know? Yeah. Yeah. Well, what else before we wrap up here? Any other principle or concept that we haven't touched on that we want to make sure we cover? No, I think that's it. I think I love the idea that we are teaching these youth to prepare themselves for anything that comes after they turn 18. You know? Yeah. They're going to, whatever it is, a mission, calling relationship, anything like that, they're getting ready for it. You know? And like a couple other girls in our ward, I was thinking about them recently because one of them just started a business. And she's only 20 or something, but she started a business. She went to hair school or something like that. She's got a business. Well, she can have skills. Yeah? Before she gets there. And that's what's happening is we're creating this environment to teach the skills, gain the confidence, and also increase their spirituality, you know, we can we can purposefully help them focus on Jesus Christ and they can take more ownership of that when they're taking ownership of other things. Instead of just being a passive receiver, they can take ownership of that. Yeah. And those are those are the things that were sending them off with. It's powerful. Yeah, and it's powerful. And I want to make sure if people do want to check out your book messy victories, I assume is that available on Amazon or what's the best place to get on Amazon? Just buy it there. And let's talk really quickly about the promo code that all of the leading stains listeners and also it's on my website or in my Instagram bio where if you go to the website and then click on resources and scroll down to church because I normally am not a church leadership pitch I'm a leadership coach but just go to church and it's there and then if you put the promo code saints, then you get it for free. Nice. Even better. Very good. Class presidency training. Good. Presidency training for anyone. Who needs that? And then on that website assume if people do want to consider you and your coaching and whatnot, that all the information is there. It's there. That's really confined to you. Oh, and that class presence he training has it for quorum. Okay. Well, even better. It almost exactly the same, but they're true. And I will give this little caveat that the app constantly changes. The gospel library app constantly changes that is where we are basing this whole class presidency training on. And if it is different than what is in the training, I'm totally gonna trust our listeners to death. That's right. That's right. They can do it. Thank you again. This has been very insightful in form of just so

many gems here that will bless the lives of leaders that listen. Last question I ever use as you reflect on your time as a leader how is being a leader, how much you become a better follower of Jesus Christ. I think that when we lead, like the savior, we are seeing each person as an individual. And when we, when we choose to see each person individually, then it's difficult to not feel like our savior is seeing us individually as well. And that concludes this how I lead interview. I hope you enjoyed it and I would ask you, could you take a minute and drop this link in an email on social media in a text wherever it makes the most sense and share it with somebody who could relate to this experience and this is how we, how we develop as leaders, just hearing what the other guys doing, trying some things out, testing, adjusting, for your area, and that's where great leadership is discovered, right? So we would love to have you share this with somebody in this calling or a related calling, and that would be great.

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And also, if you know somebody, any type of leader who would be a fantastic guest on how I lead segment reach out to us, go to leading scenes dot org slash contact, maybe send this individual an email, letting them know that you're going to be suggesting their name for this interview. We'll reach out to them and see if we can line them up. So again, go to leading saints dot org slash contact and there you can submit all the information and let us know. And maybe they will be on a feature how I lead segment on the leading saints podcast. And remember, go to leading saints dot org slash 14 to access our full young saints virtual library. Get came as a result of the position of leadership, which was imposed upon us by the God of heaven who brought forth a restoration of the gospel of Jesus Christ, and when the declaration was made, concerning the old and only true and living church upon the face of the earth. We were immediately put in a position of loneliness. The loneliness of leadership from which we can not shrink nor run away. And to which we must face up with boldness and courage and ability