ADVOCACY ACADEMY · SUSTAIN4

Movement Leadership Worksheet

Run the bus test on your fight or group, start distributing what only you hold, and lead in a way that builds something that doesn't need you.

The Bus Test

If you disappeared tomorrow, what would collapse because only you know how to do it or only you hold the relationships? List the single points of failure.

Distribute

Who

For one single point of failure, name the person you'd develop to share or own it.

First responsibility

Name the first real responsibility you'd hand them.

Succession Starts Now

Name one thing you'd start doing now to build your eventual replacement, even if you're not going anywhere soon.

The Leadership Paradox

Lead more decisively

Name one place where the movement needs you to make the call, not distribute it.

Hold on too tightly

Name one place where you're gripping control that should be released.

Succession Checklist

- ☐ Documented what's in your head — the relationships, history, how-things-work knowledge.
- ☐ Shared your key relationships with other leaders.
- ☐ Named and started developing a next generation.
- ☐ Practiced stepping back while you're still around to catch problems.