

How to Really Grow as a Leader

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What Followers are Looking for in Leaders

Honesty

Forward-Thinking

Inspiring

Competent

When People Feel Their Leader has Credibility

Be proud to tell others they are part of the organization

Feel a strong sense of team spirit

See their own personal values as consistent with those of the organization

Feel attached and committed to the organization

Have a sense of ownership of the organization

When Credibility is Low

Produce only if they're watched carefully

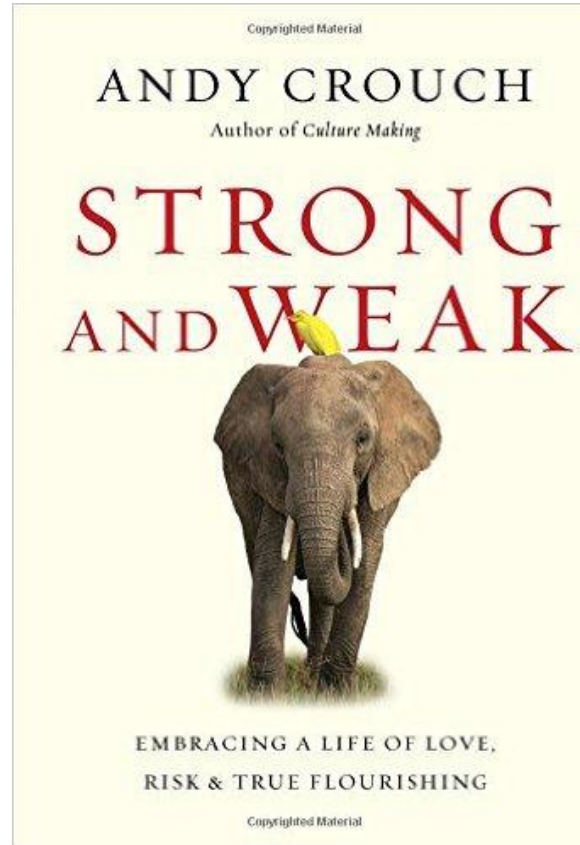
Be motivated primarily by money

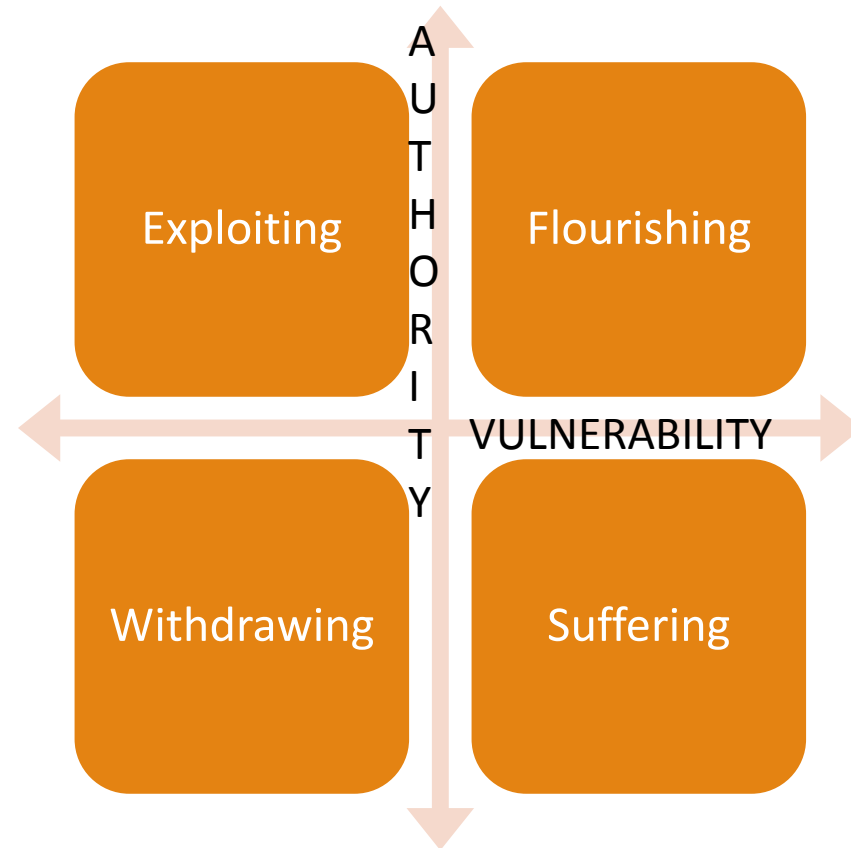
Say good things about the organization publicly but criticize it privately

Consider looking for another job if the organization experiences problems

Feel unsupported and unappreciated

Strong and Weak by Andy Crouch





3 Keys to Growing as a Leader

1. Embrace a Servant Leader Philosophy
2. Develop Self-Awareness
3. Commit Yourself to Life-Long Learning

Servant Leader Philosophy

REALLY BELIEVE IN YOUR HEART OF HEARTS THAT YOUR PURPOSE IS TO ENLARGE THE LIVES OF OTHERS, AND YOU WILL BE AMAZED AT HOW YOUR LIFE IS ENLARGED AS WELL.

3 Crucial Questions for Servant Leaders

Are the people being served, while they are being served, growing as human beings?

Are the people being served, becoming more free, more empowered, and more likely themselves to choose to be servant leaders?

What is the effect of my leadership upon those who are weakest among us? Are they becoming more engaged or at the very least not more disenfranchised?

Self Awareness

AT THE TOP OF THE LIST OF THINGS LEADERS CAN DO TO IMPROVE THEIR EFFECTIVENESS IS IMPROVING THEIR OWN SELF-AWARENESS.

Problems Created by Low Self Awareness

1. Preventing employees from thinking for themselves and making decisions independently.
2. Not being able to let go of the need to control people.
3. Working out personal problems on one's employees.
4. Functioning in a reactive, disorganized manner instead of planning proactively.
5. Creating chaos and confusion by always being in crisis mode.
6. Not setting a positive example of how to behave appropriately and effectively in the workplace.
7. Constantly assigning duties with no clear expectations or support.
8. Talking too much instead of listening actively.
9. Not trusting employees.
10. Not asking for input, feedback or help.

Emotional Competencies of Self Regulation

1. Self-control: Keeping disruptive emotions and impulses in check
2. Trustworthiness: Maintaining standards of honesty and integrity
3. Conscientiousness: Taking responsibility for personal performance
4. Adaptability: Flexibility in handling change
5. Innovation: Being comfortable with novel ideas, approaches, and information

Improving Self-Awareness

1. Stop blaming others for your choices. It's you.
2. Take a personality assessment to help you gain some perspective.
3. Get feedback from as many significant people in your life as you can. (Make them feel safe. It's a big, unknown risk for *them!*)
4. Get a coach or mentor. They don't have to know more than you. They just have to see you in action and help you to be a better you.
5. Understand that your biggest irritations look a lot like you.
6. Look beneath your behavior to reveal your assumptions and filters. They dictate how you see yourself and others and impact how you relate to them.

Improving Self-Awareness (Cont)

7. Look at your roadblocks. Learn to separate facts from your interpretations of them.
8. Analyze your interactions. A lot of negative interactions signal a selfish approach to life.
9. Reflect *daily* on your behavior.
10. Organize your thoughts in a journal. It is one of the best ways to capture what is going on around you and inside you. Make a note of the causal remarks people make about you.
11. Read books and go to seminars that help you rethink your assumptions and address your problem areas and blind spots.
12. Be careful what you say. Your language reflects your thinking and attitudes.

Life-Long Learning

WE DO NOT IMPROVE BY EXPERIENCE ALONE. WE IMPROVE BY EXPERIENCE COUPLED WITH REFLECTION.

4 Levels of Learning

I do not know what I do not know

I know what I do not know

I begin to grow and it shows

I know; therefore I GO!!!

4 Keys to Life Long Learning

1. Be Intentional (20/60/20)
2. Read Widely
3. Think Critically
4. Learn from Other Disciplines