



LEADERSHIP EFFECTIVENESS: YOUR BEST SELF=YOUR BEST LEADERSHIP

There are many definitions of leadership, yet there is only one way to be a consistently effective leader—and that is to commit to self-improvement as a leader. Being an effective leader requires immense intention. There are endless diverse requirements of leaders, a range of stakeholders, and internal and external challenges that demand a leader’s attention and their best mind and body every day. The only way a leader can maintain effectiveness is to consistently grow.

We do not take “self-improvement” for granted. We believe that commitment to self-improvement is defined by self-driven dedication to growing one’s own knowledge, skills, behaviors, and capacity in a leadership role. A leader who is committed to self-improvement will continue his or her own leadership and executive development due to his or her own internal motivation rather than in reaction to a human resources initiative, a poor 360 evaluation, or being passed over for a promotion...and not knowing why. Leaders committed to self-improvement are the ones who are first in line for development opportunities such as executive coaching. They are our best clients—highly successful and still hungry for learning and growth.

Trevor is a leader committed to self-improvement. He consistently engages in asking, “How am I doing? Is there something more I can do to help you be more effective in your role? What else do you need?” He keeps a journal and takes time for mindfulness almost every day. He didn’t start executive coaching because someone else said he should; he started because he wanted to be the best he could be. Trevor wanted to bring his best self to work and to his family. His 360 feedback was far above average and still, he leaned in and listened. On the other hand, he isn’t a mush ball. He pushes people to succeed. His standards are high. He expects people to perform, learn and grow.

How can you tell if someone is committed to self-improvement? That’s easy!

1. They ask for feedback. They give feedback.
2. They listen all the time. More than they speak.
3. They seek growth opportunities for themselves.
4. They diplomatically require others to grow.
5. They hold people accountable for living the values.

Now is time to nail down plans and commitments for your own growth and for that of the people for whom you are responsible, for the rest of the year and for next year.

What areas do you need to shore up and what will your approach be to ensuring growth in those areas? Likewise, for each of your direct reports, how can you ensure they are growing during the final quarter of the year and beyond into 2023?