What is your priority as a leader?

As you can probably figure out it's a bit of a leading question because of the title of this video.

To be an effective leader, your priority among what feels like a hundred other priorities is a commitment to growth for yourself as well as for your team.

With all the other expectations on you as a leader, all the skills that are required of you all the time and energy and challenges that you face, they all boil down to a commitment to growth and development for yourself and for your team.

It becomes a cyclical thing because as you grow as a leader, you understand better how to help your staff grow.

As your staff and your team grow it helps you grow as a leader as you continue to reach your goals, exceed your goals, reach your vision, and take things to the next level.

You cannot invest in your staff without investing in yourself.

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One of the biggest challenges for leaders is constantly feeling pulled in a million different directions.

Everybody's emergencies become your own.

It can be hard to know how to get through the day, how to get through a very long task list, and how to focus on what is most important.

Remind yourself as many times as necessary that your growth as a leader and the growth and development of your team is your priority.

How can you grow as a leader and how can you help your team grow?

Oh, let me count the ways.

Professional growth is a process.

It's not just a conference.

It's not just a workshop.

It is an ongoing way of operating where growth and support and development are at the core of the work that you do.

What's really important to remember as you help your team grow is that you involve

them in the process.

You are a leader of adults and professionals.

It is not your job to tell everybody what they should do where they need to grow and how they need to develop.

Your role as a leader is to give your staff what they need to grow in ways they are motivated to grow in and develop in ways that they are motivated to develop in.

Involve your staff in their own professional growth and development treat them as the professionals they are.

When it comes to your own development as a leader, make sure you are giving yourself the same gift.

Don't let yourself be told by your own boss or others in your organization what you need to do to develop yourself. It's important that you have voice in your own process of becoming the leader you strive to be, especially in the beginning. It's important to shake it up.

If you're always doing the same type of training with the same types of people, your growth is going to be limited.

Try out different kinds of trainings and give your staff the opportunity to try out different trainings.

You can have staff train each other, observe each other, evaluate each other.

You can send them to conferences and workshops and trainings, recommend books, articles, blogs, and podcasts.

Have Mastermind groups and book clubs.

There are countless ways to help people grow.

Provide people the opportunity to experiment and see what works best for them.

Give it time- growth takes time.

It's not linear.

There are a lot of two steps forward three steps back one step forward 10 steps back...

It is a challenging process that has a lot of obstacles along the way.

Be there to coach and support your team along the way. Make sure that you have growth

and support along the way.

And finally, there is no finish line to our growth as a leader.

There is no finish line to growth for your staff. Encourage development from the minute they walk through your door until the minute they walk out.

Learning is a lifelong process. Growth and development are lifelong processes. As a leader, make sure you are creating a culture where that is encouraged.

The most important question for you is, how can you create an expectation of growth and support for yourself and for your team? It's not enough just to expect them to grow. They need to know that they can rely on you and your support to get there.