



I'm going to ask you today and every day to really think about yourself, too.

How are you setting yourself up to be a lifelong learner?

Where do you plan to continue your growth?

What that growth looks like and how you go about getting it is going to depend quite a bit on what your goals are.

You might be someone who knows exactly what your goals are for this year, for the next five years, 10 years, 20 years, when you're going to retire, where the beach house is going to be, the whole nine.

Or you might have an idea for the next 5 or 10 years and aren't quite sure after that. Or you might not even know what your goal is yet for the rest of this year.

Wherever you are, there, you are.

So start there.

Start with what goals you already know you have whether they're short-term, mid-term, or long-term. Start there and start to think about what you need in order to achieve that goal.

We've said over and over again that being an effective leader is more than just skills.

Skills matter, of course.

It's important to have the skills you need to be an effective leader, but you can't just have the skills.

Your mindset about what it means to be a leader matters.

Your willingness to invest in yourself and your growth as a leader as well as the growth of your staff matters.

Your desire to be a leader matters.

If you don't want to do this work, it's going to be really hard for you to do it well, and it's going to be almost impossible for you to enjoy it.

All four of these areas come together to help you become an effective leader.

The one the arrow is pointing to here is the investment piece.

How are you creating space and time and money and energy to invest in yourself to continue to grow as you are investing in your staff?



Of course this will involve skills.

Everybody needs skills to do their job.

What skills do you need to invest in?

Two important questions for you to think about are first, where do you want to grow?

We talked before about letting staff shine and letting yourself shine and that involves giving people the opportunity to do what they do best and also continuing to invest in their growth, even though they already do that thing well to continue to provide opportunities for them to do it even better.

Where do you enjoy growing? It might be an area you're already really good at. Continue to invest there. You want to feel good about the professional growth that you are providing for yourself.

At the same time, it's important for you to take a look at where you need to grow. Sometimes these are one and the same and sometimes they're not.

There are some areas that all of us struggle in. Mine might be the same as yours or it might be different, but all of us struggle in some way, shape, or form with certain parts of our role.

For many it's something like giving critical feedback, having difficult conversations, letting someone go.

It might be organizing a budget or your time.

Whatever it is you struggle with, we tend to stay away from those areas because we don't enjoy them very much and it's hard to admit that- when we aren't very good at something it's hard to confront that.

But if you want to be successful, however that looks to you, and you want to reach the goals you have for yourself, whatever those goals are for you this generally requires you to dig into some of those areas that don't feel so good but are going to help you get to where you want to go.

Where can your current organization help?

What opportunities do they provide for professional growth, maybe certain trainings, or workshops or conferences?

Do they provide opportunities for coaching or mentoring?

Do they provide money for tuition or any other resources that they provide that you can



take advantage of?

Where can your network help?

Where can you reach out to other people in that network you are so brilliantly cultivating and find out some opportunities that they're taking advantage of or when you see people doing things you want to be doing too and to get information from them about how you can start doing it as well?

Some options for continued growth are very similar to options for your staff as well- things like training, networking, coaching, mentoring, advocating, right?

We'll talk a little bit more about that in a minute, but there are lots of ways for you to continue to be a lifelong learner.

How can you tap into each of these areas so that you have as much support as you need and deserve?

So something for you to think about is, where do you want to go and what do you need to get there?