

Growing as a Leader

To grow as leaders, there are at least four levels of leadership we need to be aware of. You will likely be stronger in one or two than you are in the others, but it is important to develop all four.

1

Personal Leadership

Focus on at least four areas:

- Self-awareness
- Self-management
- Competency
- Direction and vision

2

Interpersonal Leadership

To grow at this level, we need to:

- Recognize and respond to other's needs
- Become skilled listeners
- Express care and support
- Be candid in our language

3

Team Leadership

To grow at this level, we need to:

- Design and improve processes
- Facilitate communications
- Empower the team to be more independent
- Monitor and improve the level of psychological safety in the group

4

Organizational Leadership

To grow at this level, we need to:

- Connect our work to the overall strategy
- Meaningfully contribute to the organization's culture and brand
- Collaborate beyond our own team
- Address systemic issues