

FROM THE VAULT: Beyond You Leadership

What is a “beyond you” leader?

1. A leader who thinks outside of themselves and outside their current generation of impact.
2. A leader who doesn't just accomplish things but understands there's something beyond the things.
3. A leader who **fearlessly** and **selflessly empowers** leaders around them as well as those coming behind them.
 - **Fearlessly:** It's easy to be threatened by next-generation leaders because they seem to know more than we do, but when we lean into fear, we miss an opportunity to *invest* in them. Beyond you leaders realize next-generation leaders are an opportunity, not a threat.
 - **Selflessly:** There is something to be gained by being a selfless leader; the value of a life is always measured by how much of it is given away. Beyond you leaders celebrate generosity and selflessness, NOT accumulation or awards.
 - **Empowers:** With leadership comes power, the question is, *what are we going to do with that power?* Beyond you leaders leverage that power for the benefit of those around them.

This is hard to keep in focus because we envy accumulation. But the envy of influence, promotion, recognition, etc. only causes us to spend our leadership years **chasing the wind**. Or in other words, chasing things you can never catch and pursuing things that will never bring you full satisfaction.

Three Ways to Become a “Beyond You” Leader:

MAKE AS FEW DECISIONS AS POSSIBLE.

Look for opportunities to allow others who know more about the things you’re doing to decide.

As a person moves up the ranks, organization authority increases, but organization IQ decreases because they are responsible for things they don’t know anything about.

Leaders who can’t distinguish between authority and competency often make too many bad decisions.



WORK FOR YOUR TEAM.

How can you leverage authority and resources to help the people you lead do what they do better?

Frequently ask the question: “What can I do to help?”



EMPTY YOUR CUP.

As a leader you are not responsible for filling someone else’s cup, you are responsible for emptying yours.

This takes time and intentionality; people can benefit from what you know but sometimes you have to look for opportunities to teach someone what you know.

Within the context of your work, how can you teach someone what you know?

