

Application Guide

EVOLVING YOUR LEADERSHIP COMPETENCIES WITH DAVID ROBERTS



BOTTOM LINE:

Successful leaders develop personal habits to ensure they can continuously grow and evolve their leadership competencies.

KEY TAKEAWAYS

I. Four steps toward evolving leadership in a desired direction:

- A. Look to your past to establish principles.
- B. “Borrow” from your mentors.
- C. Move beyond your comfort zone.
- D. Increase clarity.

II. Step one: Look to your past to establish principles.

- A. One of the biggest traps to progress can be forgetting where you started and who was involved in helping you get to where you are.
 - 1. No leader accomplishes organizational success on their own.
 - 2. The best leaders demonstrate an others-first attitude in order to get the best out of their leaders and foster strong team dynamics that promote progress.
- B. One of the best ways to evolve your leadership competencies is by “un-selfing” yourself. This means shifting your perspective away from personal ambitions and toward the well-being of others.
 - 1. As a leader, ask questions before weighing in yourself.
 - 2. Intentionally reframe your perspective from “What’s in it for me?” to “How can I serve others?”
 - 3. Begin each day with the intention to make a positive impact on someone’s life.
 - 4. Implement a “tone at the top” approach. When you model selfless behavior, an example is automatically set for others to follow.

III. Step two: “Borrow” from your mentors.

- A. As people invest in you and you gain wisdom from them, it’s good practice to implement that wisdom into your own leadership.
- B. You don’t have to own every idea. Sometimes it’s more influential to say to your team, “Hey, this worked for me. That’s why I’m recommending it.”
- C. Example—David Roberts adopted from a mentor “the 4 F’s of Leadership”:
 - 1. Fair
 - 2. Firm
 - 3. Friendly
 - 4. Not too familiar

IV. Step three: Move beyond your comfort zone.

- A. The best leaders move in the direction of the people they serve. People will notice, and it will create a positive ripple effect that extends beyond your immediate influence.

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- B. Listen to what your teams need and move in that direction even if it's not what you would initially choose.
- C. Be aware of when you're emotionally connected to an idea or situation, especially when things go wrong.
 - 1. Sometimes it's better to reign in your enthusiasm and/or frustration for the sake of the team.
 - 2. Sometimes it's better to speak up for the organization when you would rather keep quiet and let others decide.

V. Step four: Increase clarity.

- A. Oftentimes the biggest misses in an organization have one thing in common: lack of organizational clarity.
- B. Clarity is the responsibility of the leader. If it's not clear to your team, it's likely due to miscommunication from the top.
- C. Communicating more frequently and transparently creates clarity.
 - 1. Success is driven by every member of the team knowing exactly what's expected of them.
 - 2. People should know not only what's expected of them but also when it's expected and what competencies will help ensure success.

QUESTIONS FOR REFLECTION OR TEAM DISCUSSION

- 1. Reflect on your career. What are three influential events, experiences, or people that led you to where you are today?
- 2. What wisdom have you received from a mentor or leader that would benefit your team if you were to implement it in your organization?
- 3. What is one way you can improve your communication practices among your team members?
- 4. What is one habit you can personally implement into your daily routine to help evolve your leadership over time?

RESOURCES MENTIONED

Article: ["Lessons Learned from Selfless Leadership"](#) by David Roberts

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