

# Biggest Career Mistakes To Avoid #13/101: Not learning and practicing Leadership



## Situation

- Put in a position of leadership
  - Unable to...
    - Get people to listen
    - Get people to take action
    - Do the right things
    - Communicate properly
    - Make a difference
  - Not ready to handle the job
    - Emotionally
    - Lack of skill
    - Lack of experience

## Weak relationships

- Struggle with
  - Negotiation
  - Listening
  - Conflict Management
  - Understanding
  - Self awareness
  - Communication
  - Changing people's minds
  - Confidence

## Never learned the art of leadership

- Formal education
  - Train employees
  - Make people who fit in
- Informal education
  - Not reliable
  - Not consistent

## Cause

- Leadership has many components
  - Motivation — How to get people to take action
  - Power — Authority
  - Strategy — The best way to do things
  - Problem Solving — How to get out of sticky situations
  - Communication — How to share your ideas and thoughts
  - Knowledge — Useful information
  - Charisma — How to influence people
- It's experience
  - Gained AFTER we need it
  - There's no easy way to get it in advance
- Don't have a place/avenue to practice
  - Sweat in training
  - Don't bleed in battle
  - Need a place to practice and learn - without having serious repercussions

## Answer

- Need to learn
  - Leadership — How to be in command
  - Motivation — How to get people to do stuff
  - Power Dynamics — How power works
  - Problem Solving
    - How to be creative
    - How to solve problems
    - How to work with complexity
    - How to work with systems with moving parts
- Discover your own leadership style — What kind of a leader are you?
  - Autocratic
  - Laissez-Faire
  - Transformational
  - Transactional
  - Bureaucratic
  - Democratic
  - Situational
  - Servant
  - Charismatic
- Wisdom of the ages — What the ancients have to say
- Need to practice
  - In a safe environment — Shouldn't lose heart, hope or opportunities due to failure
  - Get feedback — Need to learn what worked and what didn't
  - Get mentorship — Need someone who's done that before so that you can learn well
  - Experiment with what works and what doesn't — Need to discover what works for you

## Result

- You know what to do in positions of leadership
  - How to make decisions
  - How to lead people
  - How to motivate people
  - How to handle problems
- You know the dynamic between responsibility and power
  - With great power comes great responsibility
  - If you want great power, take great responsibility
  - Power ≠ Freedom
  - Power affects the way you think

## Your Turn

- Actively seek out safe environments for you to practice leadership
  - Be prepared to fail
  - Learn from your mistakes
  - Get a mentor
  - Toastmasters has worked for me
- Read books on leadership
  - How a great leader thinks — Elon Musk — Ashlee Vance
  - How a great leader thinks — Screw it, Let's do it — Richard Branson
  - Strategy education — Art of War — Sun Tzu
  - Strategy education — Chanakya Neeti — Chanakya
  - Information management — Manufacturing Consent — Noam Chomsky
  - Motivation — Start with Why — Simon Sinek
  - Leadership — Leaders Eat Last — Simon Sinek
  - Motivation — Drive — Daniel Pink
  - Strategy education — 48 Laws of Power — Robert Greene
  - Skillset — Mental Models — fs.blog