Navigating the leadership gap between change and growth

It has been said that change is the law of life and that the only thing that is permanent or constant is change itself. Leaders know this to be true as markets shift, teams' transition and visions need to be adjusted from time to time. Leaders who remain open to change are better at closing the gap that exists between change and growth as they keep in mind that sometimes, comfort is the enemy of progress and therefore, growth is who we become following the actions we take because of the change.

I am learning that there are some actions we can take to close the leadership gap between what is happening and the responses we adhere too. The first is making sure that we remain open to learning by reflecting on what is going on and looking for the opportunities to harness. Often, change comes with disruptions to set plans. The key in such instances is to pause before adjusting your plans. Ask yourself questions that help you make sense of the change. For example, as a leader is there a capability that you are being required to develop? Avoid becoming busy and instead choose to grow through this change since busyness tends to create activity which may not be productive as opposed to growth which helps us build capacity to handle the change. Remember that we cannot become what we need to be when we choose to remain what we are. Perhaps that is why President John F Kennedy cautioned us that "leadership and learning are indispensable to each other".

Once we get our learning hats on, the next step is to remain curious and let go of the certainty we had when we crafted our initial plans. The gap between change and growth can widen when we choose to maintain the status quo instead of seeking new perspectives that challenge our thinking. Effective leaders aim at creating cultures that foster growth. Curiosity is what enables us to experiment with new approaches as opposed to defaulting to set patterns. It also creates capacity for growth as we allow those we lead to get into uncharted waters and discover new ideas.

I also believe that another way to close the leadership gap between change and growth is to remember that growth never happens in a vacuum. It is advisable that you choose to lean into the ideas that others have and who may have piloted the road you find yourself on. Collaboration is key and reaching out to people in the same industry who maybe navigating the same change will get you more results. Leaders who close this gap faster are those who choose to work in community as opposed to going it alone.

Finally, it is imperative to keep in mind that the leadership journey promises change whether we are ready for it or not. It is therefore crucial that we determine that we will choose growth over disruption in times of change.

What choices are you making to close the leadership gap between change and growth?

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