

# CRAIG GROESCHEL

LEADERSHIP PODCAST



## 47: SIX STEPS TO YOUR BEST YEAR OF LEADERSHIP - PART 1

### EPISODE NOTES

Thank you for joining the Craig Groeschel Leadership Podcast! A new calendar year is a great time to get a fresh start, look toward new beginnings, and make positive changes, but any time of year is the perfect time to grow in your leadership.

Before we talk about **what** you will want to **do** in the new year, let's start with **who** you want to **become**. So many people make **"do" goals**. I encourage you to start with **"who" goals**. Who do you want to be as a leader? **Based on who you want to become, what do you need to do?** Consider these six things you need to identify so you can set goals on your way to your best year of leadership:

- A discipline to start
- The courage to stop
- A person to empower
- A system to create
- A relationship to initiate
- A risk to take

We'll talk about the first three steps in this episode, and we'll cover the last three in the next episode.

### 1. A discipline to start

Many people believe that success is a result of a few big steps. Nothing is further from the truth.

"Small disciplines done consistently lead to big results over time." -@craiggroeschel

It's the small things that no one sees that create the results that everyone wants. **Discipline closes the gap between what you want and what you achieve.** It's the bridge between who you are and who you want to become. Yes, being disciplined is hard, but the best leaders will always try to **choose the pain of discipline over the pain of regret.** Based on who you want to be, ask yourself, "What discipline do I need to start?"

### 2. The courage to stop

As a leader, you want to reach your goals and push your organization forward. In order to accomplish more, you must do less. This seems counterintuitive, but the key is not simply **doing** more. The key is **doing more of what matters.** You only have so much time, energy, and resources. Consider what you need to have the courage to stop, both personally and organizationally.

### 3. A person to empower

So, if you stop doing more yourself, how can you and your team accomplish more than you ever have in the past? When you stop doing more yourself and start empowering others! If you don't, you will become the lid to your organization. **You aren't likely to build something great alone.** Instead, you need to build people. And together you build something great. But first, you must empower them.

“Your organization doesn't become stronger by **what you do**. Your organization becomes stronger by **who you empower**.” -@craiggroeschel

In the previous point, we talked about having the courage to stop doing something. But that doesn't mean the responsibility isn't important or shouldn't be done. In fact, when you identify something that needs to be done, but you realize you don't have to be the one to do it, you've found the perfect opportunity to empower someone else. When you empower the right person, four things always happen:

- They feel valued.
- They will grow in their leadership.
- You are freed to focus elsewhere.
- Your organization will become stronger.

If giving up control of a task is a challenge for you, you may be stunting the growth of your people and your leadership. You can have control or you can have growth, but you can't have both.

Remember, you don't have to know it all to be a great leader! Be yourself. People would rather follow a leader who is always real than one who is always right.

### DISCUSSION QUESTIONS

Here's an exercise you can do to grow as a leader—ask yourself and your team these questions:

1. **Based on who you want to become, what discipline do you need to start?**
2. **Based on who you want to become, what do you need the courage to stop?** Don't just think personally as a leader, think about what you need to stop organizationally.
3. **Who will you empower?** What will you empower them to do?

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