Creating a Developmental Environment

SARAH BIGGERSTAFF
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Objectives

- What’s your “leadership lab”?

- Elements of creating a developmental environment.
Live Life as a Leadership Lab
Learning to Lead

- 70% Leading
- 20% Developmental Relationships
- 10% Classroom Learning
Leadership Roles

- Designated leader
- Active follower
- Influencer
- Self leader
Opportunities to lead in your world?
If you were **REALLY** committed to your leadership development this year...

Where might you lead?

What role would you most focus on?
Objectives

- What’s your “leadership lab”?

- Elements of creating a developmental environment.
Recipe for Development
Recipe for Development
Why does this matter to you?

Who else knows and cares about it?

How are you working on it?

What is your leadership development goal?
What is your primary leadership development goal?
Examples of Development Goals

- Become a better communicator.
  - In our weekly team meeting over the next 2 months, I will advocate for my ideas my intentionally and succinctly.

- Build stronger relationships.
  - Between now and spring break, I will reduce my tech usage to improve my ability to deeply listen to my partner and close friends.

- Have more work/school/life balance.
  - Over the next month, I will explore what work and experiences are most important to me. I will use that as a foundation to learn to say “no” to opportunities outside of that.

- Embrace failure.
  - This semester I will open up to those I trust most to share when I’m struggling.
Your Leadership Development Goal

**Individually:**
- Identify and write down 1 – 2 leadership development goals of importance to you.

**In Pairs:**
- Share your development goals with your partner.
- Determine if they meet the SMART criteria.
- Discuss: What makes this goal important? Where can you work on them? What support will you need?
Seek out feedback to clarify 1-2 leadership development goals important to you.

1. What do you want to know about?
2. Who can you ask? (Mentors, peers, colleagues, team members, managers, family, etc)
3. How do you plan to ask? (Conversation, email, survey)
4. What questions will help get you the information you seek?
5. What might you avoid that hasn’t worked in the past?
Clarity thermometer

- Why does this matter to you?
- Who else knows and cares about it?
- How are you working on it?
- What is your leadership development goal?
Recipe for Development
Recipe for Development
“I’ll do it when I have more time.”

“I’ll do it when I’m finished with my real work.”

“I’ll do it when I’m in an “official” leadership position.”
“We know practice matters. But at work, too many of us are busy performing.”

Adam Grant in conversation with Malcolm Gladwell
Recipe for Development

ACTION

CLARITY

REFLECTION
Recipe for Development
Vulnerability Myths

Myth 1 – Vulnerability is weakness.

Myth 2 – Vulnerability is letting it all (especially emotions) hang out.

Myth 3 – I can go it alone.

(Brown, 2012)
Recipe for Development
Recipe for Development

REFLECTION
Developmental Network Map
Sarah’s Developmental Network Map
Network Analysis

**Size** – How many developers do you have?

**Diversity** – How diverse is your network?

**Density** – How interconnected is the network? How many know each other?

**Tie strength** – How emotionally close are your connections?

**Depth** – What types of support do your developers provide?
Sarah’s Developmental Network Map

- Grad school and G-town strong interconnectivity
- Post-coaching relationship depth
- Lack of gender diversity
- Yale is thin
- Undergrad = friends only
In pairs: Analyze your network

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Wrap Up