



TRAINING  
INDUSTRY  
MAGAZINE

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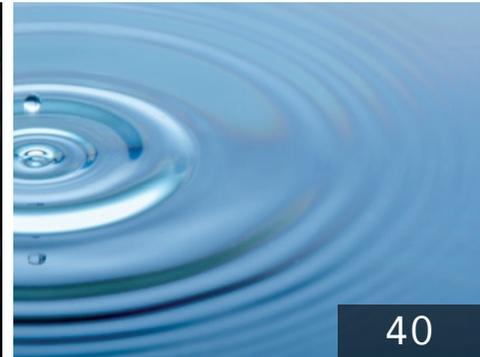
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# LEADERSHIP PROGRESSION:



# IT'S ALL ABOUT REAL GROWTH

BY SETH SAUNDERS, MAOM, MBA

A LOT HAS BEEN WRITTEN ABOUT LEADERSHIP DEVELOPMENT AND FOR GOOD REASON: IT'S IMPORTANT. HOWEVER, LEADERSHIP DEVELOPMENT OFTEN BECOMES STAGNANT, MUNDANE, AND REPETITIOUS, STALLING OR EVEN HINDERING A LEADER'S ABILITY TO GROW. TO BE SUCCESSFUL, TRAINING AND DEVELOPMENT SHOULD LEAD TO TANGIBLE PROGRESSION.

Progression is more than development. It is movement toward a destination or a more advanced state, especially gradually or in stages, and encompasses all aspects of growth. Leadership progression, then, refers to a leadership process, a journey, not simply waking up one morning and saying, "Today, I am going to be promoted to president." This process is about going from where you are to where you want to be.

## LEADERSHIP PROGRESSION PROMOTES SUCCESS

In his article "[The Leadership Progression](#)," Patrick Thibaudeau writes, "Some firms view leadership development as a right reserved for experienced professionals who are progressing toward senior positions. But developing leaders requires more than offering token training [and] then handing over a title." Resolving this issue is more of a priority now than ever before. Only through a conscious focus on leadership progression can development move beyond such "token training" and help you reach your full professional potential, which in turn supports real growth at your organization.

## RECOMMENDED BOOKS ON LEADERSHIP PROGRESSION

- **“Multipliers: How the Best Leaders Make Everyone Smarter”**  
*by Liz Wiseman and Greg McKeown*
- **“Up Your Game”**  
*by David Bradford*
- **“Go Pro: 7 Steps to Becoming a Network Marketing Professional”**  
*by Eric Worre*
- **“How Successful People Think”**  
*by John Maxwell*

FOR LEADERS TO PROGRESS, THEY MUST BE ABLE TO CLEARLY IDENTIFY THEIR CORE VALUES.

The best leaders understand the importance of leadership progression to success. In their book, “Multipliers,” Liz Wiseman and Greg McKeown describe the “Multiplier,” the best type of leader: “This is the kind of leader who creates intelligence, creativity and energy in their team. They lift people up, and inspire entire organizations. When you’re done talking with this person, you feel like the smartest person on the planet.” Leadership progression helps leaders become Multipliers; when Multipliers progress, their influence is visible, and their teams or projects progress as well.

As individuals and organizations take steps to focus on leadership, they find greater opportunity for success. There is no question that development is part of this journey, but it is not the entire focus, and that makes a difference. When development is viewed as part of a bigger picture, success increases at all levels; what organization does not want that?

## THE LEADERSHIP PROGRESSION FRAMEWORK

Leadership progression is a framework that can increase loyalty, motivation, development, success and real growth in the ways that leaders and their organizations are seeking. It can and most likely will be different for every person, depending on his or her focus, determination and support. Here are three steps to help you focus on leadership progression:

### STEP 1: PINPOINT CORE VALUES.

This first step is critical for any leader, as values build a strong foundation for progression. At the end of the day, it is what leaders do and not what they say that is remembered. People evaluate and make assumptions based on what they see and feel as they watch leaders demonstrate their values in action.

For you to progress as a leader, you must be able to clearly identify your core values. These values are the ones by which you live every day, without compromise. The best leaders understand the need to pinpoint their core values, promote those values and live by them. Organizations that encourage their employees to identify their core values develop a stronger feeling of partnership, which increases loyalty and satisfaction.

### STEP 2: PONDER THE FUTURE.

The second step is for you to take real, dedicated time to think about the type of leader you want to be, where you see yourself in the future and how you can achieve these goals. This process allows you to purposefully take stock of how your core

values will impact your future. The return on investment in pondering your future should not be overlooked; it can mean the difference between achieving some success and reaching your full leadership potential. Your manager can provide insights that will help you make intelligent decisions about your future.

As part of this pondering process, it is important to identify the key people on whom you can depend to help you progress. In his book, "Up Your Game," author David Bradford states, "Nothing will define you more than the people who impact your life at pivotal junctures." Leadership progression that leads to real growth is all about those pivotal junctures and identifying trusted, proven individuals who help you obtain success.

### STEP 3: PLAN YOUR PROGRESSION.

The final step is to create and document a plan that encompasses all aspects of leadership progression. It is crucial that this plan include the key mentors and programs that can help you improve critical areas. Eric Worre, the author of "Go Pro: 7 Steps to Becoming a Network Marketing Professional," says that "the world is moving toward a performance economy." Outcomes are becoming more and more valued when it comes to pay, which is why it is important

## LEADERSHIP PROGRESSION IMPROVES LOYALTY, MOTIVATION AND SUCCESS.

for organizations to help potential leaders develop their leadership progression plans. To reach successful outcomes, those plans must involve the constant improvement of skills, behaviors, actions and habits.

### SUMMARY

As training professionals, leaders and organizations embrace the concept of leadership progression, they will be more dedicated to the actual development and growth of their greatest assets: their employees. Cultures focused on leadership progression improve loyalty, motivation and success. It is gratifying when leaders reach their full potential, and it is important not to limit them by creating a narrowly focused development program. To be successful, development programs must be part of leaders' broader progression plans. 🔄

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## TAKEAWAYS

Training and development should lead to tangible progression. But progression is more than development, it's a process. Leadership progression is a journey from where you are now to where you want to be. The following three steps are the keys to achieving real growth with leadership progression:

- ONE 1. **Pinpoint core values** to build a solid foundation.
- TWO 2. **Ponder the future** to identify helpful resources and individuals who can support your progression.
- THREE 3. **Plan your progression** in detail to stay focused and on track.