



## BECOME A LIFELONG LEARNER

A lifelong learning mindset is a key to success for leaders in our field. Focusing on constant growth allows us to become better, more agile, flexible leaders. It may also help us bounce back from failure faster; people who see failure as an opportunity to learn tend to adapt rather than wallow.

Research from the Center for Creative Leadership also shows that when leaders continuously invest in their development, their organizations benefit. They tend to be more strategic, higher performing, more adaptive to change, and better able to attract and retain top talent.

For many of us, becoming a lifelong learner requires a shift in mindset and practices; and in a day when our time and resources are very precious and very limited, it's important to be intentional in how we invest in our growth. Below are some strategies to consider if you want to prioritize more learning opportunities for yourself or others on your team.

*'Professional development is important in every industry and has become a popular topic among executives looking to enhance their workforce capabilities from within. Similar to lifelong learning, employee interest in professional development is something you can inspire, but only if you model the behavior'*

CAREN MERRICK, [THREE REASONS WHY LEADERS SHOULD INVEST IN THEIR OWN PROFESSIONAL](#)

Check out [our website](#) to learn more about opportunities for leadership development or [CLICK HERE](#) to join our mailing list to be informed of trainings, webinars, and workshops, and Leadership Institutes in the future.

Create a modern-day book club with colleagues or friends. Have each person take turns sharing a leadership-focused article, a podcast, a book, or a Ted Talk that they found inspiring or poignant. Once everyone has a chance to read/ listen to/ watch, meet and discuss takeaways, lessons, and applications in your own leadership roles.

Start team meetings with a developmental exercise. When you send out a meeting agenda, include a short 'assignment' for each person to complete before you meet. The internet is full of free (or paid) leadership assessments, videos, articles, etc.; choose one that feels relevant. Open the meeting with a discussion about the topic, what people took from the exercise, and how it applies to their roles in your organization.

Include a development line in your organization's budget for things like paid webinars, workshops, conferences, and more that employees can sign up for. Even if it's a modest amount (a couple hundred dollars or so), this can allow employees to engage in their own development by finding and engaging in leadership topics that are interesting and relevant to them.

Set aside a few hours a month in your calendar to work toward your leadership goals. Choose a time that you know you can engage (e.g., Friday afternoon could be tough, or an inspiring way to end your week!). Make sure you block off the time on your calendar, so it's held, and others know you're not available.