**Leader Development**

Leader development is challenging because it means changing our behaviors and mindset. This process is tough but necessary for personal growth (Maxwell, 1993). As discussed in our zoom meeting, there is a difference between leader development and leadership development.

**The Pain of Change**

Change is difficult because it pushes us out of our comfort zones and the habits and ways of thinking we are used to. It is a bit like trying to learn a new sport; it feels strange and hard at first because we are not used to it. This discomfort is important as it is a sign that we are learning and growing (Kotter, 1996).

**Learning by Doing**

Leaders learn through experience, much like learning to ride a bike. You must try, make mistakes, and keep practicing better (Kolb, 1984). This cycle of trying, failing, and improving is how leaders grow, but it is not always straightforward. There will be good and bad days, much like a roller coaster ride (Kouzes & Posner, 2012).

**The Process of Maturation and Self-leadership**

Good leaders are authentic and real. They do not just copy others; they learn who they are and what they stand for. Good leaders are familiar with their quirks and shortcomings. When leaders face their mistakes and fears, they become more genuine and trustworthy. Self-honesty and self-assessment transform better leaders because they understand themselves through honesty and what needs improvement on moving forward and adapting to challenges. (George, 2003).

**Needing Support**

Leaders need the right environment to grow; many factors can contribute to healthy strides in growth, like plants needing good soil and water. Leaders need support from others, encouragement to try new things, and freedom to make mistakes and learn from them (Bennis & Thomas, 2002). One of the essential elements of this growth environment is the support from others be it from mentors, colleagues, or their teams. This support system offers a safety net. Allowing leaders to take risks and venture into the unknown, knowing they have a solid backing.

In conclusion, leader development means facing challenges, learning from experiences, being yourself, and getting support from others. It is a journey that is tough but rewarding, helping leaders improve and guide others too (Maxwell, 2001). We see that the journey to becoming a good leader is a personal one, filled with challenges and elements that are not so easy at times but also filled with opportunities for growth and learning.

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