Transforming Self-Concept for Leader Development

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Leader development, as is self-development, is an ongoing process.

Leader development, spiritual development, personal development, professional development, etc., all work in tandem with the desire to embark on a self-development process toward becoming a better individual. The leader’s development process can take on various forms to meet the needs of the person embarking on it. Some people utilize one-on-one mentors, others learn from written materials, some from formal training, others from experience, etc. Although leader development can take on various forms, one could argue that leadership and other (personal/professional development) undertakings are tethered to self-development.

Leadership is something that is done; a leader is something a person becomes via experiences and or formal training. “Aspiring and current leaders can be identified, trained and assessed through formal leadership development programs, and through supportive organizational cultures. This requires embedding leadership training programs, opportunities for leadership practice, and promotion of professional networks within and beyond the organization” (Van Diggele et al., 2020, p.4).

As CEO of a nonprofit organization of more than 100 paid and volunteer staff members, leadership training and self-development have proven to be paramount to my personal and professional growth. Leadership, which consists of various facets, was captured well in the following statement by Luedi: “Leadership is a dedicated position. Leadership is about oneself. Leadership is about people. Leadership is about processes. Leadership is about enterprises. Leadership is about individuals. Leadership is about societies. Leadership is about demanding. Leadership is about serving. Leadership is about learning to trust oneself and others. Leadership is about conflict. Leadership is about followership. Leadership is about change. Leadership is about purpose. Leadership is straightforward. Leadership is full of paradoxes. Leadership is a tremendously complex and pressure-loaded quest that cannot be captured comprehensively” (Luedi, 2022, p. 229).

Leader development is complex and essential to societal and business organizations’ success. Leadership is an individualized, personal (and, at times, professional) multifaceted developmental process. There is no one-size-fits-all approach to leadership and or leadership development. The key to becoming an effective leader is embracing a developmental process that yields the results warranted by emerging and or seasoned leaders.

WORKS CITED

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