

Episode 3 Leadership Guide

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A Revolutionary New Approach to Leadership and Leader Development

Inspiration:

Exceptional leaders have a leadership approach that sets them apart from others that allows them to make a positive difference in the lives of people, teams, and organizations. They view leadership as a privilege and rise above their own ego and self-serving interests to put others first and serve the greater good. They are morally grounded, people-centered, service-oriented, future-focused, and growth oriented, and possess both competence and capacity to lead effectively. Exceptional leaders can change the world. ***Exceptional leaders are difference makers.***

Key takeaways:

- Traditional leader development approaches and practices miss the mark because they lack:
 - a modern, comprehensive, and holistic approach to developing leaders for today's a rapidly changing, increasingly complex, hypercompetitive, and socially disconnected world; and
 - a framework and a process that identifies what the pinnacle of leader development looks like—so they have a north star to strive toward—and a guide that helps them achieve it.
- Rethinking Leader Development for the 21st Century must help leaders first transcend themselves into becoming exceptional leaders before they can transform people, teams, and organizations.
- To meet today's 21st century leadership challenges and those of the future, a transformational leader must cultivate five qualities: morally grounded, people-centered, service-oriented, future-focused, and growth oriented, and develop holistic competence and capability.

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Difference Makers Leadership Podcast focuses on developing leaders who make a positive difference in the lives of people, organizations, and communities. Its short format provides thought provoking insights and strategies for busy leaders. In contrast to the task-centered, authoritarian, and command and control leadership that dominates today's business, military commands, and government agencies, *Difference Makers: A Leadership Podcast* advocates for positive, human-centered leadership that take the form of servant, transformational, and transforming leadership approaches that help you achieve leadership excellence. Each episode will equip you with expert insights, strategies, methods, and actions to not only be more productive and successful, but also help you grow toward your full human potential and increase your leadership capacity.

Key Leadership Lessons:

1. You must not only champion positive moral values and principles, but live them. ***Be morally grounded.***
2. You cannot ignore the human element in leadership, and you must be focused on bringing people together to build relationships, teams, and communities within your organization. ***Be people centered.***
3. Exceptional leaders are transcendent. In rising above their own ego and self-serving interests they can inspire and lead positive transformational change in people and organizations. ***Be service oriented.***
4. Exceptional leaders know how to play the long game. Gain strategic awareness and lead strategically. ***Be future focused.***
5. While building competence and capability as leaders often has a vocational focus, the foundation for our success relies on developing our whole self toward realizing our full potential, and in doing so your leadership will improve. ***Be growth oriented.***
6. Exceptional leaders put others first and serve the greater good. They view leadership as a privilege and on their own growth and development. ***Be a good example for others.***
7. To be an exceptional leader, a difference maker, you must first transcend your way ego before you can lead transformation in organizations and others.

Leadership Action:

Find a mentor who can help you become a difference maker, and find someone who you can invest in.

Reflection Question:

1. Have you ever had the opportunity to witness an exceptional leader who invests in other people's development and inspires them to higher levels of growth and performance? What does that look like?

Biography: Dr. Timothy S. McWilliams is an award-winning talent development professional and strategic advisor with more than 40 years of civilian, military, government, and ministry leadership experience, 30+ years of experience managing programs and projects, and more than decade managing talent and leader development programs. He obtained a doctorate in Strategic Leadership from Regent University after serving more than 30 years in the U. S. Marine Corps and U. S. Marine Corps reserve. Following September 11, 2001, Tim oversaw major logistics operations, and later field history collection operations, in CONUS, Iraq, Kuwait, and Afghanistan. Previously he was engaged as a marketing and strategic communication professional overseeing corporate advertising and promotion campaigns and advising business leaders. Before launching his own leader development company and *Difference Makers: A Leadership Podcast*, he designed, updated, and managed important DoD civilian leader development programs. Tim is an author, speaker, and the founder and CEO of Timothy S. McWilliams Leadership and Leader Development, LLC, which does business under the *Timotheos Leadership* and *STRATEGIAN Leadership and Communication* brands.