LEADING TRANSFORMATION #24:  
PROCESS FOR LEARNING COMPETENCIES

How do we go about increasing our competency level in specific areas of life and leadership?

The following are elements of a suggested process for learning new competencies.

1. APPRECIATION: Learn to accept and appreciate who you are; your unique strengths and weaknesses. This general appreciation is foundational to acknowledging specific areas of development that need attention.

There are instruments for identifying your personality, talents and gifts, and general strengths and weaknesses.

2. ASSESSMENT: Select the specific area of competency you need to grow in. Assess your current as well as desired level of competence.

3. ACQUISITION: Take practical steps to acquire the competencies you need to thrive in your areas of strength and in your particular leadership context.

Competence development is a learning process in the cognitive, affective, and kinesthetic domains where you acquire the new knowledge, attitudes and skills needed for leading transformation. Learning new knowledge by education and formal training in the cognitive domain can improve one’s chances of success. New attitudes are however best developed by observing the practices of an effective leader. This is because things of character (i.e. relating to attitudes, virtues and values) are better CAUGHT than TAUGHT.

The concept of mentoring and modeling encourages value and mindset changes in the lives of protégés. Take responsibility to expose yourself to the world’s best in the selected areas of learning.

4. APPLICATION: Utilize various strategies and techniques in applying learned competencies to change leadership.

Learning by trial and error involves practicing and learning from our mistakes and successes. Mistakes are useful; hence John Maxwell’s concept of FAILING FORWARD.

As the saying goes, “practice makes one perfect.”

5. AMPLIFICATION: Focus on MULTIPLICATION (more and lasting) for an extended period.

Increasing levels of competence requires continuation of learning process and a broader and diverse application of learned competencies in leading change. A lot of times it is during the processes of sharing what we have learned with others that we actually master what we are learning. Sharing what we are learning with more people and in more diverse situations increases our level of competence in the selected subjects.

Coach and mentor others in the areas of learning until you achieve the level of mastery.