

# Adult Growth & Development

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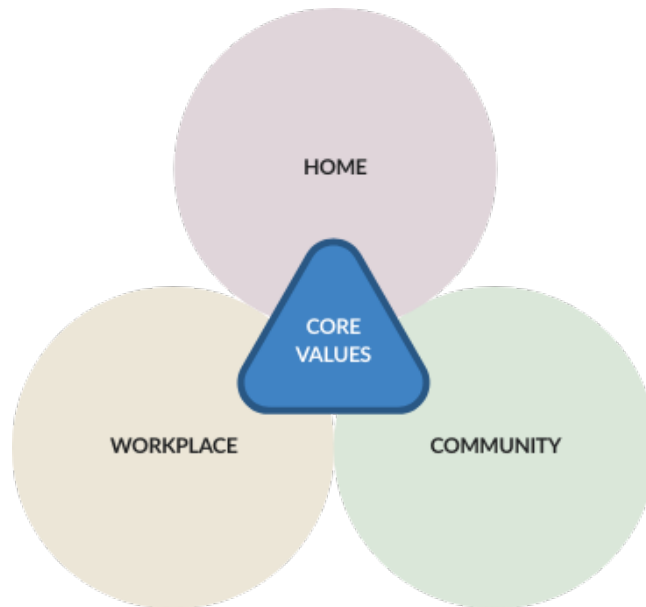
The Elements Needed for a  
Leader's Growth and  
Development

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RESTORED LEADER

# The relationship model



## **Core Values:**

Undeniable truths that help you make sense of self and the world.

## **Home:**

These relationships are those you consider “family”.

## **Community:**

They are your friends, neighbors and places of worship.

## **Workplace:**

These relationships are with your professional colleagues and customers you serve.

# The Elements Needed for a Leader's Growth & Development

Many leaders want to grow and improve their leadership. When you consider your own growth, I invite you to consider this question:

In the future, when you look back and see that you've grown, what do you envision growth will look like?

First, let's define the word *grow*.

Then, let's explore the elements needed to pursue that growth.

## WHAT DOES PERSONAL GROWTH LOOK LIKE?

Growth is when you actively move towards becoming what (or who) you desire.

For example, suppose you set out to become a runner. In that case, every decision you make that brings you closer to that goal – even buying a pair of running shoes or developing a routine of taking a morning walk – will bring you closer to your desire of being a runner.

Studies on how adults grow and develop or mature in their holistic life pursuits all arrive at a consistent agreement: Growth – that action of moving towards becoming that which you desire –

happens when the correct mixture of elements challenges them to grow.

## WHAT DO YOU NEED FOR PROFESSIONAL GROWTH?

Plants need water, soil and sunlight to grow.

People need their job, meaningful mentorship and coaching relationships, and finally skill building or education. When all of these pieces work together, you will experience real growth.

There are three elements needed for professional growth:

### 1. On-the-Job Experiences

First, you need the right job in order to grow. Similarly to how plants require the right type of soil to grow, your job is the soil for your growth. Your job is everything you engage with including your clients, teams, technical elements and non-technical elements.

Is your job challenging you in the right ways to help you pursue excellence?

### 2. Meaningful Relationships

Next, you need the right relationships to help you make sense of your professional development. Oftentimes, your supervisor alone isn't able to fulfill this role. That's where mentors and coaches come in:

Mentor-

Do you have someone within or outside the context of your workplace **pouring in** trusted, reliable wisdom? Your mentor will listen to your challenges and circumstances and be able to provide

wisdom gleaned from their own experience. Consider: *Who could fill the role of your mentor in this season?*

Coach-

The [International Coach Federation \(ICF\)](#) defines coaching as “partnering with clients in a thought-provoking and creative process that inspires them to maximise their personal and professional potential.”

Coaches help their clients grow by hosting conversations that **pull out** imagination and new awareness. If your direct supervisor lacks the bandwidth to fulfil this role, consider: *Do I need an external coach?*

### 3. Education

Finally, you may experience a need to level up your skills and learn something new. In your work becoming a Restored Leader, you may have recently identified a skill essential to your job. Your job and your aptitude in this area will result in success when you pursue critical educational experiences.

Consider: What do you need to learn? What mediums (coursework, seminars, conferences, podcasts, books, etc.) are best for you to internalise your new knowledge?

When you consider your new learnings in the context of your job and synthesise it with your coach, you’ll have everything you need to apply it immediately to your work.

## DETERMINING THE RIGHT MIX FOR YOUR GROWTH

Every element must be present in order for growth to happen. The percentage of each element will vary from person to person. But as long as all three elements are in place, there will be certainty in growth.

The most difficult element for leaders to incorporate is the element of Meaningful Relationships, but it's also one of the most important.

- Who will be your mentor to give you helpful, practical advice?
  
- Who will “serve” on your Personal Board of Directors, invited to have a special role in speaking into your life and leadership?
  
- Is now a good time to work with a coach?

Many of our clients reflect that their growth is boosted by working alongside a coach. If The Restored Leader can be a guide as you grow in your leadership, schedule a complimentary coaching session to discuss what that could look like.

#### Reference

This growth mix is referenced in [Leading with Story by Rick Sessoms](#)





## ABOUT THE AUTHOR

Darren Ho empowers leaders to live without compromise by redeeming their Core Values.

He knows that all leaders face daily pressures from the world; leaving them feeling exhausted, frustrated, hesitant, and often like they're chasing after the wind. Darren founded The Restored Leader – a leadership coaching firm – in 2017 to help clients redeem, protect and live their Core Values. As a result, leaders create authentic narratives, giving them confidence and joy in their leadership formation.

Originally from the Los Angeles area, Darren is a first generation American citizen. He and his wife and three children currently reside in Indianapolis, Indiana. Before that, the Ho family lived in Asia and Europe for 11 years and as a result, are passionate global citizens.

Darren earned his Bachelor of Science in Business from the University of Southern California. He received his Executive and Organisational Coach education from the International Executive Coaching and Leadership and is a Professional Certified Coach (PCC) of the International Coach Federation. He is also currently pursuing a Master of Arts in Theology at Fuller Theological Seminary.