



# Learning

Thoughts on leadership  
by Karl Pister



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The prolific author on leadership, John Maxwell, once said, "Many of my great ideas come from other people".

Following in that thread of thought, we again start our writing this week with two quotes:

The first, from Microsoft CEO Satya Nadella, *"The learn-it-all does better than the know-it-all."*

Second, from an anonymous source, *"Power should lie in the reasoning and, could I add, wisdom, not in the position, of the individual."*

Most of us are very quick to stay within the limits of what we know historically. At the same time we are quite adamant about getting the most current updates to our cell phones or other electronics. We wouldn't think of having less than the latest version. What could we miss out on if we didn't?

Yet, what efforts have you made to keep truly current in the areas of your life that are essential? This is not asked in an antagonistic way in any sense.



So take a moment to consider:

1. What do I think about learning?
2. In May I sent along a writing about the "MOMBA" or My Own MBA approach that a client of mine devised a few years back.
3. Might be worth going back and reviewing some of those thoughts about self-directed learning.
4. Again, the phrase rings true: If you are not learning, you can't be leading!
5. But I don't have the time to.
  - a. Sorry, that doesn't work. If you dedicate just fifteen minutes a day, four days a week, by August of 2021 you will have dedicated fifty two hours of study to the topic of your choice. Put that to fifteen minutes twice a day (drive-time listening, for example) and you boost to 104 hours of study in a year.
  - b. Great things can be done with small, incremental steps.
2. Am I known for an ability to reason?
  - a. Do you know how to dissect a problem?
    1. *Bulletproof Problem Solving*, by Conn and McClean is a superb read by two former McKinsey consultants that outlines great steps and thinking approaches on this topic.



b. Do you know how to slow down your brain so that you are using facts, and not assumptions or biases?

c. Do you have trusted people in your inner-circle of leadership who can challenge your thinking?

3. Am I known as a person of wisdom?

a. Have I explored what wisdom is, how I obtain it, and how I can apply it?

b. Stephen Covey's book, *Principle Centered Leadership*, contains a thorough bibliography of what he calls "wisdom literature". While certainly much wisdom comes through life experience, both successes and failures, gleaning insight from timeless literature is essential for leaders in today's demanding leadership environment.

So, if there was a survey done of those you lead, what would they say about:

1. Your learning?

2. Your reasoning?

3. Your wisdom?

...and how you use those three pillars of leadership effectively?

Again, as I conclude with many times, your choice.



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**Karl Pister, PCC**

Leadership Coach

[karl@coachinggroupinc.com](mailto:karl@coachinggroupinc.com)

(503) 381-8705

