

# LEVERAGING A LEARNING ECOSYSTEM

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**How do leaders grow?** The answer to this question lies within the pages of the sovereign word of God. The Bible says that wisdom and understanding are imperative for growth, and “Jesus grew in wisdom and stature, and in favor with God and man” (Luke 2:52, NIV).

As God’s representatives in the workplace and marketplace, we too must continue to grow by:

- Understanding and appreciating that “we all have different gifts” from God (Romans 12:6, NIV)
- Taking a holistic, integrated approach to “stir up the gift of God” which is within us (1 Timothy 1:6, NKJV)

We all have unique areas of gifting and aptitudes for learning; therefore, a comprehensive learning and growth platform must include varied and diverse learning methodologies. All leadership growth modalities are important as they work together to form a healthy leader and a sound organization. Leaders do not grow by employing only one modality such as engaging a coach, reading a book, or taking a class. Leaders grow by leveraging a multi-faceted approach to their personal and professional growth.

A 2017 study by Harvard Business School found that the best-in-class leadership development programs and experiences include the following principles: learning in context; learning by doing and reflecting; learning over time; learning with others; learning by teaching; and learning through engagement. These principles work in tandem to provide a rich comprehensive learning ecosystem.

The elements of a learning ecosystem for Christian leaders include professional, spiritual, mental, and emotional growth opportunities in addition to the vital features in the model to the right →

Leveraging a learning ecosystem benefits both the individual and the organization by driving performance, productivity, and bottom-line profitability. This approach helps leaders sustain learning and insights over time and positions them to achieve self-actualization, or the state of reaching one’s fullest potential. This is important as we endeavor to grow exceptional businesses and become higher-impact leaders to honor God. This is imperative to our achieving not only success, but more importantly, significance in that we are leaving a positive lasting legacy.

As a child, I remember hearing the lyrics of an old spiritual hymn that said, “I believe I’ll run on and see what the end will be”. It’s important to keep growing in life and in business, but you should not run on without God and try to rush the process. Grow with the process.

The Bible tells us: “He who began a good work in you will carry it on to completion until the day of Christ Jesus” (Philippians 1:6, NIV). We are never really done with God’s work. As the title of Nell Mohny’s book implores: *Don’t Put a Period Where God Put a Comma*. Keep growing in wisdom, understanding, stature, and favor. Keep growing personally and professionally. Keep growing for God’s Kingdom purposes – it’s what leaders do.

# How Leaders Grow

## ELEMENTS OF A LEARNING ECOSYSTEM

### Peer Group



ECCLESIASTES 4:12

### Holy Spirit



PSALM 119:105



### Consulting



PROVERBS 1:5

### Assessments



ROMANS 12:3

### Individual



2 TIMOTHY 2:15

### Coaching



2 TIMOTHY 2:2

“Wisdom is the principal thing; Therefore get wisdom. And in all your getting, get understanding.”

PROVERBS 4:7 (NKJV)