

Discovery with DC, Episode 3

A Key to Your Growth

In this episode, Jeffery poses that **development** is an 'absolute key to growth' regardless of the type of organization you run and even for your personal growth and success.

The episode goes on to identify four steps for successful development based on the idea that **'what got you here won't get you there.'**

Step 1

Take time to think in order to maintain a clear view of your desired future state.

- Reflect on where you've been.
- Consider where you are.
- Get clear on where you want or need to go.
 - What are characteristics of the desired future state that you desire to grow to?
 - Be careful to not limit your vision for the future based only on current realities.
 - Balance current realities with *what's possible?!*

Step 2

Break the vision down into the steps that you need to take to realize it.

- What needs to happen in order to realize your vision? Who, what, when, where, how?
- It's likely that you will not be able to precisely plan each step, but strive to outline steps to the greatest extent possible and assign timelines for each.
 - The next and upcoming steps should always be most clear and firm.
- Steps will change and evolve along the way and that's okay! Just use the steps to keep moving in the direction of your vision.

Step 3

Cultivate, develop, and manage resources to accomplish your steps.

- Oftentimes you will not have all of the resources (tools, human resources, talent, time, cash, etc.) needed to accomplish your steps.
- Cultivate the resources!
 - If you need more *time to think*, figure out how you can optimize your schedule and daily routines to provide it.
 - If you need capital resources for future steps, figure out how to cultivate the capital resources.
 - If you need a solution for a bottleneck in your operations, cultivate the solution.

Step 4

Systematize your development efforts for sustained growth.

- Don't leave your progress in the desired direction to chance. Life happens! As you grow you will have to regularly review progress, next steps, make adjustments and accommodations, and then keep stepping.
- Figure out what works for you to keep routine focus on your development efforts.
- Set aside time on a recurring basis to #DoWork on your plans.

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