



LEADERSHIP THAT BUILDS OTHERS UP

“Knowledge is power!” is a common saying, and professionally speaking, building skills, knowledge, and expertise typically increase an employee’s organizational value and power. As a result, employees often seek relevant personal development opportunities such as leadership training, to “climb the corporate ladder” or progress through organizational positions into leadership roles. This desire for personal development is prevalent, but often misaligned.

There is no harm in anyone wanting to acquire additional knowledge for personal gain. In fact, being called a “knowledge seeker” should be considered a compliment or at least a positive character trait for one to possess. However, to those currently “climbing the corporate ladder,” it is important for you to know that today’s workplace requires leaders who seek personal development for a greater purpose.

Attaining this “greater purpose” will, for some, require a shift in the way knowledge is used. Oftentimes, knowledge gained through personal development is used in a self-serving manner, however, because today’s workplace functions in a more collaborative and less hierarchical manner, effective leaders cannot solely use their gained knowledge for themselves. It is now essential for them to use the knowledge they gain to serve others.

Think of it this way, for some, knowledge is acquired for self-aggrandizement, but to be an effective leader in today’s workplace, it should also be acquired and used to help others. In other words, do not acquire knowledge to personally “Puff up.” Acquire knowledge to “Build up.” “Puff up” suggests that you have gained knowledge for your own pride or benefit; it builds you up. However, “Build up” suggests that you not only gain knowledge for your benefit but, for the benefit of others; it builds others up.

It is true, knowledge is power, but consideration should be given to altering the goal of your personal development because effective leadership is not only rooted in using knowledge for personal gain but to serve others and help them be successful.