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Expanding your Leadership Capacity

- Growing Your Capacity for “PUC”
 - Every growing leader must endure “PUC” — Pain, Uncertainty, and Chaos.
 - To move your organization forward, you must grow in your capacity to handle pain, uncertainty, and chaos.
- Accept the Chaos [09:30]
 - Leaders tend to instinctively hate chaos, but if you avoid chaos, you limit growth.
 - You can have control, or you can have growth, but you can't have both.
 - Too much control stifles growth.
 - Rules, policies, and procedures are organizational scar tissue.
 - Growing leaders start to grow when they are allowed to do.
 - If the leader does a task all the time, then other people do not become good at it.
 - The best leaders don't obsess about controlling outcomes. The best leaders obsess about empowering leaders.
 - The mark of a great leader isn't measured by how much you control, but by the leaders you empower.
 - What are you controlling that you need to let go?
- Embrace the Uncertainty [19:15]
 - The only thing that we know for certain is that the future is uncertain.
 - Andy Stanley said, “Uncertainty is not an indication of poor leadership; it underscores the need for leadership.”
 - A good leader plans for unforeseen challenges. A great leader plans for unexpected opportunities.
 - Wherever there is uncertainty, there is always opportunity.
 - Create margin for opportunities that you can't predict.
 - Bob Goff said, “Embrace uncertainty. Some of the most beautiful chapters in our lives won't have a title until later.”
 - The cost of inaction is almost always greater than the cost of a mistake.
 - What risk do you need to take?
 - No organization ever achieved greatness by playing it safe.
- Step into the Pain [29:30]
 - There is no pain like leadership pain.
 - As you grow in your leadership, there are some benefits, but there is always a cost.
 - In 2 Corinthians 11:28, after describing the physical pain he has experienced, the apostle Paul adds, “Then, besides all this, I have the daily burden of my concern for all the churches” (NLT).

- If you're not hurting, you're not leading.
- There is the easy thing and there is the right thing, and right is usually not easy.
- The difference between where you are and where you could be is often the painful decision you are unwilling to make.
- What painful decision have you been avoiding that it's time to make?
- Your capacity to lead toward the future is determined by your ability to endure pain today.
- Through, Not Out [39:00]
 - The way to grow is always through, not out.
 - We do not grow when we play it safe.
 - When things are uncertain, what's most important becomes clear.