



Happy Tuesday, \${UD:FIRST_NAME}!\$!

There is something we do in organizations all the time.

We take someone who is really good at their job...

And we promote them.

Yesterday, they were responsible for their work.

Today, they're responsible for people.

New title.

New responsibilities.

Maybe even a new office. 😊

And somewhere along the way, we make a pretty big assumption:

They know how to lead.

But being excellent at your job and being prepared to lead other people are two very different things.

A title can be given to you.

Leadership has to be practiced.

Leadership Lesson: Leadership Is a Choice

I've said this for years:

Leadership is a choice.

You can have “Manager,” “Director,” “Vice President,” or “Chief” in your title and still struggle to lead.

And you can have none of those titles and be one of the most influential leaders in the room.

Because leadership isn't simply about authority.

It's about **how you show up.**

How you communicate.

How you make decisions.

How you respond when things go wrong.

How you give feedback.

How you listen.

How you build trust.

How you hold people accountable.

And how people experience themselves when they're working with you.

Your title may give you authority.

Your behavior determines whether people trust you enough to follow.

The Part Organizations Sometimes Miss

We spend a lot of time teaching people how to **do the work.**

Then we promote them and expect them to suddenly know how to **lead the people doing the work.**

Those are different skills.

Your best salesperson may not automatically know how to develop a sales team.

Your strongest project manager may not know how to navigate conflict between two employees.

Your technical expert may not know how to give feedback that someone can actually hear.

And your newest manager may be sitting at home wondering:

“Why didn't anybody tell me this part would be so hard?”

That's not necessarily a bad leader.

That may be a leader who hasn't been developed yet.

And there's a difference.

Put It Into Practice: The Leadership Readiness Check

If you lead people—or you're responsible for developing people who do—I want you to think about these questions:

- Do I know how to give clear, useful feedback?
- Can I have a difficult conversation without avoiding it or making it worse?
- Do the people I lead understand what I expect from them?
- Can someone disagree with me without worrying about what happens afterward?
- Do I know when to step in and when to let someone else lead?
- Am I developing people—or simply assigning them work?

And here's the one I really want you to sit with:

Who is becoming a better leader because of the way I lead them?

Whew.

There's September for you. 😊

What Leadership Development Actually Looks Like

Leadership development isn't one workshop.

It isn't reading one book.

It isn't completing an assessment and putting the results in a drawer.

And it certainly isn't something we finish once we've reached a particular title.

Leadership development is ongoing.

It requires:

Self-awareness.

Practice.

Feedback.

Reflection.

Accountability.

Curiosity.

And sometimes it requires being willing to admit:

I don't know how to do this yet.

That isn't weakness.

That's where learning begins.

Where I'm Showing Up

*One of the things I love most about working with leadership teams is watching what happens when people have the space to stop doing the work for a moment and actually think about **how they're leading**.*

Those conversations can be uncomfortable.

They can also be transformational.

Because sometimes the biggest shift doesn't come from teaching someone another leadership model.

It comes from helping them recognize something about themselves they hadn't noticed before.

That's the work.

And it's one of the reasons I continue to believe:

Leadership is a choice—and learning how to lead is a lifelong practice.

Visual Reminder



Leadership development happens when we make space to think about not only the work we're doing—but how we're leading the people doing it.

Want to Develop the Leaders in Your Organization?

If you've promoted talented people into leadership roles—or you have experienced leaders who could benefit from strengthening communication, emotional intelligence, feedback, trust, or difficult conversations—this is the work I do.

Through keynotes, leadership workshops, retreats, and development experiences, I help leaders and teams strengthen how they communicate, lead, and show up for the people around them.

[Schedule a Leadership Conversation](#)

I'd Love to Hear From You

Think back to the first time you were responsible for leading other people. What do you wish someone had taught you before you got the title?

Hit reply and tell me.

I have a feeling there are going to be some GOOD answers to this one.

One Final Question Before You Go...

Who is becoming a better leader because of the way you lead them?

Don't rush past that question.

Closing

A title may change what you're responsible for.

It doesn't automatically change how you lead.

That part takes intention.

Practice.

Learning.

And the willingness to keep growing.

Because you don't become a leader the day someone changes your title.

You become one through the choices you make after they do.

Show Up. Do You.

With appreciation,
Paula R Jenkins
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Founder, The Live By Example Speaker
"Everything Begins and Ends with Communication."

***P.S.** Know someone who would enjoy one honest leadership conversation every Tuesday? Forward this email and invite them to join our Leadership Unscripted community.*

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