



L3 LEADERSHIP PODCAST

Episode #219: 6 Mistakes I've Made in Leadership

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ABOUT DOUG SMITH:

Doug is the Director of Development at Light of Life Rescue Mission, a non-profit that helps the homeless, in Pittsburgh, PA. He is the Founder of L3 Leadership, a company that connects and develops leaders through training, events, mastermind groups, and membership.

He is also the host of the L3 Leadership podcast, where he has interviewed world-class leaders such as Dr. Henry Cloud, Dr. Les Parrott, Liz Wiseman, Mike Tomlin, and many others. He is married to his high school sweetheart, Laura. Together, they love family, personal growth, travel, working out, and serving others.

LINKS MENTIONED:

- Clint Hurdle Interview
- How to Have Hard Conversations Episode

KEY TAKEAWAYS:

- I judged the leaders ahead of me
- Don't judge anyone's leadership, season of life, or relationship skills, etc. If you see areas of lack in people:
 - 1.) Give them grace, you have them as well.
 - 2.) Have conversations with them about it, it may be a blind spot.
 - 3.) Fill in their gaps. You're probably strong where they are weak
- I did not know how to have hard conversations
- I am a people pleaser
- You can't lead people if you need people. -John Maxwell
- Clear is kind. Unclear is Unkind. - Brene Brown
- Ask: What is in the best interest of the people I am leading? What is in the best interest of the organization?
- I did everything myself and did not ask for help
- I had an employee mentality, not an owner mentality.
- Think like an owner, not like an employee. -Craig Groeschel
- Progression:
 - How can I do my job better?
 - How can I make our department better?
 - How can I make our organization better?
- I did not pay attention to risk management

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