

Practical Approach – Birthing a Leader

Are leaders born or are they made? I think the answer is likely yes.

Certainly, one can be born with certain leadership characteristics. Those who are optimistic, curious, and empathetic tend to be very good leaders. Others are unafraid to take charge of new situations.

Put a few strangers in a room with a topic to discuss or a problem to solve and you will likely reveal someone with a knack for leadership. The natural strengths of these leaders, however, can sometimes be overplayed or never fully developed. It is likely there are more people who are not “naturals” but worked hard to develop the skills to be successful leaders.

Perhaps she was a great technician and found herself promoted to lead the team. Maybe he thought he wanted to be a leader or people expected he should be, only to discover it was much more difficult than he imagined. Success for these leaders can be hard-earned and painful, both for them and their team members.

For both the born and crafted leaders to reach their full potential, the answer is the same: continuous commitment to developing skills, building on strengths, and understanding weaknesses. There is no end or graduation date for this learning. How that will look will change as leaders gain experience and grow. Even for the most experienced, learning comes in preparation for supporting others as mentors, coaches, and facilitators.

Whether you feel like you were born to lead or find yourself in a situation that requires it, one thing is certain: if you are not working to get better, you are not leading.

–Commissioner Darin Seeley

Organizational Development Tip of the Month: A Fundamental Shift in Leadership.

The notion of leadership and all that it entails has changed many times over the years and may be changing yet again. A recent article from *Fast Company* titled, *We're in the Midst of a Fundamental Shift in Leadership*, addresses the critical importance of leadership influence in the contemporary business world.

[Click here to read the complete article.](#)

Help Them Grow

Study after study, as well as our 2022 Statewide Engagement Survey, confirms that career development is the single most powerful tool managers have for driving retention, engagement, productivity, and results. But most managers are already spread so thin. How do you as a manager help your employees grow and still do all your other duties? This course offers managers a new, very strategic approach to developing employees' careers.

Based on the books *Help Them Grow* and *Promotions Are So Yesterday*, this course offers an easy-to-apply framework of seven alternative dimensions of development (contribution, competence, confidence, connection, challenge, contentment, and choice) that will engage your employees and offer dynamic opportunities for growth that are completely within your control as a manager.

Visit [SDLearn](#) to register today.



Ignite Leadership Development Launching This Month

We are excited to announce Ignite Leadership Development which will be launching in the coming weeks. We believe leadership comes from all levels within state government and developing leadership skills no matter what level is essential.

Ignite offers five unique development tracks, including:

-  **Any-Level Leaders:** for those who do not supervise but have influence
-  **Aspiring Leaders:** for those aspiring to be a supervisor
-  **First-Time Supervisors:** for new supervisors with 0-5 years supervisory experience
-  **Mid-Level Managers & Experienced Supervisors:** for those who supervise supervisors or have long-term experience as a supervisor
-  **Senior Leaders & High-level Teams:** for those people and teams serving at the highest levels

The curriculum for each level includes a mixture of instructor-led courses and electives, compliance training, electives from SD Learn and the Science of Leadership Academy, and individualized development through our immersive experiences.

Each level's curriculum can be accessed through SDLearn. We are in the final stages of building out the curriculum for each level within SDLearn; however, you can currently access the complete **Ignite Leadership Development online course catalog by clicking here.**

Our catalog offers a full description of each level, the courses for each level, a learning path with completion guidelines, and book recommendations for each level.

We will have a full launch in the coming weeks, but wanted to make you aware of the offerings in case you receive questions from your employees or you wanted to see what we have for your own development goals. Be on the lookout for more information soon.

Supervisory Summary

The Supervisory Summary is designed to give you a sneak peek of topics in the upcoming Training & Development Digest.

Training & Development



How to Register for Classes

SDLearn is currently available only to employees under the control of the Governor, but that does not mean that employees in other offices cannot still enroll and participate in certain courses.

If you do not have access to SDLearn, you can still register for virtual and in-person BHR training courses, webinars, and events by emailing BHRTraining@state.sd.us.

A calendar for these classes is available here.

Additional Items:

- SDLearn Highlights for February
- Upcoming Training Courses
- Supervisors Must Approve Training Courses
- Having Trouble Logging in?
- Training Tuesdays Returns
- The Five Leadership Levels of Ignite Leadership Development (Infographic)