The #1 Reason Leadership Development Fails by Mike Myatt

The article The #1 Reason Leadership Development Fails written by Mike Myatt, a contributor for Forbes website. The number one reason according to Myatt is the act of “training” leaders itself. There is a difference between training and developing and not just a semantics argument. Training assumes the need for doctrinaire on systems, processes and techniques. Training focus on the present and what is the best practice. While developing focuses on the future, and what is the next practice. Training gives the desire of a robotic, static thinker while developing is nuanced, contextual, collaborative, fluid and above all, actionable.

The article points out 20 items that illustrate the difference between training and development. Some examples are training blends to norm – Development occurs by norms, Training test patience – Developing test courage, Training is transactional – Development is transformational and my personal favorite Training places people in a comfort zone – Development moves people beyond their comfort zones.

I picked this article because of how close it hits home because part of my job is training new crew member. The article got me thinking, have I been training or developing my crew member? Spoiler alert, all training, not that I have much of a choice since the nature of my job does not have require much innovation or offer freedom to execute the task. However, as I read the article I realize without doing so, my underling goal is to develop better crew member. Rather than just train a new crew member on how to make prep product, I explain the importance of prepping as well. I try to give a
reason to everything I teach, in the hopes that if they understand the task well enough, they can expand on the task and develop a more efficient method of executing said task.