

February 2022 Next-Step Leadership YouTube – Leader-Cast

*Lessons in Leadership - Leadership chat with Brad Holda*

*Questions*

1. Who IS Mr. Brad Holda?

My role is to set other people up for success, to serve others, and to utilize my unique God-given skills, talents, and abilities to better the community. My roles include: son, father, husband, Career Coach, tennis coach, and gig economy extraordinaire. I am the owner of InvestNU, which is a career advancement organization that sets the next generation up for success through career/life coaching and professional preparation.

1a. What are your current goals?

Financial: Pay off our house by the age of 45.

Physical: Get down to 180 lbs and under 20% bodyfat

Career: Build career-coaching empire platform that supports and comes alongside schools, that helps students understand their: identity, creating professional material, how to sell themselves, and learn what to say to the right people.

Family: Monthly dates with daughter, put the kids to bed daily. Go on weekly dates with wife, and have one rest day per week.

Spiritual: Complete the bible this year.

Mentor: Read one book per month & Have ten people I mentor voluntarily.

**Opener QUESTION:**

**Name some situations in which a leader may fail. Tell me about a time when you failed as a leader.**

One of the greatest ways I've seen leaders fail is not understanding their team and each individual on their team. Each person needs to be lead in a different way, and when that doesn't happen, there is a ton of disconnect. I have done that at home, where it took me awhile to understand my wife is the type of person that needs specific direction, timelines, and follow through. I kept wondering why her boss gets so much out of her and she excels at work, but things weren't getting done around the house that were in her bucket of responsibilities. I later realized it was because I was verbally telling her what to do, without clear direction, deadlines, accountability, and support. That was a huge fail for me, but luckily, I learned that lesson before it was too late.

## **FROM individuals who follow Next-Step Leadership FIRST:**

1. What excites you about Leadership?

I'm a servant leader, so it excites me to lead others, and watch others come to life. My goal is always to show up for the person in front of me, add value, and set that person up for success. There is nothing I enjoy more than watching someone conquer a fear they had, and realize if they can do that, they can do many other things they didn't believe.

2. What is the difference between leader and manager and what is your number one goal as a leader and as a manager?

Leaders create vision, while managers create goals. Leaders are unique and change-agents while managers maintain the status quo. Leaders take risks, managers maintain risk. Leaders go first, Managers watch or follow. Leaders coach/inspire/motivate while managers direct.

Number 1 Goal as a Leader is to be willing to do the things I expect of those that I'm following. Top goal as a Manager: To create systems in place, so that others can lead more efficiently.

3. How do you deal with a coworker who is also your friend? Like how do you keep that relationship separate, especially if you are the boss?

That is a challenge. I think setting clear expectations up front is always important, and also understanding who that person is, and then speaking directly to their personality type, heart, etc. Establishing guidelines for the relationship, and casting the vision for the importance of the guidelines is critical for success. Finally, allowing check-in points to monitor and ensure expectations are met, and the colleague feels heard help lead to success.

4. What is ONE decision you WISH you didn't make?

I can only pick one? My sophomore year, I chose to quit my basketball team. I didn't understand the potential impact in that moment of the potential of a perennial quitter. It created a spiral effect, early on in my life, of quitting when things got tough, which over the years, I have gotten over, but it took me much longer to get over that than it would've if I had not stuck it out.

5. What advice would you give someone going into a leadership position for the first time?

Don't allow the limits of others to become your limits. Self-actualization and understanding yourself is more important than money, success, or status. When you don't understand yourself, you allow the limits of others to influence your limits and effect your decisions. Listen to others, empathize with others, lead others, but ultimately, recognize the limits we put on ourselves, and don't let the limits of others become your own.

6. What are people thinking. . . BUT afraid to say? To leaders or others in general?

I wish I knew 😊. I think people have incredible ideas that will benefit the organization, customers they serve, and their team, but are afraid to share for fear of rejection, fear of “rocking the boat”, or feeling like their opinion doesn't matter. Sadly, this happens all too often. This is not the fault of the employee, but rather the fault of the culture that has been created to make him/her feel that way. We need to do a better job of creating a culture where ideas are celebrated and promoted, and utilized as they make sense.

7. What are you doing to network and connect with others?

1. Marco Polo
2. Text Strings
3. Recognizing different mentors for different situations and going to them (i.e – personal mentors, YouTube, Podcasts, etc). Think: personal executive team.
4. Setting goals to encourage one person daily.

8. What efforts have you made, or been involved with, to foster diversity competence and understanding?

I make conscious efforts to talk with others that don't look like me, sound like me, act like me, have the same giftings as me, etc. My goal is to learn from others, and I have the mindset that the person I am talking with is more interesting than me. That way, I keep an open-mind, and I am constantly learning from those that are not like me.

9. What are you reading right now? What is on the night stand? On the Kindle?

Love this question! I am revisiting “Atomic Habits” by James Clear in the evening, and when I'm on the road, I have been listening to “Soundtracks” by Jon Acuff. In short, I have been learning how small daily habits can make a huge impact, as well as capturing daily broken records we tell ourselves (soundtracks), and controlling those thoughts by recognizing if they are: true, helpful, or nice, and when they aren't, replacing them with new soundtracks.

10. What thoughts or ideas do you want to leave Lessons in Leadership Leader-Cast watchers with?

Recognize what your unique giftings are. You were created with a purpose to create. Study yourself – essentially date yourself. Knowing who you are is a superpower. Do that through: asking others questions about you, taking personality assessments, learning (through books, podcasts, etc), journaling your thoughts, spending some time alone and away from the noise, and spending some alone time with your maker, asking Him. From there, live every day with passion for the person in front of you! There is not a finish line when it comes to passion. Start where you are with who you're around. Love on others, serve others, and the turtle wins the race!