

How Leaders learn

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Every successful person I have met in my life had learned the discipline of learning.

When you discover how to incorporate learning into all aspects of your life, then you will grow your career, your leadership and your relationships.

Active learners

learn from anybody and any experience

learn to maintain an open curious mind

learn by doing things that need doing.

When you choose to learn from your upbringing, then you learn who you are , your values, your strengths and your blind spots.

Self aware people appreciate the complicated nature of key events in their lives.

Throughout my career, even if I didn't know where I was headed, I always wanted to keep growing.

New environments bring uncertainty and risk, two things that humans really don't like.

**Growth comes at the expense of previous
comfort or safety**

Some new environments might not advance your learning, they might slow you down.

**First identify and acknowledge your gaps.
Then, find the right experts as many
questions as possible.**

**Its amazing what you can learn if you ask
people who know more than you to share
their knowledge**

Every company is filled with experts, no matter the question, the answer is always there in the building.

If you want people to share their know how with you, you need to spread know how too.

**Intellectual friction isn't a relationship bug,
it's a feature of learning.**

We can only learn and do something with the learning if we have an optimism about the future.

**You can't grow and innovate if you don't
take risks and sometimes fail**

To learn from failures, we must be willing to fail in the first place.

You cannot learn if you cannot listen.

Arrogance causes deafness, and when you have some success you fall into this trap and forget to listen.

When we use should, we limit everyone's thinking.

When we use could , we expand peoples thinking

Unconscious bias is a killer of effective communication

If you want to see the world as it is, you need to hunt for the truth.

Its important not be blinded by good news.

Pattern thinking is $1 + 1 = 3$

creating something bigger than the sum of its parts.

**Its difficult to have a learning perspective
without developing a practice of reflection**

Humility is the recognition that you cannot do it by yourself

Confidence is simply the expectation that you will find a way to win.

People with swollen egos cannot be active learners since they believe they have nothing to learn.

In any relationship involving trust, someone has to make the first move to build positive momentum.

I created with BBDO the campaign for Diet Mountain Dew – ‘Been there, done that.’

This became lexicon.

This gave us the confidence to do the edgier campaign for Mountain dew – ‘Do the dew.’

Active learners recognize that we learn little by doing the same thing again and again. We learn by doing new things, and especially things outside our comfort zone.

Active learners embrace big challenges.

Active learners know that good preparation helps us get the most learning out of every experience.

The hard way to do anything builds a solid foundation of confidence.

Leaders are taught to delegate, but you have to avoid the danger of becoming disconnected when you delegate.

Doing the right thing is the gift you give yourself

Active learners take the time to simplify, so that they can learn, which in turn helps them to learn so that they can simplify.

If you are struggling, simplify and focus on the fundamentals.

Active learners understand that we learn by sharing what we know with others.

The power of learning is that it elevates the impact you have on people in your life and the world around you.