



## 75: BECOMING A LEADER WHO ANTICIPATES - LIVE FROM GLOBAL LEADERSHIP SUMMIT

Thank you for joining the Craig Groeschel Leadership Podcast!

How do we look forward and anticipate what may be coming in the future? How do we plan and decide now to set up our teams and organizations for what's next? We must learn to become leaders who anticipate.

"The difference between a good leader and a great leader is one who learns to anticipate rather than react." —*Craig Groeschel*

The lifespan of your current systems, structure, and strategy is diminishing. The way you are doing what you are doing won't work forever—just ask Kodak, Polaroid, Blockbuster, or tons of other companies that were incredibly successful at one point or another. If you're not changing, you're falling behind.

Remember: what you *know* may be wrong. The things you are absolutely, immovably convinced of may be your biggest point of vulnerability. It's the "curse of confidence." Learn more by researching the "Dunning-Kruger Effect"—those who are lowest in competence are often the highest in confidence. People who are overly confident:

1. Find it difficult to receive feedback.
2. Often answer more questions than they're asking.
3. Assume too much and stop innovating.

This is also why you should look for someone with a lot of humility when you're **looking for potential in future leaders**. The best indicator of genuine potential is high humility not misplaced confidence.

"Most leaders could learn from their mistakes if they weren't so busy denying them." —*Craig Groeschel*

So rather than being over-confident in what we think we know based on past experience, we need to use all the information and tools available to us to anticipate the future with the 'three Ds of anticipatory leadership.'

1. **Develop.** Develop situational awareness with an honest assessment of the current state of our organization and our own leadership. Study your team and functions. Develop an awareness for what's working and *why*.

“If you don’t know why something is working when it is, you won’t know exactly how to fix it when it’s not.” —*Andy Stanley*

2. **Discern.** Discern future threats and opportunities. To do this, learn about fields outside your area of expertise. Look from new angles at all the things that affect your business or ministry. Then, train yourself to make predictions—even if they’re wrong—about what’s coming. You want to exercise the part of your brain that looks to the future. Discern future opportunities and threats by embodying healthy skepticism and leading with bold optimism.

“New challenges always equal new opportunities. When you see a problem, train yourself to think ‘opportunity.’” —*Craig Groeschel*

3. **Disrupt.** Disrupt what is with what could be. Don’t be afraid to break the rules—the greatest innovators break the rules.

“The greatest leaders and innovators always break the rules. Break some rules.” —*Craig Groeschel*

Things are changing. And while good leaders react, *great leaders anticipate*. Don’t be afraid of what’s coming in the future. There is so much at stake—create what it will be. Leaders change the world.

“If you wait until you are 100% sure before you try something new, you will always be too late.” —*Craig Groeschel*

## DISCUSSION QUESTIONS

1. What is the true current state of our organization? Why?
2. If you were starting now, what are you currently doing that you would not do? Why are you still doing it?
3. If you were starting fresh today, what would you attempt? When will you attempt it?

## EXERCISES

1. Remember, being an anticipatory leader doesn't mean being over-confident or being a know-it-all. One way to determine if you're too confident is to gauge how many questions you're asking versus how many you're answering. Keep a tally - you should be asking more questions. If you're not, make it part of your leadership.

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2. To anticipate and innovate, you need to understand what's happening in your world and industry. Don't just rely on what's always been true. Exercise: Seek out new or opposing viewpoints and predictions in your industry. The goal isn't to necessarily change your mind or doubt yourself - it's to stretch your thinking and force yourself to think of new possibilities and options.

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3. The greatest innovators always break the rules. Most industries require things you'd consider 'normal.' Everyone does similar things in similar ways. Now, imagine those things were gone or had to be different. Identify three practices/policies in your industry and list out some innovative updates or replacements you could make to those stale or status quo areas.

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## ABOUT THE GLOBAL LEADERSHIP SUMMIT

The 2020 Global Leadership Summit airs online and at host sites around the United States August 6-7, and later throughout the world globally.

Visit [register.globalleadership.org](https://register.globalleadership.org) and use the promo code **CGLP** to get a discount.

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