

# The Road to Champagne

## Chapter 8 Actions: Build Expertise



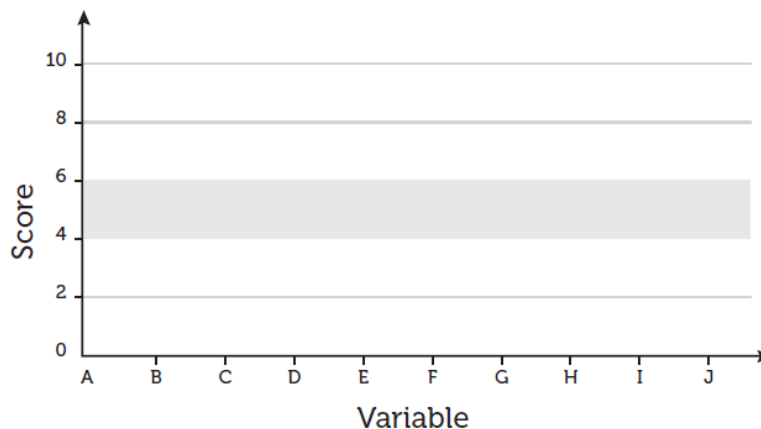
- Think about your profession and write down a list of up to 10 key skills (hard and soft) that an effective leader must have.

Variables:

Score:

A.	_____	_____
B.	_____	_____
C.	_____	_____
D.	_____	_____
E.	_____	_____
F.	_____	_____
G.	_____	_____
H.	_____	_____
I.	_____	_____
J.	_____	_____

- Knowing what you know about yourself (passions, strengths, and turn-offs), place an asterisk next to any skills on the list that you believe can help differentiate you, if they were your one or two main spikes and two to five secondary spikes.
- Now that you have defined that list, go back and score yourself 1 to 10 points, relative to others in your field (peers and leaders).
- Plot each score in the chart and connect the dots with a line. These are variables in the x-axis.



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- What is the chart telling you?
  - If you have spikes in the skills with asterisks: That is awesome! Keep investing time and effort to maintain those spikes.
  - If you have gaps between your score and where a main or secondary spike would be, create a brief action plan for each one, specifying what actions you can take to start building that expertise (mentors to talk to, projects to engage with, training to attend, books to read ...). Set deadlines and place calendar reminders. Commit!

Gap to close: \_\_\_\_\_ Target date

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Gap to close: \_\_\_\_\_

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

Gap to close: \_\_\_\_\_

- \_\_\_\_\_
- \_\_\_\_\_
- \_\_\_\_\_

- Track your expertise-building journey. Periodically assess your performance versus your field's essential variables in case new ones arise or more work is needed in the current variables.