Core Competency: Confidence

Cultivating Confidence in Leadership: A Comprehensive Roadmap

Confidence is a fundamental core competency for effective leadership. Let's dive into the critical aspects of developing and sustaining confidence as a leader. We will explore the significance of researching the subject, setting realistic objectives, identifying a mentor, and continuously developing professional knowledge. By following this roadmap, leaders can enhance their self-assurance, foster growth, and inspire their teams
to achieve success.

Confidence is an essential trait that distinguishes effective leaders. Confidence not only empowers leaders to make decisions and take risks but also inspires trust and respect from their teams. This is a roadmap for developing and nurturing confidence as a core leadership competency. The four key concepts are:

- Research the subject you wish to discuss.
- Set realistic objectives and identify stretch opportunities.
- Identify a mentor.
- Continuously develop your professional knowledge.

Let's review these four concepts:
1. **Research the Subject You Wish to Discuss:** Confidence is closely tied to knowledge and expertise. Leaders must thoroughly understand their subject matter to exude confidence. Here are strategies to achieve this:
   a. **Stay Informed:** Continually update your knowledge in your field. Read books, articles, and research reports to stay current. TPRA (Third Party Risk Association) provides you with opportunities to participate in meetings and calls to stay abreast of current topics in the TPRM (Third Party Risk Management) (Third Party Risk Management) Industry.
   b. **Seek Feedback:** Encourage candid feedback from your team and peers. Constructive criticism helps you identify areas that need improvement.
   c. **Invest in Learning:** Attend workshops, seminars, and online courses to enhance your knowledge and skills. TPRA has many opportunities for you.

2. **Set Realistic Objectives and Identify Stretch Opportunities:** Effective leaders understand the importance of setting goals that challenge and motivate. This entails defining clear, achievable objectives while also embracing stretch opportunities. Strategies for this include:
    a. **SMART Goals:** Use the SMART (Specific, Measurable, Achievable, Relevant, Time-bound) criteria to set objectives that are both attainable and challenging.
    b. **Embrace Stretch Opportunities:** Look for projects or responsibilities that take you out of your comfort zone. These stretch opportunities facilitate growth.
    c. **Self-Assessment:** Periodically assess your progress against your objectives, adjusting as necessary to maintain a balance between attainability and challenge.

3. **Identify a Mentor:** Having a mentor provides invaluable support and guidance, boosting your confidence. A mentor can help you validate your approach, provide feedback, and offer wisdom. Key strategies for finding a mentor include:
    a. **Seek a Trusted Advisor:** Identify someone you respect and trust, who possesses the knowledge and experience you need. TPRA has a mentoring program for TPRM practitioners – check out our website to register to participate.
    b. **Set Clear Expectations:** Define your expectations and goals for the mentorship relationship. Ensure your mentor is aware of what you seek to achieve.
    c. **Regular Communication:** Maintain open and regular communication with your mentor, seeking their guidance on various matters.

4. **Continuously Develop Your Professional Knowledge:** To maintain confidence, it is vital to remain at the forefront of your field and continuously develop your professional knowledge. Strategies to accomplish this include:
    a. **Pursue Professional Credentials:** Obtain relevant certifications, credentials, or advanced degrees to validate your expertise. TPRA has a Third-Party Cyber Risk Assessor certification program (TPCRA) out now and more coming next year.
    b. **Networking:** Attend industry conferences and seminars and participate in professional networks to gain insights from peers. TPRA offers a Spring in-person conference and a Fall virtual conference in addition to the multiple meetings where networking is encouraged.
    c. **Knowledge Sharing:** Encourage knowledge sharing within your team and organization, fostering a culture of continuous learning.

Confidence is a core competency that underpins effective leadership. By adhering to the roadmap outlined, leaders can develop and sustain the confidence required to lead with authority, inspire trust, and drive success in their teams and organizations. Confidence is not a static trait but one that can be cultivated and nurtured throughout one's leadership journey.

ADDITIONAL RESOURCES

To continue your learning journey and deepen your understanding of confident competencies, consider exploring the following resources:

BOOKS
- "The Imposter Syndrome: How to Stop Feeling Like a Fraud at Work, Build Your Confidence and Stop the Inner Critic" by Phil Roberts
- "The Confidence Gap: A Guide to Overcoming Fear and Self Doubt" by Russ Harris and Steven Hayes PhD
- Speak with Confidence: Overcome Self-Doubt, Communicate Clearly, and Inspire Your Audience" by Mike Acker
- "Get Out of Your Own Way: Overcoming Self-Defeating Behavior" by Mark Goulston and Philip Goldberg
- "The Anxious Achiever: Turn your Biggest Fears into Your Leadership Superpower" by Morra Aarons-Mele

VIDEOS
- **Public Speaking Hacks to Convey Confidence as a Leader**
- **Six Behaviors to Increase Your Confidence**

BLOGS
- **How to Build Self-Confidence by MindTools**
- **What is Self-Confidence: 9 Proven Ways to Increase It**
- **Use It or Lose It: The Science Behind Self-Confidence by Forbes**