

Doug Smith ([00:07](#)):

Hey leader and welcome to episode number 357 of the L3 Leadership Podcast, where we are obsessed with helping you grow to your maximum potential and to maximize the impact of your leadership. My name is Doug Smith and I am your host, and today's episode is brought to you by my friends at Beratung Advisors. We're also recording live from the return.com studio, which we'll hear more about in just a moment. If you're new to the podcast, welcome. I am so glad that you're here and I hope that you enjoy our content and become a subscriber. Know that you can also watch all of our episodes over on our YouTube channel at L three leadership, so make sure you're attuned in there as well. And if you've been listening to the podcast for a while and it's made an impact on your life, it would mean the world to me if you would leave us a rating and review on Apple Podcast or Spotify or whatever app you listen to podcast through that really does help us to grow our audience and reach more leaders.

Doug Smith ([00:52](#)):

So thank you in advance for that. Well leader. In today's episode, you're gonna hear part two of the top lessons that I learned in 2022. A few episodes ago, I released Part one and I talked about the top lessons that I learned in the area of spirit, spiritual growth and character development. And today in part two, you'll hear the top lessons that I learned in marriage, parenting, money and leadership. And I think it's gonna add a ton of value to your life. I know that you're gonna enjoy this, but before we dive in, just a few announcements.

Doug Smith ([01:20](#)):

This episode of the L three Leadership Podcast is sponsored by Beratung Advisors. The financial advisors at Beratung Advisors help educate and empower clients to make informed financial decisions. You can find out how Beratung Advisors can help you develop a customized financial plan for your financial future by visiting their website Beratungadvisors.com. That's B E R A T U N G advisors.com. Securities and investment products and services offered through LPL Financial member of FINRA and SIPC Beratung Advisors, LPL Financial and L3leadership are separate entities. I also wanna thank our sponsor, Henne jewelers, they're jeweler owned by my friend and mentor, John Henne and my wife Laura and I got our engagement and wedding rings through Henne Jewelers and had an incredible experience. And not only do they have a great jewelry, but they also invest in people. In fact, for every couple that comes in engaged, they give them a book to help them prepare for marriage and we just love that.

Doug Smith ([02:10](#)):

So if you're in need of a good jeweler, check out hennejewelers.com. And I also wanna thank our new sponsor reitur.com and leader. Let me just ask you this, have you ever had an interest in investing in real estate? Well now for as little as \$500, you can become a commercial real estate investor. Just visit reitur.com to learn more. That's R E I T U R n.com. Investing involves risk. Please consult a reitur offering circular if you're interested in investing. And with all that being said, let's dive right in. Here's my top lessons learned in 2022, part two.

Doug Smith ([02:43](#)):

Hey leader today I'd like to talk to you on the subject, the top lessons that I learned in 2022, part two. And if you haven't listened to part one, I recorded the first part of this two part series, uh, two episodes ago in episode 355. And I specifically focused on the lessons that I learned when it comes, comes to spiritual growth and character development. So again, a lot of great content there. Really encourage you to go back and listen to that. And, uh, and today I'm gonna be sharing with you lessons on marriage,

lessons on parenting, lessons on money, and lessons on leadership. And so that'll be the focus of today's lesson. And just remind you of context for how I get this lesson. Uh, every year at the end of the year, I do a year-end review. It's a practice I've been doing now for almost 20 years.

Doug Smith ([03:24](#)):

Uh, and it's something that we encourage every leader to do. It's so beneficial. And at the end of each year, I take a few days and I basically extract every lesson that I can by looking through my journals, looking through my photos, looking through my calendar, and I type it up in a summary my year end report. And then, uh, I look through that and I basically say, okay, what were the biggest lessons that I learned out of everything that I learned last year? And then I write them down by category and then I share them here on the podcast, which is such a useful exercise cuz it allows me to, to not only rethink through them, but it allows me to teach them to you. And sometimes some of the best way, one of the best ways that we can learn is by actually teaching others.

Doug Smith ([04:01](#)):

So I wanna encourage you, that's why I started doing a podcast with personal lessons. I wanted to have a platform to be able to share what I was learning with you. And so that's how I got there. If you've never done a year-end review, I would say it's not too late to do it for 2022, I recorded an episode a few episodes back called How to Do a Year-End Review. And I literally walk you through my process step by step for doing one. Um, so I really encourage you to check that out. And there's a free template for you to do that. There's an ebook as well. And so lots of resources, uh, when it comes to doing year end reviews. So that said, let's dive right into part two. And again, all I'm gonna be doing is I'll share a category with you and then I'll be sharing with you lessons that I learned within that care, uh, within that category throughout 2022.

Doug Smith ([04:42](#)):

And so we'll start with marriage 2022 is a big year for, for marriage. For Laura and I, we celebrated 10 years of marriage, uh, which means we celebrated 20 years together. Yes, that's right. It took me 10 years to grow into the man I needed to become to marry Laura, which was a huge journey. And uh, you know, that's a whole nother podcast episode. But, uh, 10 years of marriage, which was really, really significant. And just a few lessons of of marriage that were really, really helpful. One, it, it's not necessarily a 2022 lesson, but I always have to share this when I'm sharing marriage. The first thing I would always tell you in the area of marriage is you have to have a vision for your marriage. And this is why we encourage everyone in L three to, to create a life plan. And again, a life plan is just where you go away for a few days and you take some time and think about at the end of your life, what do you want each area of your life to look at, look like, uh, at the end.

Doug Smith ([05:31](#)):

And so specifically in the area of marriage, what do I want my marriage to look like with Laura when I'm at the end of my life, uh, do I want to have us celebrate 50 plus years of marriage? Do what do I want our relationship look to look like with our children and our grandchildren? What kind of legacy do we wanna leave behind? Um, these are all things that Laura and I have dreamt of and it's allowed us to have a mutual vision that we share and go after together every year in our marriage. And so first and foremost, I I would tell you, if you don't have a vision for your marriage, stop right now. Push pause and go spend some time, schedule a time to actually go dream about what you want in your marriage to look like over the next 25, 30, 35, 40 years.

Doug Smith ([06:10](#)):

And, uh, and I think that'll be really beneficial for you. So start with a vision. The second thing is to always do something to invest in your marriage every year. Always do something to invest in your marriage every year. Last year, Lauren, I went to what was called the XO conference. It's a great ministry, it was a Victory family church and it was an investment in our marriage. It was really, really beneficial. Uh, the year before, I've mentioned this resource, uh, multiple times on the podcast, but we listened to an audio series by Jim Jimmy Evans called Marriage on the Rock. And it's not Marriage on the Rock, the book, uh, or the audio book. It's actually a series, an audio series that Jimmy Evans did called Marriage on the Rock. If you've never gone through it, really encourage you to buy it and go through it with your spouse.

Doug Smith ([06:51](#)):

That was really transformative. But every year, put something on the calendar to invest in your marriage. It'll really help you build a great marriage cuz I say it all the time. You don't find a great marriage, you build one. So stop trying to hope that one day, you know, you all of a sudden have a great marriage, intentionally do something. So you actually do have a great marriage, build a great marriage. Uh, another piece of advice, which again, I followed through with in 2022, but, uh, my father-in-law when I was dating Laura and about to marry her, he pulled me aside and he just said, Doug, um, in your marriage with Laura, if you'll always give her something to look forward to, you can do pretty much whatever you want. And he wasn't saying, you know, go do whatever you want, live however you want.

Doug Smith ([07:30](#)):

Um, but all he was saying is as you, if you always give her something to look forward to, she'll know that, uh, she's always a priority to you. And so she won't question whether or not you're putting other things ahead of her. And so, uh, one of my goals every single year is to have something each month for us to look forward to as, as a couple. And that has served us really, really well. So always have something to look forward to. Uh, here's a few quotes that I've really loved that impacted me in 2022 in marriage. Uh, Jimmy Evans, who is at the XO conference, he said this, he said, your marriage is more important than staying connected with your phone. Your marriage is more important than staying connected with your phone. That's, that, that was huge, right? Um, I don't know about you.

Doug Smith ([08:09](#)):

I have a tendency to look at my phone a lot. And so it's just a constant reminder. I just keep that quote in front of me to put my phone down and connect with my spouse when it seems like it would be easier to just keep looking at my phone. And again, it's just something we need to be aware of. And when we are, we can call each other out on, Hey, let's put down our phones. It's not phone time, it's friend time or marriage time. Um, that was huge. Jimmy Evans said to ask your wife this question, or your spouse, and this was huge. He said, always ask, is there anything I'm doing that bothers you? Is there anything I'm doing that bothers you? And so, Laura, have I have asked that in every single family team meeting, uh, that we have every week, we ask that at our year and review dinner.

Doug Smith ([08:45](#)):

And it, it just allows us if there's anything that we're frustrated with in marriage, it allows us to put that on the table and instantly deal with that issue. And that's been huge. So I encourage you to ask that. This was a fun one. Uh, I had the opportunity to have breakfast with Hors Schultz, the founder of the Ritz Carlton, and I think he's 84 years old. I think he's been married for 50 years, something crazy. He's

had a a really phenomenal marriage. And so we were asking him questions and I said, you know, what marriage advice do you have for the marriage that you've had? And, uh, you know, he's in the hotel industry. And his his response was so good. He said, here's my advice on marriage. Know what your customer wants. <laugh> create processes for what the customer wants and continuously improve.

Doug Smith ([09:26](#)):

And obviously in this case, your customer is your spouse. So know what your spouse wants, create processes for what your spouse wants and continuously improve. And, and the reality is, if you do those three things in your marriage, you'll have a thriving marriage. And then the last quote I'll share in the section of of marriage is, uh, mark Driscoll at the conference said, uh, your standard of beauty once you get married is your spouse. That, that was just so good. Your standard of beauty when you're married is your spouse. And, uh, and man, just a great quote to keep in front of you. It's like, man, my wife is my standard of beauty. And she is absolutely gorgeous. So thank you, Jesus. So those are some things on marriage. Uh, second category I wanna talk to is, uh, about is parenting. So we now are a family team of six.

Doug Smith ([10:09](#)):

We just had our fourth child in December, which is wild. And uh, and so obviously parenting is a big thing that we focus on growing in. And, uh, a couple resources that I always wanna encourage you to read. Uh, one is a, a book called Raising Passionate Jesus, followers by Phil and Diana Comer, one of the best parenting books we've read. We continually go through that for advice. Uh, the second one is family teams. There's a ministry called Family Teams and if you just go to familyteams.org, you can read all of their work. And then I actually don't know the, the book off the top of my head and it actually just came out this year. I haven't read it yet. Um, but I've listened to a few podcasts. But Andy Stanley and his wife just wrote a book on parenting. And the content that I've heard them share, at least on podcasts has been phenomenal.

Doug Smith ([10:48](#)):

So I think that'll be a really big one as well. So those are some resources for you. But as far as lessons learned, um, I had a pastor shared a, a retreat, uh, his name was Peter Defend. He said, always get your kids serving. And he, he was specifically talking about serving in the church, but he said, you know, growing up, uh, he was talking about his own experience. He said, I don't know if I always loved God, but I always loved serving. He loved showing up and serving others. And so that was just a reminder of me and my life. My wife, like, we need to get our kids serving as soon as we possibly can. And, uh, and they'll fall in love with serving and just adding value to people. So getting our kids serving was big. Number two was date your kids.

Doug Smith ([11:24](#)):

Peter Defense said this as well. He said, you need to put 15 to 20 minutes a day in your calendar where you're connecting with your kids, and then weekly dates with your kids where you're spending time with them. And he said, put this in your calendar and, and schedule it and prioritize it. And he said, don't be ashamed of putting your family on your calendar. If you lose your family, you'll lose your organization. And man, that was just such an awesome thing. Just a reminder of I need to put my kids in my calendar every single day. If you can connect with each one of your kids 15 minutes a day, that's gonna go, go such a long way in the long term. And if you'll individually date your kids on a weekly basis, I'm telling you, uh, you're gonna be leaps and bounds ahead of where you would be if you didn't do those things.

Doug Smith ([12:02](#)):

And so schedule time with your family, and again, just always the constant reminder. I read a book by David Green, the founder of Hobby Lobby, and he just said this, he said, no career is more important than your children knowing and serving God. No career is more important than your children knowing and serving God. And I shared this in part one of the spiritual lessons, but it bears repetition. But, uh, last year I was on a retreat and I felt like God really dealt with my heart. That I must teach. My kids must teach my kids, uh, how to pray and how to worship God and and develop that intimacy in their relationship with them. Because if I don't, they're gonna miss that part of their walk with God and it won't, they won't be able to sustain it long term. And of course I know, you know, they can continue to walk with God, uh, without my influence and God can move in mighty ways.

Doug Smith ([12:48](#)):

But as long as they're under my influence as a parent, I wanna do everything I can to make sure that they know and walk with God. And, um, we were at an event last year called Pittsburgh Praise and it was Heinz Field filled with people just praying. And, uh, one of my friend, uh, John Paul, his daughter, I think she's 11 years old, she prayed literally over a stadium. She prayed over children. And I recorded it. I watched it all the time. It was one of the most inspiring prayers. And I just thought, man, if I could have my kids have that kind of prayer life where they're praying over kids in our nation, it was so powerful. Like, man, that is all I desire for my kids. And so we've really tried to make that, uh, a focus of our family is worship and prayer over the last year.

Doug Smith ([13:26](#)):

And we're certainly not perfect. But, um, just to share a win that I thought was just so cute, uh, our, our four and a half year old Sophia the other day, we were watching America's Got Talent and one of the, the people that the performers that was coming out was a blind man and she, you know, she asked why is he wearing glasses? And, you know, we explained that he was blind, et cetera and what that meant. And, uh, well, she said, well, why don't we just pray for him to receive healing right now? And, uh, and she prayed over him. She like put her hand on the TV and prayed over this guy. And it was just such a blessing to actually be able to see that. And I'm just saying, God, if you'll keep doing that in my kids' lives, I'll keep whatever you need me to keep doing, I'll keep doing.

Doug Smith ([14:02](#)):

It was just so precious. But I just wanna encourage you when it comes to parenting, make sure that you prioritize your kids knowing and walking with God above anything else. Cause I can't think of anything, uh, more important. So those are the big lessons on marriage and parenting. The next category that I wanna talk to you about is money. Um, something that's always on our mind every year. And uh, last year I really got challenged in the area of money specifically. Uh, I was in the beginning of my year and I was doing my year end review and just spending time in prayer and praying over my goals for, for the upcoming year. And I really felt like God dealt with my heart that he said, Doug, it's so funny. You have a financial advisor that you actually have grade you like give you a report card in every area of finance, but the only area you don't have a grade in and that's not on your report card is the area of generosity.

Doug Smith ([14:47](#)):

And you don't ask anyone to grade you on generosity. Maybe you should have some giving goals. And my wife and I have always historically given 10% of our income, uh, which has been great. Um, but we, I was really just impressed to read a book by Robert Morris called The Blessed Life. And it's all about

living a generous life. And I read that and I really felt like God gave Laura and I a vision of where we want to go over the next five to 10 years with our generosity, um, based off percentage of giving. And so last year was the first year we set a goal around giving and we did it for the whole year. And it was an amazing experience and it was such a joy to be able to give more. And so we just did this exact same thing this year.

Doug Smith ([15:23](#)):

We just set a new giving goal and um, you know, I heard John Maxwell say this throughout the year. He said, every year, don't just focus on raising your standard of living. Raise your standard of giving. And I don't know if you've ever considered setting a goal in the area of generosity and giving, but if you haven't, I really wanna challenge you. Two, I think it could be really transforming, uh, to your faith. It can also be really transforming when it comes to your actual personal fulfillment through giving. So give yourself a giving goal. Uh, number two in the same area of generosity. But when I was praying about a given goal, a lot just kept coming on my heart throughout the whole year. The, just this question of what am I doing for the poor, the widows and orphans? What am I doing for the poor, the widows and the orphans?

Doug Smith ([16:05](#)):

And yes, I, I work at light of life and we see a lot of those men, women, and children walk through our doors. But, but specifically what are Laura and I doing through our giving and through our time and through our volunteering to serve them? Proverbs 29 7 says this, it says, the godly care about the rights of the poor and the disadvantaged, the wicked don't care at all. And so Laura and I have just been really asking, Hey, what can we do to care for the widow, the poor and the orphan? And uh, that's been really, really challenging for us. So those are our goals around generosity. The next section I wanna just talk about, it's really, I put financial goals, but it's really having a financial vision for your life. And uh, one of the key themes that I've been focusing on, um, for the past couple years has been this whole idea of freedom.

Doug Smith ([16:47](#)):

And this whole concept I'll share with you is from a guy named Dan Sullivan. He started a company called Strategic Coach and he coaches entrepreneurs. And he says that every entrepreneur always pursues four freedoms. And as I've learned his work, I don't think it's just entrepreneurs that pursue these four things, I think everybody wants to pursue these four things. But he said everyone's pursuing four freedoms. They're pursuing freedom of time, freedom of money, freedom of relationship, and freedom of purpose. I'll say those again. Freedom of time. That's, you have all the time you need to do everything that you want to do. Freedom of money, you have all the money you need to do everything that you want to do. So you can have freedom of relationship, you can do life with who you want to do life with. And then you can have freedom of purpose.

Doug Smith ([17:30](#)):

You can focus your life on what you want to do. I don't know about you, but one of my, my personal affirmations over the last year, literally every day is we are experiencing in Team Smith the four freedoms. We have freedom of time, we have freedom of money, we have freedom of relationship and freedom of purpose. Cuz if we have freedom in those four areas, we believe that we'll be used for our highest and best use with our lives. And so that's been a really, really big pursuit. And uh, Dan Sullivan in the area of Money <laugh>, he said this, he said, my only goal with money ever has been to have

enough to never have to talk about it. He said, I wanna have enough money that I never have to talk about it or think about it. And so for Laura and I, it's like, hey, that sounds like a gr a great goal.

Doug Smith ([18:09](#)):

Let's make that a focus. Like we don't wanna have to think about money, we just wanna be able to do what we wanna do, make the difference we're called to make and go after it. So that's been really, really big. And Gino Wickman said this about freedom of money. I thought this was so good. He said the best thing about having a lot of money is to be able to stop worrying about making money and to get on with what is more important in life. Making money is only as valuable as it brings me more freedom to do what's truly important. And listen, I'm not telling you to go, you know, sell your soul to make money. That's not what I'm telling you. I truly, I mean, my personal belief is if you follow God and you'll, you know, your gifting and your passionate line up, God will take care of you financially.

Doug Smith ([18:49](#)):

And, and financial freedom and independence looks different for every single person. You know, everyone talks about the prosperity gospel. For me, prosperity is just being fully supplied to do what God called you to do. And that looks different for every single individual. But I do think it's good to trust God, to just know that, hey, God, I am trusting you that financially all my needs are met so that I can focus on what you've called me to do, my highest and best use. And I believe if you're following God, he'll get you there. And again, that's not saying that God's gonna drop a million dollars in your plate, that's not what I'm saying. I'm just saying follow God. He said he will take care of all of your needs. Needs is the key word there then that you would be able to focus on what he's called you to do.

Doug Smith ([19:25](#)):

So that's what I would encourage you to do. Another goal, again along the same lines, and I hope you're hearing my heart here, but it's just perspective in getting vision in this area of goal setting around finances. But Jeremy Pryor, who is one of the co-founders of Family Teams, he said everyone should make it a goal to have financial independence by the age of 50. Cuz he said, when you have grandchildren, you want to have the freedom to help raise them, et cetera. So in other words, he's saying, you don't wanna be tied down to a job when you start having grandchildren in your fifties and sixties. You want to be free. So what are you doing now? And again, I I want I really encourage you, if you've never gone through Financial Peace University with Dave Ramsey, he'll really teach you a lot about getting freed up in your finances.

Doug Smith ([20:03](#)):

I always encourage everyone to have a financial advisor to come in your life to kind actually coach you and help you get there. Um, man, those two financial peace and having financial advisors have really helped. Laura and I go a long way that we could have never gone on our own by giving us a plan to actually execute in the area of our finances with a hope and a vision that one day will be financially independent and again, have freedom of time, money, relationship, and purpose. So that was a lot, but I hope that's helpful. Another resource along these lines that was probably the best book that I read in 2022, was a book called Die with Zero by Bill Perkins. And here's a quote from it. It basically sums up the book. He said, people often talk about saving for retirement, but there are fewer conversations about saving for excellent and memorable life experiences that need to happen much sooner.

Doug Smith ([20:52](#)):

And why this book impacted me so deeply is because, one, I'm an Enneagram seven and I have bucket list. There's a lot I wanna do right now. But two, his whole point is, man, so many times a lot of people save way too much money for retirement money that they're never gonna use. And they, they hold off having experiences today because they wanna save more for retirement. And I, I've shared the story before, but I remember I, I had a donor tell me once, who lost his wife in his early sixties. Doug, if there's any trips that you want to go on with your family, if there's anything that you wanna do, do it now. My wife and I saved our whole career that we could travel in our sixties and when we get older, and now she's not here and I don't have that opportunity.

Doug Smith ([21:27](#)):

And he was in tears. And I don't know about you, but I don't, I don't want that to be my story. And so I'm not telling you to spend all your money and not be wise. You need to invest for your future. But are there experiences that you could be having now, um, that you're just saying, oh, I don't know if we could do that. Cause I need to put more away. Like, live in the now too. Have fun, now go on the trip now. Make the memories now. Cause there's no point is you're gonna retire on your memories. Cause the things that you're able to do in your thirties and forties and fifties is way different than what you can do in your sixties, seventies and eighties. And the same thing when it comes to your desire for what you want to do, that's all gonna change.

Doug Smith ([22:01](#)):

And so live it up now just as much as you're gonna live it up then. And uh, again, that book is called Die With Zero. Uh, the next thing on the financial end was, was just very simple. Be grateful for everything. Be grateful for everything. I shared the story on social media, but um, I was having a meal with one of our, our clients at Light of Life. And he was a newer client. And one thing we do for our, our men and women that we serve every year is we offer them, uh, we ask them to make a Christmas wish list of items that they'd want for Christmas. And then we have families adopt them and get them Christmas presents, <laugh>. And so, uh, the program manager came over and he said, Hey, I haven't gotten your Christmas list yet. Like, you need to make a list of things that you want.

Doug Smith ([22:40](#)):

And here's this guy that's literally homeless, sitting next to us, has nothing. And, uh, and he just looked at me and he said, Hmm. Like, that's gonna be, that's gonna be really hard. I really can't, I have pretty much everything I need. I, I can't think of anything I want. If anything, maybe I should ask some of the other guys in the program what they want and I can put their once on my list and give it to 'em. And man, I'm, you know, I'm trying to hold back the tears in and I just thought, man, I have so much to be grateful for and I've way more than I need. And just, just that contentment. Just be content and be grateful for everything you have. So many times we get just focused on what we don't have and what's next, but you have enough.

Doug Smith ([23:15](#)):

Just be grateful and content with what you have. That was such a powerful lesson. And then the last thing I'll share on the Unfinance is, was, uh, last year and similar, uh, similar little lesson, but last year we bought our dream house, um, which was such a blessing. And there was a few lessons when it came to buying our dream house one. Um, it took us 10 years to get there. Okay. Laura and I started, uh, often in an apartment for three years. Then we lived in a townhouse for seven years. And literally we were looking for, for a house for four or five years. Um, trying to find this house that we can move into and

raise our family into once we started outgrowing the townhouse. And it was so funny, we were very specific on where we wanted to live and what kind of house we wanted.

Doug Smith ([23:55](#)):

And, uh, probably a little too specific. And it was so funny, as soon as I, I opened up and just said, you know, God, where do you want us to live? And I should say, we both opened up, but where do you want us to live? We're open to go anywhere. Hey, we, we thought we'd wanna live in this area, but what do you want to do? And so we opened up, uh, our options and literally as soon as we did that, and as soon as we looked in some other areas, we actually felt like, hey, we actually love the neighborhood that we're in. I wonder if there's anything there. And I don't have time to share the whole story, but a door opened up, we found this dreamhouse in our neighborhood that we were in, in a townhouse and ended up moving in and it was just, uh, man, it was a miracle.

Doug Smith ([24:30](#)):

It was awesome. And so a few lessons that come that came outta that is just one. Uh, I would just tell you that, uh, having a house or your dream house won't make you happy. I wrote a blog post a long time ago called, uh, how Buying a House changed our Life. And the answer was, it didn't <laugh> or right, it didn't change our life. Nothing changes. Again. You don't find a great life. You build one. You don't all of a sudden have a great life because you have a great house. You have a great life because you've built a great life. So stop thinking that once you get that house or once you go on that vacation, or once you have x that you'll, you'll have a great life. It's not true. Start building a great life now, day in and day out, day in and day out.

Doug Smith ([25:08](#)):

And then two, uh, just realize that a house is a blessing, but let God do it in his timing. Again, if, if you're waiting to get a house, just be patient. Uh, you know, we were very specific in, in what we wanted in a house and we would've loved it overnight, but you know, it was God's perfect timing and looking back like we would've had it no other way. And uh, and thankfully we trusted God and trusted his timing so we didn't get too antsy or too frustrated. But, um, I would just tell you keep trusting God. He knows the desires of your heart and in due season, the Bible says in time he will give you those desires. And so that's all I have on the area of finances. Finances. And then I'll just wrap up with some leadership lessons that are fun. Uh, and a lot of these are just quotes that really impacted me.

Doug Smith ([25:46](#)):

Horse Schultz, again, founder of the Ritz Carlton. He said this, this was probably the most impactful leadership quote of the year. He said, you lose the right to make excuses the minute you become a manager. You lose the right to make excuses the minute you become a manager. And the more I've grown in leadership, the more impatient I've grown with excuses <laugh>, both personally, when I make excuses and when others make it, it's like, Hey, let's deal with this. Let's find solutions, not excuses. This huge, Andy Toll said this, he's the coach of Robert Morris's basketball team. He said this at the L three one day conference. He said, sometimes being the leader sucks. Sometimes being the leader sucks. And I think this has been a reoccurring theme if you go back and listen to the top lessons every year. I've had some kind of quote that was similar, that, you know, when you're a young leader, you think, oh, if I just was the leader, you know, I'd have influence, I'd have power, I have the stage, all these things.

Doug Smith ([26:38](#)):

And you think of all these perks, but there's a whole side of leadership that's very, very painful that you don't see. See. And a lot of times, you know, there are great things to being a leader, but there's also a lot of things that suck being a leader. And so just realize that that's always gonna be reality and leadership. Rick Warren said this, this was really good. If you want to call the shots, you have to be able and willing to take the shots. Ooh, come on. If you wanna call the shot, you have to be able and willing to take the shots. If you're in leadership, you are gonna take hits. It's just a reality. So if you want leadership, just know that you're gonna take 'em and that'll be, and pain will be a reality in your life. Gino Wickman said this, I thought this was so good.

Doug Smith ([27:17](#)):

He said, if you're a leader and you are, if you're listening to this, if you're a leader, you're in a rare position. Only a small percentage of the population has your opportunity and you're in even rarer heir if you're developing leaders. And I, I just thought that was so good. You know, I think so many times we just presume leadership and just, um, take it for granted. But it's a, it's a rare gift and we're in rare air if you're in a leader. The reality is the majority of the people on the planet are not in leadership positions. They're not leaders. And so never take that for granted. Always take it seriously and just realize that you are a steward of a God-given gift called leadership. And we should take it seriously. And the last thing Gino Wickman said that impacted me, he said The number one way to make an impact on this world is to create more leaders. <laugh>.

Doug Smith ([28:03](#)):

I love that The number one way to create, uh, to have the biggest impact on this world is to create more leaders. And to be honest with you, that's exactly why I'm doing this podcast. It's why I started this podcast. It's why I started L three leadership. Cuz I want to influence leaders who are gonna go on and influence other leaders. And I believe if we can influence leaders, we can change the world. And, uh, and that is part of my why. That's part of why I wake up. That's part of my freedom of purpose. I just wanna add value to leaders. And so thank you for being one of those leaders listening to this. I hope this lesson added value to your life. And again, I'd love to hear some of your top lessons from 2022. Uh, so feel free to email those to me at Doug smith L three leadership.org.

Doug Smith ([28:40](#)):

And that's all I have for you. So hope your 2023 is off to a great start and I love you and I'll talk to you next episode. Well, hey Leader, thank you so much for listening to the top lessons that I learned in 2022. Part two, I hope it added value to your life. You can find links to everything that I discussed in the show notes l3leadership.org/357. Well, leader is always, I wanna challenge you that if you wanna 10 x your growth this year, you need to either launch or join an L three leadership mastermind group. Mastermind groups are just simply groups of six to 12 leaders that meet together for at least one year in order to help each other grow, hold each other accountable and to do life together. For me personally, mastermind groups have been the greatest source of growth in my life over the last seven years.

Doug Smith ([29:20](#)):

So if you are interested in learning more about joining or launching your own group, go to [L3 leadership.org/masterminds](https://l3leadership.org/masterminds) or email me at dougsmith@l3leadership.org. And as always, I like to end every episode with a quote. I'll quote Jordan Peterson today who said this, he said, compare yourself to who you were yesterday, not to who someone else is today. Such wise advice. I hope you enjoyed the

episode. Know that Laura and I love you. We believe in you and we say it every episode. But don't quit. Keep leading. The world desperately needs your leadership.