

8 SIMPLE RULES FOR LEADING BETTER

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Sometimes I think we make leadership more difficult than it needs to be. If you think about it, leadership is easy 90% of the time. It's the 10% of the time is why you get paid to be the leader. It's why you're in the position, it's the difficult decisions you have to make.

But the truth is, leadership really is easy 90% of the time, but not for everybody. There are some people who just struggle with leadership, have trouble with their team, and go, "I can't get my church to do this," "I can't get my organization to do this," "I can't get people to do this," and they complain about the people and they feel like they have problems 90% of the time. When you have problems with your team 90% of the time, I think that's when we have to stop and look in the mirror and begin to ask, "Is the problem the people or the way I'm leading?" So I thought about this tonight, are there some simple rules to make leading easier? So I wrote down seven.

Number one: Demonstrate a high confidence in your people.

A simple rule for leading - it'll change everything if you demonstrate a high confidence in your people. If I have a high confidence in my people, they'll have a high confidence in themselves. Here's what happens: they begin to take greater risks and make greater innovations for the organization, and that's always a win.

Rule number two: Praise progress, not perfection.

Imagine the difference it would make if we would stop trying to catch people doing things wrong and pointing it out, and start catching them doing things right and praising it. Here's what happens. When you do that, you help people discover their strengths and then maximize their strengths and that's always a win for the organization and win for the team when you can help people discover and maximize their strengths.

Number three: Establish shared expectations regarding performance outcomes.

Here's what we tend to do. We tend to talk about people's performance once it's over rather than beforehand. Talk to your team members what good performance will look like. Hey, what are your



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Leadership is easy 90% of the time, but the other 10% is why you need to be in your leadership position. Following these 8 simple rules can help you lead better!

actionsteps

Notes don't change anything, actions do.
So don't take notes, take actions!

goals for the next 3 months? Write down one or two, three goals. Let's talk about what good performance is gonna look like ahead of time, rather than afterwards, and that's gonna make a world of difference for you and the team.

Number four: Give people the tools and resources they need to do their job well.

I think a lot of times we get frustrated with people and we blame their commitment and competence, their lack of commitment and competence, when it's really not that. It's the lack of the appropriate tools they need to be successful. So if we give them the right tools, they may have the commitment and the competence, they just don't have the right tools. Give them the right tools, they're going to be successful, they're gonna feel successful, it's gonna make a world of difference.

Number five: Smile, laugh, and enjoy what you do.

When you enjoy what you do, your joy spreads to your team. A simple smile is an expression that you love what you do and you love being around them. That can begin to shape their attitude and shape the culture in a way that they love being there. If I hate what I'm doing, they're gonna hate being there because I've just created a horrible environment and a horrible culture.

Number six: Lead from trust rather than leading from suspicion.

A lot of times leaders are leading from suspicion rather than trust. When you lead from suspicion, you create a tentative team. When you create a tentative team they hesitate around you. They're guarded around you. If I haven't created a culture of trust, I haven't created a spirit of team. And what you want is a team because team accomplishes things.

Number seven: Make it meaningful.

Let's face it, sometimes the work we do and many times the work our team does, it feels menial. So you and I always have to remind them that what they do matters. We do that by pointing back to the vision, the mission, the purpose, celebrating wins and showing how their contribution added value to the whole thing.

If we do these simple little things, it can make leadership easier 90% of the time.

Number eight: Put more into your leaders.

Have you ever asked yourself the question, "How do I get more out of my leaders?" You're passionate about your mission, you're passionate about your organization, so obviously you want to get more of your leaders, right? So what do you do? To get more out of your leaders, you cast lofty vision to get more out of them.

You set "bhags" (big, hairy, audacious goals) to get more out of them. You give them incentives to get more out of them and some leaders use fear, intimidation to get more out of them. Those are some of the things to get more out of our leaders. But when we do that, we may see short term spikes in productivity but you see virtually no increase in passion, in loyalty, and in development. So here's what I want to do. I want you to stop and put the shoe on the other foot for a minute. What if somebody was trying to get more out of you? How would you feel?

You would feel used, you would feel manipulated, and you would feel like a cog in their machine, right? So what I want to do, I want us to take a different approach. Instead of saying, "How can I get more out of my people?" Let's focus on how we can put more into our leaders. Putting more into our leaders, though, is going to require a change for some of us. Putting more into our leaders is gonna require that you be as passionate about your people as you are your organization. As passionate about your people as you are your mission. And here's what happens.

When you are as passionate about your people and your leaders as you are about your organization, you start asking them questions: "What's your vision?", "What's your dream?", "What's your passion?", "What are your hopes? What are your strengths? What are your gifts? What are your values? What would you like to contribute? What excites you the most about the mission of our organization or our church?" And then, here's what happens, when you begin to ask those questions, you discover what is in your leaders and when you discover what is in your leaders, now you know how you can believe in, invest in, and put more into your leaders to help them maximize who God created them to be. And when you maximize who God created them to be, then you're gonna enjoy the overflow of what comes out of them.

You see, great leadership is more about what you can put into people rather than what you get out of them. I hope that gives you a different perspective because sometimes we're so passionate about our mission, we're so passionate about our organization, we forget to be passionate about the very people that make it a reality. I could have the greatest vision in the world, but if I don't have a team, it will never become a reality.

So we have to become as passionate about our people as we are our

actionsteps

Take one of your leaders that are not as engaged as you'd like them to be. Sit down and say, "What are you passionate about? What are your gifts? Are we leveraging your gifts? Are we maximizing your gifts? What would you like to bring to the organization? What would you like to contribute to the mission? What excites you the most?" You ask them those questions, you're trying to see what's in them. When you see what's in them, you'll know how to pour more into them so that you can bring more out of them.