

Leadership Values

Intro:

“To be reasonably effective it is not enough for the individual to be intelligent, to work hard or to be knowledgeable. Effectiveness is something separate, something different. It consists of a small number of practices. But these practices are not inborn. I have not come across a single natural: an executive was born effective. All the effective ones have had to learn to be effective. And all of them then had to practice effectiveness until it became habit. But all the ones who worked on making themselves effective executives succeeded in doing so. Effectiveness can be learned -- and it also has to be learned.” - **Peter Drucker**

Midtown Leadership Values:

Relational Foundation

- 1 - You Reproduce Who You Are
- 2 - Own it
- 3 - Plan With the End in Mind
- 4 - Narrate it
- 5 - Empower Others
- 6 - Be Self Aware

Relational Foundation

You Reproduce Who You Are

1)

“That one can truly manage other people is by no means adequately proven. But one can always manage oneself. Indeed, executives who do not manage themselves for effectiveness can't possibly expect to manage their associates and subordinates. Management is largely by example. Executives who do not know how to make themselves effective in their own job and work set the wrong example.

In human affairs, the distance between the leaders and the average is a constant. If leadership performance is high, the average will go up. The effective executive knows that it is easier to raise the performance of one leader than it is to raise the performance of a whole mass. He therefore makes sure that he puts into the leadership position the person who has the strength to do the outstanding.” - **Peter Drucker**

2)

“You can teach what you know, but you reproduce who you are.” - Wayne Cordeiro

1 Corinthians 11:1 - "Be imitators of me, as I am of Christ."

- **If the saying "you reproduce who you are" is true, then what sort of people are you currently reproducing?**
- **Is your effectiveness such that you are raising the average of your team?**
- **Is your character such that you can honestly say "follow me as I follow Christ?"**

Own It

1)

"I am the good shepherd. The good shepherd lays down his life for the sheep. He who is a hired hand and not a shepherd, who does not own the sheep, sees the wolf coming and leaves the sheep and flees, and the wolf snatches them and scatters them. He flees because he is a hired hand and cares nothing for the sheep." - **John 10:11-13**

Key indicator - " _____ " or " _____ "

_____ vs _____

2)

3)

“Conservatism is based upon the idea that if you leave things alone you leave them as they are. But you do not. If you leave a thing alone, you leave it to a torrent of changes. If you leave a white post alone, it will soon be a black post. If you particularly want it to be white you must always be painting it again; that is, you must be always having a revolution. Briefly, if you want the old white post you must have a new white post.” - **G.K. Chesterton**

You must have the courage to ask “_____?”

- Upon reflection, have there been times when you have used the word “they” as a way to distance yourself from taking responsibility?
- Would you say that you perceive your leadership roles to be “tasks” or “responsibilities”?
- What sort of sacrifices have you made as you have “owned” what God has entrusted to you?
- Have you ever found yourself weary due to the toll your leadership has taken on you?
- What areas under your leadership need some “continual improvement?” Have you been overly content with the status quo in ways that have allowed decay to happen on your watch?
- Are there any ways in which your team might be discouraged because you have allowed problems to remain unresolved? How might your team be freshly motivated by seeing you addressing a previously unresolved problem?

Plan With the End in Mind

_____ VS _____

1)

2)

_____ VS _____

“Napoleon allegedly said that no successful battle ever followed it’s planned. Yet Napoleon also planned every one of his battles, far more meticulously than any earlier general had done. Without an action plan, the executive becomes a prisoner of events.” - **Peter Drucker**

3)

You have to overcome the fear of “_____?”

The _____ decision will rarely be the _____ decision.

- **Are you more of an Activist or a Strategist?**
- **Of the 3 aspects of “planning with the end in mind” which is most difficult for you? Which comes most naturally to you?**
- **Would you say that the people you are leading have a clear picture of where they are going (“the end”)?**

Narrate it

1) Tell people - _____ - _____, and
_____.

“When I am tired of saying something, my staff has just heard it. When my staff is tired of hearing about it, our church has just heard it.” - **JD Greear**

“Where there is a void in communication, negativity fills it.” - **Jon Gordon**

2)

- Have you experienced people assigning false, negative motives to an action or decision you’ve made? Looking back, could a failure to narrate have been the cause?
- Does this bring to mind any areas under your leadership that could use some narrating?
- Are there particular “bright spots” that you might make an effort to praise, as a way of reminding people of what we are trying to accomplish and motivating correct action?

Empower Others

_____ vs _____

_____ vs _____

- Are you most naturally a leader or a doer?
- Would you say that empowering others is something you naturally think about and do or is it more of a needed acquired discipline?
- Are there areas under your leadership where you need to be intentional about empowering others? Are there people under your leadership who need to be given more weight to carry? Who needs a “promotion?”
- What would you say are your biggest concerns, obstacles or struggles when it comes to empowering others? (If something were to keep you from empowering others, what would that “something” be?)
- What are some “efficient” type decisions that you can empower others to make?

Be self aware

1)

2)

1- _____ vs _____ -

2- _____ vs _____ -

3- _____ vs _____ -

4- _____ vs _____ -

5- _____ vs _____ -

6- _____ vs _____ -

3)

- Fill out the online form (Thanks Bailey!)
- Are you clear on your what your strengths are? If not, how might you begin to seek clarity?