



**WHAT KEEPS
LEADERS**

CP

AT NIGHT

**IF YOU HAVE TO MICRO-MANAGE
YOUR ORGANIZATION, YOU'RE AT
RISK OF BURNING OUT.**

ALIGNMENT

1

Alignment requires that your people understand your vision. Misalignment, left unchecked, will hinder and possibly stop your church from moving forward into the vision God has given you. Don't fight it, fix it!

IMPLEMENTATION & EXECUTION

2

Do I have the right people around me, those who can make things happen and not just talk about it? In finding the right people you'll need to be on guard against jealousy from those who think they should have been asked.

CONFLICT

3

The definition of conflict is the distance between expectation and reality. Knowing how to resolve issues in a healthy, non-condemning way is vital because you definitely are going to have conflict. Focus on the *what* not the *who* to resolve the conflict.

STAFFING

4

1. Assess if you have the right people for the job.
2. Be willing to remove those who are not fit for their job. A person's potential is not as important as their competency in their job.

A STAFF THAT HAS BEEN PROPERLY DEVELOPED FOR LEADERSHIP WILL BE ABLE TO RESOLVE PROBLEMS THAT ARISE WITHOUT HAVING TO INVOLVE YOU SO YOU CAN STAY FOCUSED ON THE BIGGER PICTURE OF ORGANIZATIONAL LEADERSHIP.

5

DISCIPLINE

You don't usually get a thank you note after you discipline someone. Yet discipline must be done. Remember, the Bible says, "The Lord disciplines the one he loves." Take some time to pray for wisdom, and then follow the Holy Spirit's leading to bring discipline.

6

PERSPECTIVE

As a leader, you're dependent on the perspective others give you to help you form your point of view about things in your church. Think about who on your team shows you the things you need to see. You need the whole truth, not a version of the truth.

7

SECURITY

When your people aren't secure in who they are, they will try to be someone else. The "fatal flaw" is staff who are more interested in titles than being who God has made them to be. Encourage your people that each one is born an original, why die a copy?

8

LEADERSHIP DEVELOPMENT

Development is long-term and about the person. Training is about a task and is short-term. Real leadership development is all about developing people so they become all that God has called them to be.



09

SUCCESSION

If you have no plan for succession, you need one. Trust that God has a plan for your succession, get honest with yourself about the frailty of your humanity and take steps to plan your succession.



10

UNIQUENESS

What's so good about you? What are you doing that distinguishes you from everyone else? Look for what sets you apart and develop it.



11

CORE VALUES

Think of your core values as an inner compass that keeps you on course with your purpose, or like an anchor that keeps you from drifting into areas where you have no relevance. Better to do one thing well than to think you can do all things.



12

RESOURCES

Don't abort a God-sized vision because you're looking at your resources, when what God wants is for us to have faith and take action based on His resources.



13

ASSIMILATION

How do you incorporate new people into your leadership team despite resistance from your current leadership? How do you prevent an "Us" vs "Them" mentality. Pray for the "Us" in your congregation to embrace and accept the "Them" you've been praying for, or you'll rush missing out on God's blessing.



14

COMMUNICATION

It's better for your staff or your congregation to know something and not have to hunt down the information than to need the information and not know who has it or where to get it. **Promote** communication. The more you communicate, the better off you will be.



15

LEADERSHIP DEPTH

Great basketball teams have bench depth. Great organizations have leadership depth. **CAUTION:** Leaders who have become so strong and capable may become arrogant and disrespectful. If they think no one can take them out, it may be time for them to be benched and get their heart right.



16

STRATEGIC PLANNING

Strategic Planning is about deciding: "What do we do next?" Many churches aim at nothing and hit it every time. Take time to pray and decide what is next for you, for your church, for your staff, for your ministry.



17

DESTINY | John 15:16, Col. 2:13

God chose us while we were dead, He appointed us with an investment of authority, and we have a job to do - **To bring forth** fruit that will last.



18

LEGACY

True legacy is not a **WHAT** but a **WHO**. Your legacy is "fruit that lasts." There are people who are meant to be a part of your legacy. Someone who needs your encouragement, your Godly counsel, your resources. May God give you the strength not to mess that up. **Be a legacy-maker now.**

Strategic Planning Worksheet

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-  **01** What is our vision?
 -  **02** Why are we doing this? How does it relate to our core values?
 -  **03** Who is responsible? What will they do?
 -  **04** How do we plan to do this? Be Specific
 -  **05** When will this be done? What are the due dates for specific tasks, and who will accomplish them?
 -  **06** How much will this cost? Do we have the capacity (people, facilities, finances, etc.) to undertake this right now?
 -  **07** To whom are we accountable for this?
 -  **08** How will we measure success?

Backward Planning Sheet - Begin with the End in Mind



By (date)_____ I will have achieved
(Prime Objective):



Just prior to that (date) _____, I
will need to have done:



And before that can happen (date) _____, I will
need to have accomplished (milestone):



To enable the next step on (date) _____ I will
need to have the following (milestone) in place:



By (date) _____ I will have done(milestone):



By (date) _____ I will have done(milestone):



Today (or tomorrow) I will (milestone):



