

## A leader is not . . .

- Created by their office
  - Not all of Israel's kings were leaders!
- Always a positive influence
  - Can lead the wrong way
  - E.g. Absalom
- Not a manager

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## Appreciate the critical role of the manager

- Liason
  - Interpersonal responsibilities among groups within and outside of the organization
- Information manager
  - Takes in new data, assimilates and disseminates it through the appropriate channels
- Decision maker
  - Handles disturbances, resource allocation and negotiation

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- Managing well is an immense challenge!

- Too much work
- Constant interruptions
- Unbounded responsibilities
  - (including spokesperson)

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- Appreciate the critical role that managers play!

- But do not confuse managers with leaders!!!!



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## What is a leader?

**'leaders inspire others to help create a new reality'**



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## "Leadership is an Art"

- Max Dupree
- Leaders have more in common with artists, scientists and other creative thinkers than do managers
- Appear impulsive and disorderly



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What is required of a leader?

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## 1. Respect of Followers

- For what you can do (competence)
- For who you are (character)



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## Band of Brothers

- Easy Company of the 506th Parachute Infantry in the summer of 1942
- led by Lt. Herbert Sobel
  - Trying to turn civilians into the elite soldiers of the U.S. army
  - Could not read a map or grasp battle tactics
  - The noncom's chose to resign rather than follow Sobel into battle



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## 2. Discover God's vision

- Leaders envision life as **God** intends it to be
- See what **God** wants done
  - E.g. Moses, Amos, Paul
  - e.g. Ezekiel 34:1-6



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## Captain Edward J. Smith




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## 3. Break the vision apart

- **How do you eat an elephant?**

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- The wisdom to see
  - what needs to be done
  - when they need to be done
 for the vision to become reality
  - What are our greatest needs?
  - What are our resources?
  - How can I build our momentum?



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## 4. Effectively Communicate the vision

Articulates God's vision creatively and persuasively

- Often in story form
- Communicators needed!

Charles S. Lauer

*"Leaders don't force people to follow, they invite them on a journey."*




*"The mission of Willow Creek Community Church is to turn irreligious people into fully devoted followers of Jesus Christ."*

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- Short, clear and specific
  - If you try and do everything you will accomplish nothing
- Keep it positive!
  - Anger creates a mob not a long term movement



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## Tipping Point

- Utilize corporate and personal communication
- Formulate your communication strategy with an understanding of the communication roles that people play



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## Kinds of people

- Connectors
  - They seem to know everybody (by name)
- Mavens
  - Yiddish "collectors of knowledge"
  - Reads Consumer Reports
  - Knows the best place to buy anything, and the best person to do anything
  - They do not persuade, they educate

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## 5. Embody the vision

- Does not ask your followers for more or less than you personally contribute



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## Great leaders are great people

- They walk the walk as well as talk the talk
- They personify their message
  - Do your people see you as a living symbol of the goal? (or as an employee)
  - E.g. (Mother Theresa)



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Her Majesty Queen Elizabeth  
**THE QUEEN  
MOTHER**  
4th August 1900 – 30th March 2002

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With the outbreak of war in 1939, there was some suggestion that the Queen and her daughters should evacuate to North America or Canada. To this the Queen made her famous reply: **'The children won't go without me. I won't leave the King. And the King will never leave.'** Thus throughout the Second World War the Queen and her children shared the dangers and difficulties of the rest of the nation. She was in Buckingham Palace when it was bombed in September 1940. She and the King visited badly damaged areas throughout the country after the air-raids, and toured Britain visiting hospitals, factories and troops.

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## 6. Share the vision

- allows others to make a meaningful contribution

"Never mistake knowledge for wisdom. One helps you make a living; the other helps you make a life."  
Sandra Carey




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- Able to select the right people for the right position (wisdom)
- assign tasks that are challenging but not overwhelming
- personally unselfish



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- Recognize the existence of (and develop the patience for) the learning curve



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## 7. Courageously implement the vision

- The status quo will keep you where you are
- Change is painful



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"I cannot give you the formula for success, but I can give you the formula for failure - which is "Try to please everybody all the time."

Herbert Bayard Swope

(first recipient of the Pulitzer Prize for Reporting, 1917)

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## 8. Nourish the vision!

- You cannot be too clear about what you are about
- Repeat your vision every way possible
- People have short memories!!!!

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## 9. Say 'thank you'

- "The first responsibility of a leader is to define reality. The last is to say thank you. In between the two, the leader must become a servant and a debtor."



– Max DuPree

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## Leaders

"An army of a thousand is easy to find, but, ah, how difficult to find a general."

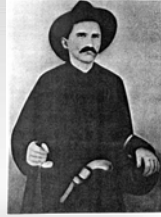
Chinese proverb

1. Respect of followers
2. Discover God's vision
3. Break the vision into pieces
4. Effectively communicate the vision
5. Embody the vision
6. Share the vision
7. Courageously defend the vision
8. Nourish the vision
9. Say thank you!

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## Remember your bad leader?

- *Why* were they such bad leaders?
- *What* did they fail to do?
- *Which* leadership tasks have you neglected?



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