

TEN STEPS TO BECOMING THE LEADER YOU WANT TO BE

Reflections by John Pickett – Uganda Mission Trip 2003

As I start I want you to think about one thing you would like to change or deal with in your heart. What one thing would you like to talk about, what goal, what opportunity or problem solved would you like to realize? How do I renew that dream I had as a new priest, as a leader? Here are some practical principles to help you.

1. **Fatigue makes cowards of us all...**

When you are exhausted you lose contact with yourself. You become so introspective and negative that you lose all joy and reality. When you are tired you will not go the extra mile or do what must be done. Fatigue distorts all the issues and makes relationships seem impossible.

2. **Once the facts are clear the decisions jump out at you.**

Most of what we call stress (suffering) is indecision and lack of control.

If you think about it when you have transitions going on in your life, new job, new wife, changes in location... you become overwhelmed with unknowns.

Before we know the facts our emotions are trying to make decisions.

The right question to ask ourselves is "how can I make progress in this situation? Rather than to think I am a victim! I am a slave! God is in control so that means I can find solutions. Focus on the positives, give yourself at least 30 days before any decisions are made and don't panic. Brainstorm, what is the worst possibility, what is the best. Change the context and seek facts.

3. **It takes three years to master any new position.**

Year one – orientation

Year two – experimentation

Year three – Decisions become clearer and mastery begins

It takes ten years to start and develop a new work.

Think about what this means for those in your staff.

Godly perspective is invaluable on these matters.

4. **Everyone is not like me!**

At first we think everyone is like me, they see things the same way I do and if they don't they will when they become mature. (your dad may have betrayed you and never told you that you are a man, your mother wants to make you into a girl – this is level one thinking) Then we realize everyone is NOT like me. We are shocked and don't know how to react to them.

In level two we are too intense or yielding. Then we discover NO ONE is like me. We are all unique and special. Here is where we begin to see the value of the body and of gifts. Finally we come to the freedom that it is okay to be me and it is okay not to be like me.

5. Everyone likes a plan but not everyone likes to set goals.

(Stop setting goals if you want to solve problems) There are three categories of leaders: Opportunity Seekers (sweepers) Planners (Halfbacks), Problem Solvers (coaches)

Three philosophies of planning

- a. Build capacity to take advantage of the opportunity or growth
 - b. Start by looking at the end and determining how to get there
 - c. Begin with where we are and solve the problems keeping us stuck
- These three groups are always in tension... (Boeing 727)

6. The role of your organization is to maximize the individual's strength.

This means you must identify the weakness and minimize them until they become irrelevant. In Christian cycles we preoccupied with weakness, with what people do wrong. We provoke to anger or fear to try to get them motivated.

We have to become good at assessing what they do well, the best and encouraging them in that. Then you will cover their weakness with others who do those things well. Fatigue and burn out is the result of getting in a position or role that is beyond my strength.

7. Ask yourself profound questions.

If you do not ask questions you will not have answers.

If you ask simple questions you will get simple answers

If you ask deep questions you will get deep answers

The leader asks questions of himself. A follower waits to be asked questions.

1. Where do we want to be in ten years?
2. What would the ideal be?
3. What is my dream of twenty five years for this church?
This is beyond my leadership and requires transfer of leadership.
4. What are the ten critical steps to making this happen?
5. Why am I so frustrated with what is happening now?

8. The key to balance is scheduling a year in advance.

Imbalance comes from being overloaded in the now problems.

What percent of the time do you spend in the Church, rather than ON it. You should spend most of your time living in the church, fellowship, worship, study, and the minimum on it.

Your schedule reflects your priorities... Do you schedule time for wife, children. Does your time in the church reflect what you learn and love.

9. Check morale first!

Morale is the feeling that I have those things I need to go on.

Nothing motivates people like results. Confidence is a by product of predictability.

Establish predictability. Specialize in encouragement.

Do not look too far ahead or attempt too much at once or people get discouraged.

How do you see yourself... as god, king, ruler, servant, helper, fellow student...

10. Focus precedes success!

Happiness or Holiness! Happiness is having what you want or wanting more of what you have. It is self-serving and will manipulate to achieve. Success is the feeling you get when you reach your priorities. If there is no Focus it is because you have no established priorities. I like single word focus. For me it is "PURSUE"