

Leadership's

Three challenges

Managing Vision
so people know where they are going

Managing Relationships
so people can work together

Managing Fear
so people can take risks



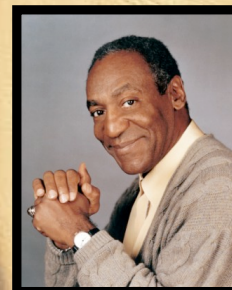
Peter Drucker

“Management is doing things right; leadership is doing the right things.”



GEORGE PATTON

“Don’t tell people how to do things, tell them what to do and let them surprise you with their results.”

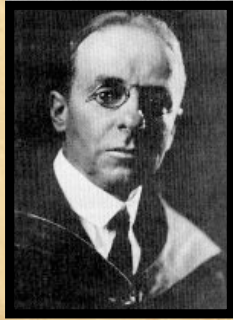


Bill Cosby

“I don’t know the key to success, but the key to failure is trying to please everybody”

Dr. James R. Angell

(President of Yale University)



What is the key
to success?
“Grow antennae,
not horns.”

Howard Hendricks

(Seminary Professor)



“If you want to know
if you are a leader
simply turn around
and see if anyone is
following you.”

Leaders must understand (see)

*They must see what **should** be.*

*They must see what **can** be.*

*They must accept what **is**.*

*They must be aware
of what **might** be.*

challenge #1

Managing vision

Leaders must understand (see)

1. **HOPE** -

They must see what **should** be.

Communicate a clear, compelling vision or hope.

2. **FAITH** -

They must see what **can** be.

Motivate with expectant faith in God and others.

3. **LOVE** -

They must accept what **is**.

Graciously accept the reality of disappointments.

4. **FEAR** -

They must be aware of what **might** be.

Patiently help others manage their fears.

Followers must engage

1. **HOPE** -

They must **show up** for community, growth, & ministry.

Its not about me. Its about **Jesus** and **us**.

2. **FAITH** -

They must expect God to work **in** and **through** them.

Without risk there is little faith.

3. **LOVE** -

They must respond to what **is**.

Graciously accept the reality of disappointments.

4. **FEAR** -

They must expect and attack their fears as **Satanic**.

Charting a Vision that Inspires

1. **It must appeal to the core of our being**
as God's image bearers.

Don't be superficial.

2. **It must reflect who we know we are**
based on real life experience.

Put your best foot forward.

3. **It must be clear, concise, and catchy**
so it can be easily remembered.

Keep it as simple as possible.

A path to an **effective community**.



A path to
spiritual adulthood

*“Know
yourself”*

*“Accept
yourself”*

*“Forget
yourself”*

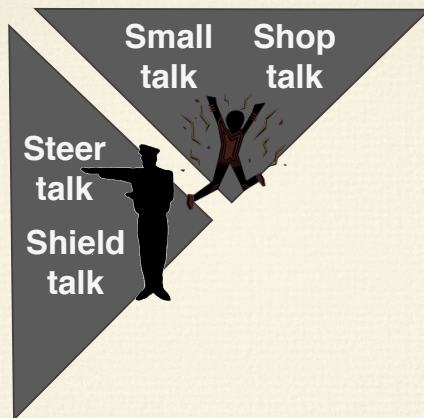
*“Give
yourself”*



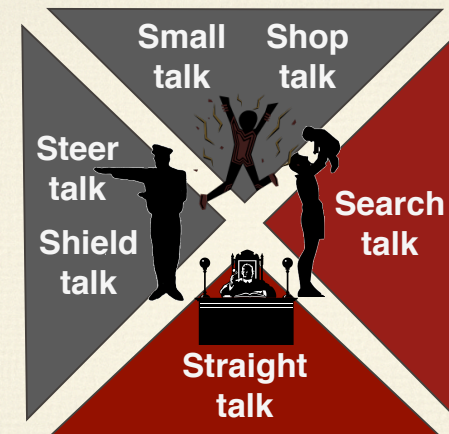
challenge #2

Managing Relationships

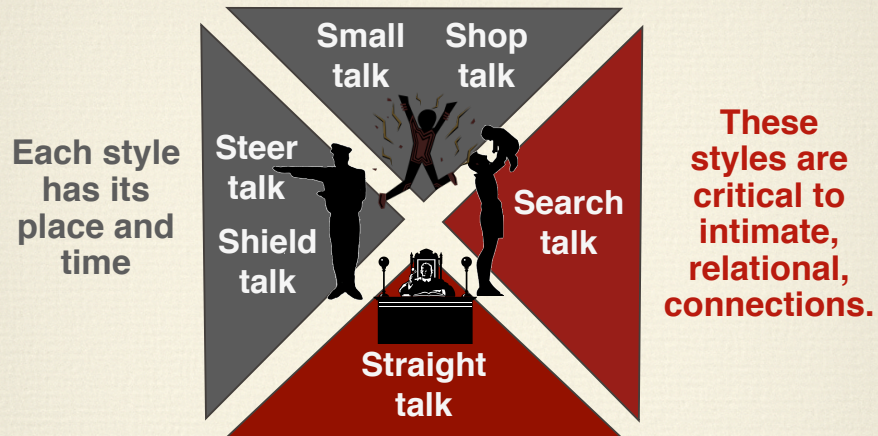
Styles of communication



Styles of communication



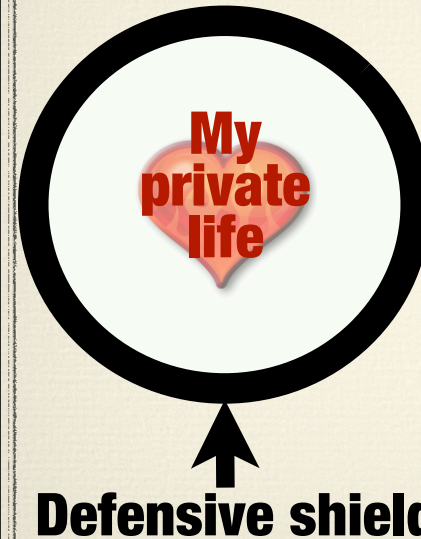
Styles of communication



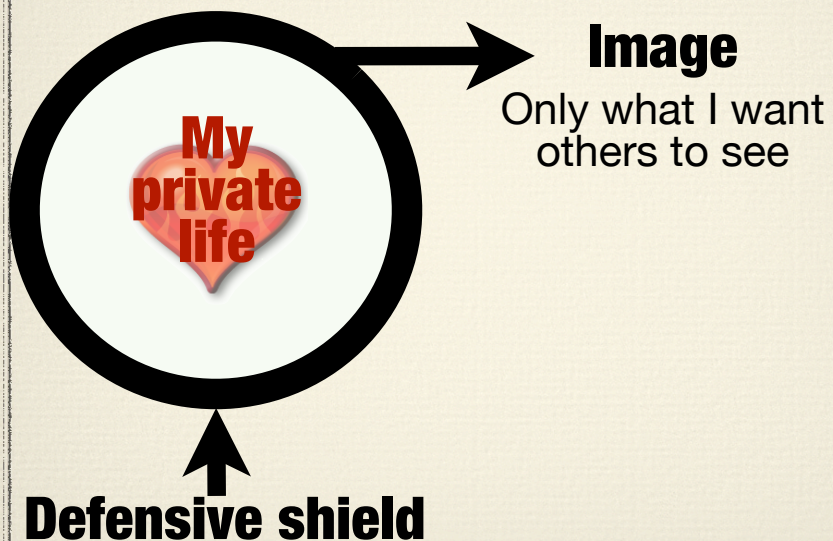
“I want to shoot straight with you.”

“I want you to know how I feel, what I want, what I fear, & how I understand.”

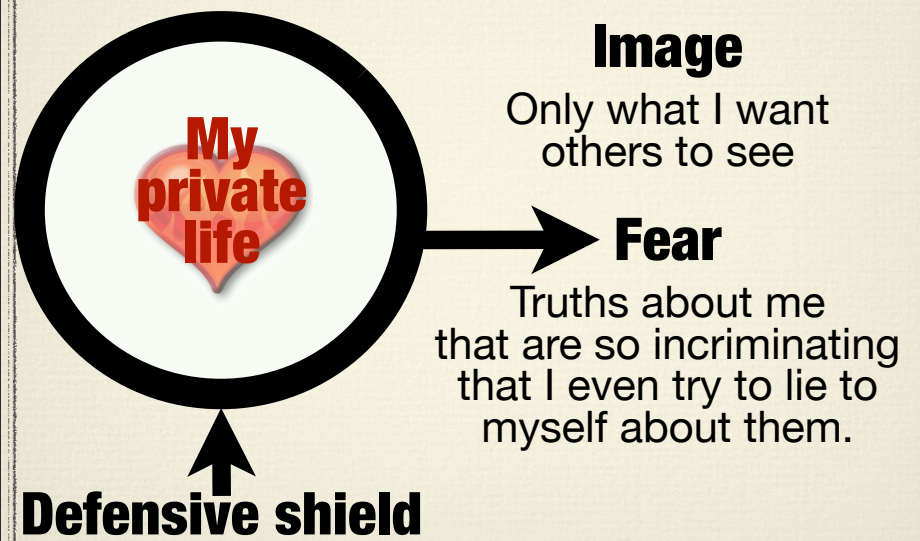
We too often project a false front.



We too often project a false front.



We too often project a false front.



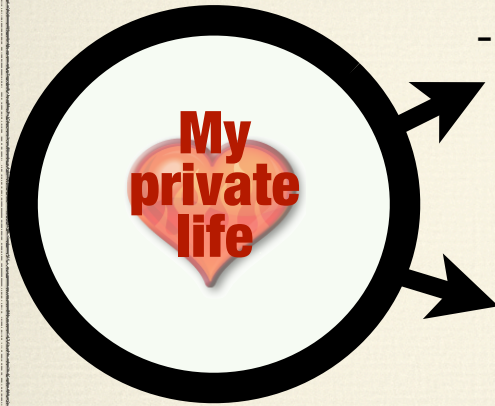
Signs of “shield” talk

False rational

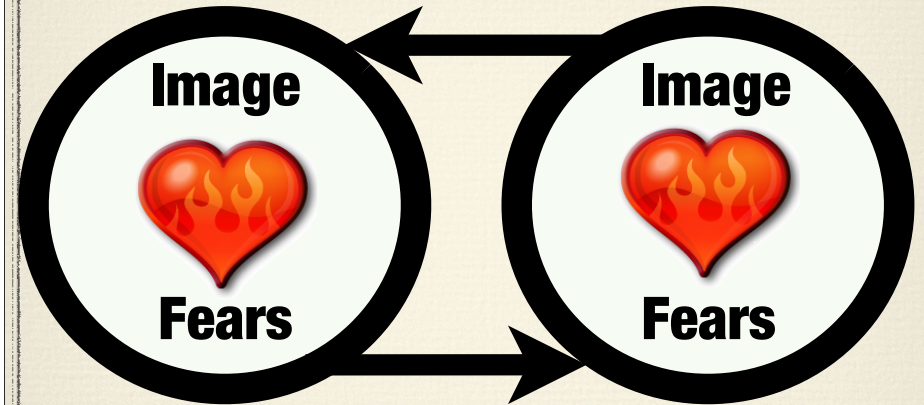
- offering reasons that we think are more acceptable than the real reasons.

Deflective chatter

- humor
- sarcasm
- small talk
- intellectualization
- hysteria
- hostility

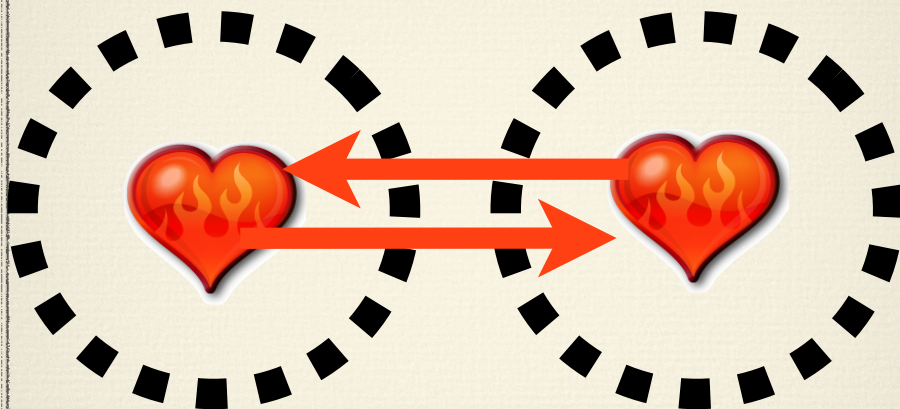


Two levels of communication

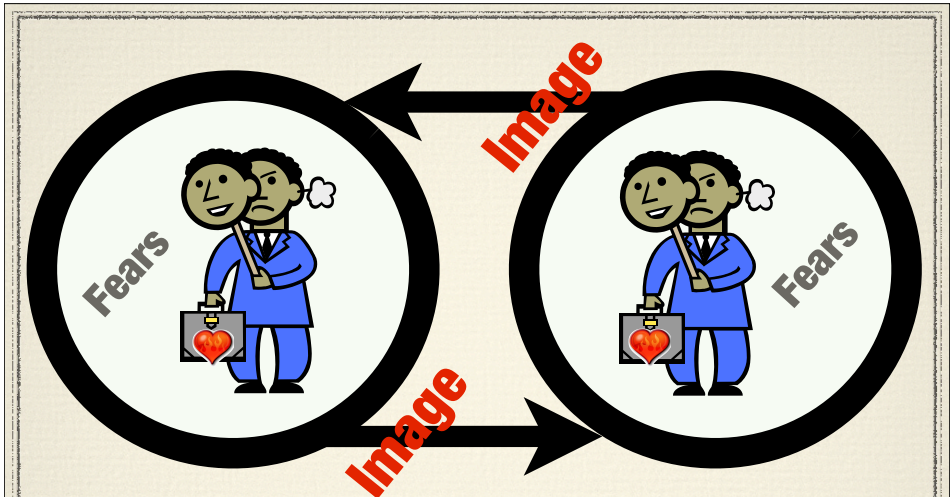


#1 Defensive shield to defensive shield

Two levels of communication

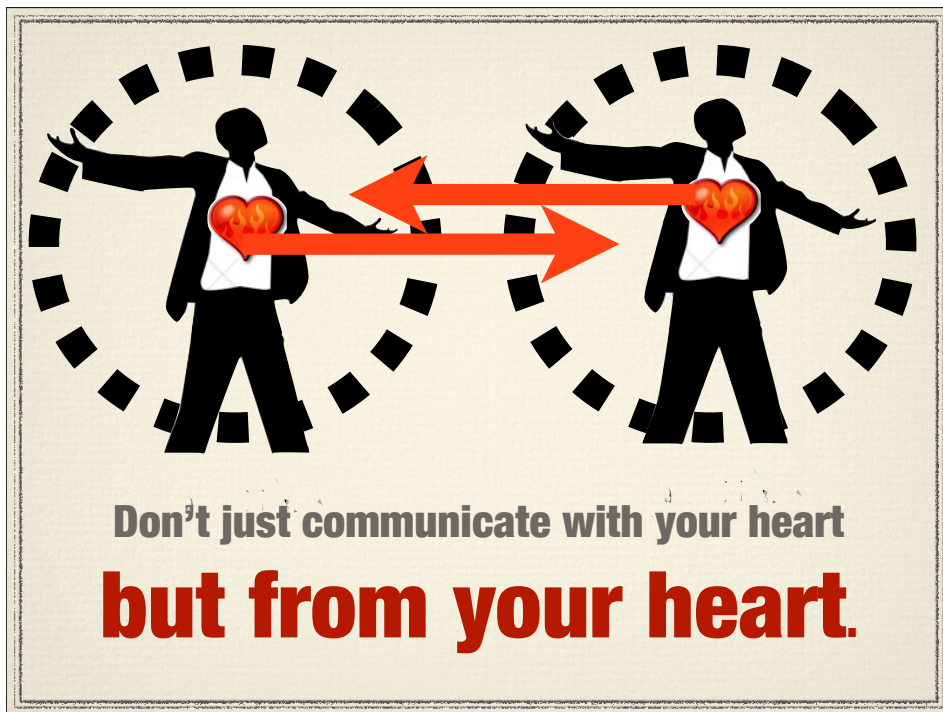


#2 Heart to Heart



When my image and fears relate to your image and fears we may feel safe but

we are not connecting.



**How do you respond to
the ideas and feelings
of others?**



Yes if.



**No
because.**

Be slow to speak



Be slow to speak



and quick to listen.

Listening to concerns

O

V

E

Listening to concerns

Overlooking weaknesses

V

E

Listening to concerns

Overlooking weaknesses

Valuing strengths

E

Listening to concerns

Overlooking weaknesses

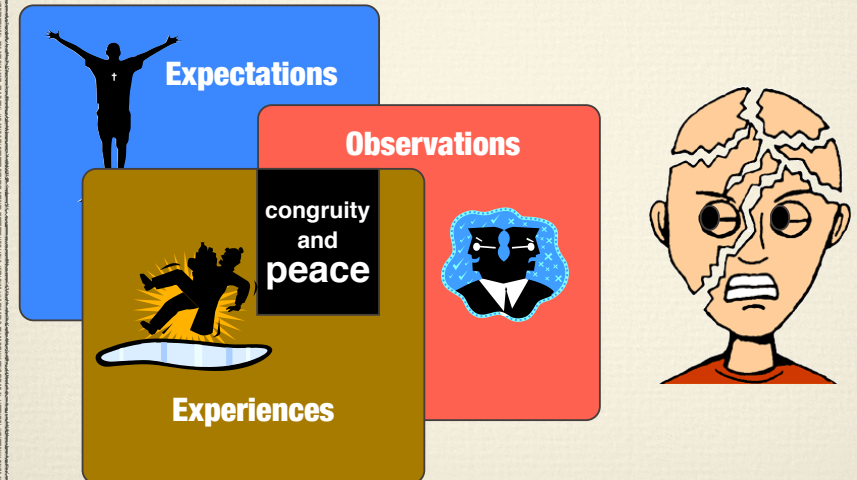
Valuing strengths

Empathizing with pains

challenge #3

Managing fear

Managing *Dissonance*



Satan's sneaky pack of lies

- ✓ **Focus on the Law** - Who sinned - me (shame) or you (blame)?
- ✓ **Unrealistic expectations** for God, others, and ourselves.
- ✓ **A toxic church culture** that is narcissistic, pragmatic, and punitive.
- ✓ **Fake it till you make it.** Deny or ignore the dissonance.



Most popular "Christian" paths to removing dissonance

- ✓ **Retreat & rebel** - I have lost hope in spiritual progress in this life.
- ✓ **Pass the blame** - I am not responsible for my mess.
- ✓ **Look for a quick fix** - All I need is to find the key to the power of the Spirit.
- ✓ **Try harder** - I just need more faith, commitment, and discipline.

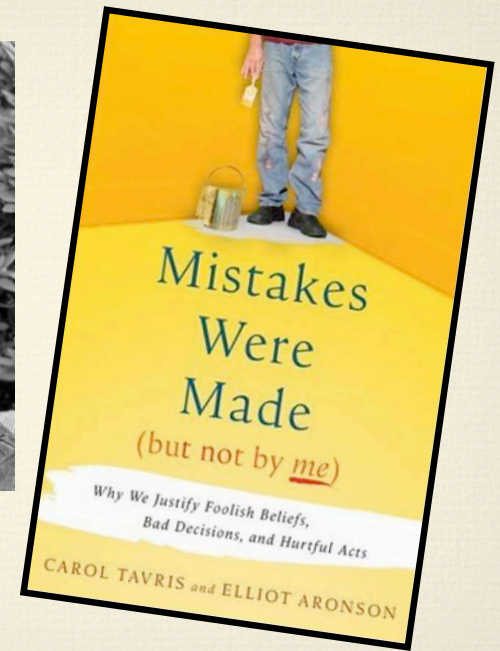
**Most popular “Christian” paths
to removing dissonance**

- ✓ Retreat & rebel - I've lost hope in spiritual process in this life.
- ✓ Pass the blame - I am responsible for my mistakes.
- ✓ Look for quick fix - All I need is to find the key to the power of the Spirit.
- ✓ Try harder - I just need more faith, commitment and discipline.

**It's my problem
to solve
through my behavior
by my faith in the
Holy Spirit!**



Carol Tavis



Know yourself
(get in touch with your heart)

Accept yourself
(apply grace to yourself)

Forget yourself
(remove defensive strategies)

Give yourself
(minister grace to others)