



Coaching 4 Ministers
Your mission is our motivation

“Just Do It” (Part 4)

By Dr. David Robinson, Founder

Jesus set the standard

- He picked the right team members, though not always the brightest and most skilled.
- He developed a winning strategy for the assigned mission. His was evangelism and discipleship.
- He designed a structure that brought daily operational value, it was mission driven, not program driven. Visionary leadership is all about the mission and vision. Management is all about programs to support those. Programs always need more resources and people. Mission and vision need clarity, teamwork and leverage through visionary influence.

Three things you must get right:

Select the right team with these three keys in mind

- You know your evaluation process is accurate and thorough.
- You know how to identify and develop leaders at all levels, leaders who know how to manage well and leaders who know how to lead the team into the future.
- You know how to keep the leadership pool filled with new leaders for every generation at every level.

Most ministries and organizations are bogged down looking for great leaders for today's challenges but forget tomorrow's changing opportunities. If you do not seize today's opportunities, they often become tomorrow's overwhelming problems. You may find yourself behind the curve. Back there it always costs more, efforts are less effective, and substantial change is almost impossible.

You can have the right strategy, best organizational structure money can buy, and unlimited resources, but if you do not have a continual supply of the right people, the vision will not happen.

Matching the right people to the right opportunity is a skill all great leaders possess. Sometimes good people, but not the right people, need to be reassigned, replaced or even released if necessary. They must be able to handle today's challenges with an eye on tomorrow if they will be of any value to you and the team when tomorrow comes. Tomorrow



Coaching 4 Ministers
Your mission is our motivation

always comes before most inexperienced or untrained leaders are ready. Note the ten virgins in Matthew 25.

How do you know if you have the right people, doing the right thing, in the right place, at the right time?

- They are committed to you, their leader, the vision and the action plan.
- The team's goals and targets energize them and their efforts are clearly focused on them.
- They are constantly developing leaders not just followers.
- They know how to release the "vision drainers" before too much damage takes place.
- They are low maintenance, self-starters and finishers.

Develop the right strategy (action plan) to reach your goals and see your vision become a reality

- Basic strategy must be simple, goal-driven, people friendly and connect the vision pursuit to the mission (your purpose).
- Basic strategy must be sustainable and achievable.
- Basic strategy must define your direction and focus.
- Basic strategy must say who is going to do what by when.
- Basic strategy - its sum and substance must come from those closest to the action, not from the command center in some distant land or even down the hall.
- Visionary leaders who create overall focus and boundaries must design basic strategy. Every supporting team must have their own strategy that compliments and strengthens the corporate strategy.

If you are struggling with developing a strategy for your ministry or organization, email me and request my "Nine-Step Strategic Planning Process" outline.

Bring operational value on a daily basis using the correct strategy. If you are not consistently reaching your goals, you may need to change the way you are organized or change the way you operate.

The connection between your team members, your strategy (action plan) and the way you operate (the way you go about your daily tasks) must be strong, clear and simple.

Your strategy defines where you are going, guides your team members (the ones who are going to get you there) and determines your structure (daily operation) that creates the path to completion.



Coaching 4 Ministers
Your mission is our motivation

Success in finishing whether it's daily, annually, or "final frame" of your vision is determined by getting those three steps right.

Get your core leaders together for a checkup and ask the following questions

- Do you and your team members have the skills to competently serve your organization or ministry, finish the job and win? Every team lacks in some areas. Ask yourself, am I willing to do whatever it takes to close the gap?
- How well does everyone understand and passionately support the Mission, Vision, Values and Strategy? What adjustments need to be made? How will you handle those who cannot or will not make the needed adjustments?
- How well do you understand the beliefs and behaviors of those on your team? Do they place a high value on finishing; maintain a winning attitude and vocabulary; have a willingness to stay on a continuous learning and improvement curve and display emotional maturity while under pressure?
- Is every team member committed to personal growth to the team and teamwork for delivering measurable results? If not, you need to change the culture or find new team members.

If you want to finish, finish well and see your vision become a reality, you must not ignore the reality of these four check points. Allow them to be speed bumps in your daily operation and energizing points that help you create momentum and success. Great leaders don't stop until they find a way to -

"Just Do It!"