



Coaching 4 Ministers
Your mission is our motivation

Seven actions of leaders who make things happen

By Dr. David Robinson, Founder

They function as a strategic leader and utilize teamwork

I see many senior leaders who do not understand their role as a strategic leader. They are bogged down in day-to-day management. Whatever shows up on their radar screen is where they focus. If you have strategic (future) leadership responsibilities, your primary function is communicating (not managing or controlling) the mission, vision and values. If you don't, who will? Your secondary role is knowing your team members, individually and as a team. Teamwork becomes your primary way of pursuing the vision and reaching goals.

They define present reality with brutal honesty

Ministries are full of people who do not want to deal with present reality much less with brutal honesty. The reasons are many. It makes people uncomfortable; want to hide or downplay mistakes; avoid confrontation, or simply live in denial are just a few.

As a leader, if you refuse to define present reality with brutal honesty, you are not ready to move to the future, whether it is this afternoon, next week, next month or next year. You cannot paint a picture for what you want (called vision) if today's reality is vague in your mind and the team's.

They establish clear and compelling goals

I have coached many leaders who, when we start, cannot tell what they are going to do next (as it relates to their vision) and why. Most leaders wake up every day with 50 gorillas facing them. They cannot deal with all of them but without clear and compelling goals, most burn out trying.

If you have more than two to three new goals for the year, you have too many. If everything is a priority, nothing becomes the priority. You will be bogged down in details and another year will pass without progress.

Every day, week, and month should have goals that support your annual goals. If they are not compelling to you, you can be sure they will not be for your team.



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They make follow-through a way of life

Setting clear and compelling goals matters little if no one takes them seriously. Everyone may agree that it is a great goal/idea but it will not happen unless someone is held responsible for the results.

If there are no consequences for lack of following through and getting the desired results, then do not expect much to change. However, before you start holding people accountable, make sure they have been taught so they understand; trained so they can perform competently; given adequate resources; and kept inspired by you, their leader. Only then do you have the right to hold them accountable for the agreed upon results.

They grow well-rounded team members

Being a positional, appointed or elected leader and being a leader who builds a great team following a compelling vision are not the same. Developing emotionally mature team members has never been a greater challenge for leaders. The pace and pressures of life for everyone has intensified. You need to spend at least 40% of your available time developing the top 15-20% of your leaders. "...Jesus increased in wisdom, stature and favor with God and man" (Luke 2:52). That is still a great model to follow.

If you want to develop this type of team member, you must find time apart from the task. Relationships built only around the task usually lead to burnout or bailout. If they know, you trust them and believe in them for who they are, not just, for what they can do, most will always give you 100% regardless of the effort or the demands you place on them.

They understand rewards and sanctions and get them right

These should only be passed out after you have taught to understand; trained to perform competently; and coached to excellence. Telling someone to do something is not the same as teaching, training and coaching. Many times rewards and sanctions are passed out prematurely, usually with little, if any, long-term results. Make your standards and expectations for both clear, firm and fair.

They do not kid themselves

Someone once said, "To thine own self be true." Without emotional maturity, you will never be totally honest with yourself or others. If you or those on your team do not follow through with the plan, then do something about it. One of the worst things you can do is kid yourself into believing you can be a great leader without follow-through.



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Being a good leader is not the same as giving great leadership where following through is never an option. Great leaders come to grips with their own weaknesses. They deal with them honestly and move on. However, lack of follow-through should never qualify as an acceptable weakness. Do not tolerate it for yourself or anyone on your team. If you do, do not expect your goals to be met and do not be disappointed when they are not.

The Apostle Paul said, "I have finished my course." In 2011, you may not win every race and see every goal met but at least you should be able to say, "I finished and we finished."

"JUST DO IT!"

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