



Coaching 4 Ministers
Your mission is our motivation

Just Do It (Part 3)

By Dr. David Robinson, Founder

Selecting the right people

Choosing the right team members is the key to great leadership. In the last 40 years, there have been over 500 head coaching changes in the National Football League, America's number one professional sport. The Pittsburgh Steelers, winners of more Super Bowls than any of the 32 teams, selected three during those 40 years. They have set the standard in making the right leadership choices in the world of professional sports.

There are many things you can't control affecting your leadership challenges. But one you can is making the right choice when choosing new team members. As a leader, you have no greater challenge than choosing the right people to help you see your vision become a reality.

Ministries and organizations constantly struggle finding strategic leaders that know how to make good personnel decisions. These decisions must not only address today's needs but tomorrow's opportunities. You must have both qualities in those you choose to join your team.

If you don't pay attention during the selection process, you will pay dearly for a long time for a poor selection. Be slow to appoint to avoid having to "dis-appoint" - yourself, your team and those you lead.

Five reasons the wrong people get on your team

- We really don't know them as well as we think we do. Positive first impressions some times cause us to fail being thorough throughout the entire selection process. "...Know them which labor among you..." I Thessalonians 5:12, KJV
- We like them and feel comfortable around them rather than be honest about their skills and ability to follow through and deliver measurable results on a timely and consistent basis.
- Spirituality is very important but should never be an acceptable excuse for not finishing. Jesus said, "It is finished," and the Apostle Paul said, "I have finished my course." The more mature a person is, the better finisher they are especially when times are tough and resources are scarce.



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- Loyalty and trustworthiness are mandatory for any selection we make; but, those qualities alone are no guarantee that you have made the right choice. They can be a good person but not the right person.
- Great personality, good people skills and high I.Q. are not reliable indicators that a person will be a finisher, especially when they are challenged and for the long haul.

In any leadership position, there are what I call non-negotiables that determine success and indicate if a person is a finisher. Great leaders always have that discussion before choosing any future team member.

"Unfortunately, too much experience in losing gracefully often lowers the resistance to defeat. Through the years, I have found that between equal teams, the winning formula is a thin margin about which to remain requires fidelity to fundamental principles and a team faith that abhors mediocrity and moral victories. I have often stated that there was never a champion who to himself, was a good loser. There is a vast difference between the good sport and a good loser. Many have never experienced the pride of accomplishment which only comes from sacrifice and superior performance."

Quote from Red Blaik, Head football coach at West Point, summer of 1952 in a letter to General Douglas MacArthur.

Five keys to look for when selecting a team member

- They have no substitute for finishing. Just as there is no substitute for winning, they do not tolerate quitting before the task is complete. They have clarity about the assignment, agreement on the outcomes and deadlines, commitment to do whatever it takes to win, and the discipline to see it through. You will always be a winner if you don't quit before you finish. Our world has too many starters and not enough finishers.
- They create energy wherever they go. Be careful your leadership doesn't drain the life out of your team. I am not talking about pep talks, hype and painting inspirational word pictures of what could be. Great leaders through actions and reactions bring life and energy on a daily basis. It's more than having an upbeat personality. Great leaders really believe in their vision, are absolutely certain God picked them to lead the effort and make no compromises in surrounding themselves with like-minded team members.



- They are not afraid to make the tough decisions. Average leaders can make the easy ones. But, it takes great leaders to make the difficult ones, make them while it still matters and get them right most of the time. Organizations are cluttered with leaders who waiver, procrastinate and avoid making the difficult decisions. Don't be one of them. Choose people who have a track record of making the close calls and getting them right.
- They are a team player. The days of the solo superstars are over. Individualism can no longer be tolerated. To be a good team player, you must have a high E.Q. - emotional maturity. Team leaders and team members must be committed to accomplishing the vision together. Remember, a group is not the same as a team.
- They know how to develop people and build teams. They have a proven track record of getting things done through people. This is fundamental to good leadership much less great leadership. If you can't, you should get out of the way and let someone else lead and you find someone to follow. Don't create road blocks. Insecure leaders constantly stifle initiative, creativity and innovation. Many leaders confuse delegation with deferring. They abandon their team members and call it empowerment. If you want to be a great leader, you learn the difference and delicate balance between paying attention and micro-managing.

When evaluating a possible team member that fulfills all the basic requirements and looks like a strong candidate; remember, what counts most of all at that point is their track record of finishing. If that is lacking or can't be verified, the glow of everything else on the resume fades quickly. You don't have to tell them twice, wind their clock every day or constantly stand them up...they...

"JUST DO IT!"