



Coaching 4 Ministers
Your mission is our motivation

Seven Priorities of Great Leaders

By Dr. David Robinson, Founder

Create and Maintain a Sense of Urgency about the Future

Great leaders are constantly focused on fulfilling the vision. They inspire their team to do the same. Always focused on future results they resist the urge to allow daily management issues to bog them down and drain their time and energy.

Stay Focused on Critical Strategic Issues

Great leaders stay focused on identifying critical strategic issues and creating an action plan to resolve them. They don't focus on today's management. I often say that today's management problems are simply an indication of a previous leadership failure. The managers of the ministry must be taught, trained and empowered to solve current problems while leaders find and correct the leadership failure that created them.

Stay Focused on High-Leverage Activities

Great leaders invest their time, resources and energy in activities that produce the greatest return. Spend the lion's share of your leadership influence on developing new leaders - not passionate followers. Great followers will make today better, but will do little to create a compelling future.

Make Tough Decisions an Individual Responsibility at Every Level

Great leaders teach entry level leaders this priority and skill when they begin their leadership journey. If they don't, chances are when these new leaders are promoted to higher levels of responsibility, they will fail. When leaders fail at higher levels, the stakes are greater; the costs more substantial; and the impact on people can be overwhelming. Making the tough decisions is a learned skill that can be improved regardless of your leadership level.

Hold People Accountable Individually and as a Team

Great leaders create a performance agreement, individually and for the team, that everyone understands. If this agreement doesn't provide accountability and create energy for the task, it needs to be re-written. It is up to you as the leader to reward and reinforce the behavior and results you desire to see and correct the rest. Lead to achieve a spirit of excellence, and avoid perfectionism at all costs. If your team does not perform up to expectations, always look first in the mirror, then out the window.



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Pick the Best Person for the Job

Great leaders are slow to appoint to avoid having to "dis-appoint." The best person may not always be your favorite person. Learn to develop superior judgment when evaluating the potential of an individual to perform. Have a strong template in evaluating individual leadership skills and performance capability. Leave the position vacant rather than fill it with less than the ideal candidate that may be difficult to remove later.

Keep Raising the Standard

Great leaders never stay at the same level - for themselves or their team. They strive for growth and improvement every year. Goals are set for every leader and his team. People are promoted on individual and team results - not potential. If you don't ask for more than your team can give, you will never get all they can give. Great leaders have the ability to know when and how to challenge their team so that team can achieve all they are capable of and are ready to handle.