



THE TOP TEN MISTAKES LEADERS MAKE

And How To Avoid Them!


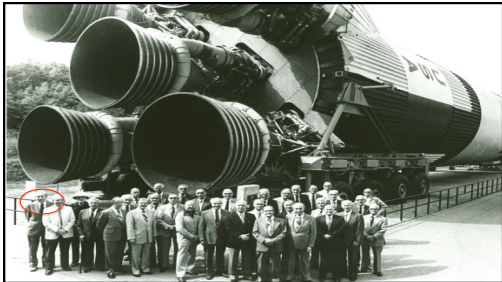
HANSFINZEL



Yes I am German


Why Not the Moon?

My Calling

"The spirit of Christ is the spirit of missions, and the nearer we get to Him the more intensely missionary we will become."

— Henry Martyn, 1810 (India)



Training Leaders in Eastern Europe



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Leadership Observations

- ◆ If you do what comes natural, you will be a poor leader.
- ◆ People are confused about how to be a great leader because of poor role models "We lead as we were led."
- ◆ There seem to be more poor leaders than great leaders
- ◆ Churches and ministries need more great leaders.

We all know the results of bad leaders

Questions for you

1. Have you ever worked for a terrible boss?
2. What made them so terrible?

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HANS FINZEL

The story Romans 12:8

Peter Drucker Wisdom

We spend a lot of time teaching leaders what to do. We don't spend enough time teaching leaders what to stop. Half the leaders I have met don't need to learn what to do. They need to learn what to stop.

Leadership is Dangerous


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The Top Down Attitude

1 What is The Attitude?

- ◆ I'm on top because I am the smartest.
- ◆ I'm the boss so you serve me.
- ◆ I'm the leader so I am going to control everything.
- ◆ I make all the big decisions.




Top Down Results

1. Abusive Authority
2. Dictatorship in Decision-making
3. Dirty Delegation
4. Lack of Listening
5. Controlling Management
6. Egocentric Leadership



Top Down Prevalence

- ◆ Is Most Common
- ◆ Is Traditional
- ◆ Is Historical
- ◆ Is Ingrained
- ◆ Is Global




Alternative: Servant Leadership





Servant Leadership

Jesus is the best example:
John 13 "Now that I, your Lord and Teacher, have washed your feet, you also should wash one another's feet. I have set you an example that you should do as I have done for you."




Servant Leadership

Jesus is the best example:
Philippians 2:3,4 "Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others. Have the same mindset as Christ Jesus..."



Servant Leadership

My Definition: *When the leader cares more about the good of the team than his or her own enrichment.*

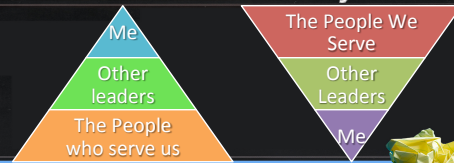



Alternative: Shepherd Leadership

1 Peter 5:1-3





A Better Way

What is it not?



- You let everyone else set your agenda
- You do all the dirty work
- You serve everyone's requests
- You work 24/7 for the requests of others
- You don't lead strong
- You are a doormat
- You let others walk all over you
- Others take advantage of you
- You are the victim of the tyranny of the urgent




Don't carry them on your back...
Carry them in your heart

An Attitude

When the leader cares more about the good of the team than his or her own enrichment.



Reality Check

Does this work in the real world?



Jim Collins

Analyzed 1,435 companies to find ones that jumped from being good to being great and sustained it for a minimum of 15 years.

Level 5 Leaders



- Level 5 EXECUTIVE: Selfish, making progress through a paradoxical blend of personal humility and professional will.
- Level 4 CONTRIBUTIVE LEADER: Capable contributor to work groups, personal goal of the group and competing voices, stimulating higher performance standards.
- Level 3 COMPETENT MANAGER: Organizes people and resources toward the effective and efficient pursuit of predetermined objectives.
- Level 2 CONTRIBUTING TEAM MEMBER: Contributes individual capabilities to the achievement of group objectives and works effectively with others in a group setting.
- Level 1 HIGHLY CAPABLE INDIVIDUAL: Makes productive contributions through talent, knowledge, skills, and good work habits.

- Humble
- Listened and learned constantly
- Put company above personal goals
- Valued team first


The "L" in Leadership

Listen & Learn



Takeaways

- Not Abusive Authority: But view yourself as Servant of all
- Not Dictatorship: But partners in the process
- Not Deplorable Delegation: But give them room and freedom to do their job
- Not Lack of Listening: But exercising a Phil. 2 posture
- Not Controlling: But letting go with affirmation
- Not Egocentric: But the empowerment of others



Three Resources For You

\$35 Conference Special



2

Putting Paperwork before Peoplework

The Problem

- ◆ The greater the leadership role, the less time there seems to be for people.
- ◆ The greater the leadership role, the more important "peoplework" is.
- ◆ People are opportunities, not interruptions!

Ministry is Life on Life

We were not looking for praise from people, not from you or anyone else, even though as apostles of Christ we could have asserted our authority. Instead, we were like young children among you.

Just as a nursing mother cares for her children, so we cared for you. Because we loved you so much, we were delighted to share with you not only the gospel of God but our lives as well. 1 Thes 2:6-8

Paperwork over Peoplework?

- ◆ U.P.O.'s (unidentified Piled Objects)
- ◆ Papers, Magazines and Reports
- ◆ Junk mail, newsletters, journals
- ◆ Printers, copiers, fax machines
- ◆ Facebook, Twitter, Email, Blogs, IM's
- ◆ Smartphones in our pockets and purses

THE GROWING NOISE

technology

human

You Might Be A Paper Pusher

- ◆ Task oriented Type "A"
- ◆ Driven personality
- ◆ People are seen as interruptions
- ◆ Tech and paper focused
- ◆ "I live by lists"
- ◆ I tend to run over people
- ◆ I listen poorly - if at all
- ◆ I am Impatient - "Out with it!"
- ◆ I tend to be ruled by task pressure
- ◆ Evaluate myself based on accomplishments

R-e-l-a-t-i-o-n-s-h-i-p-s

A "capacity for solitude is what nurtures great relationships." But in today's always-on social media world, our solitude has been replaced by incessant online updates, which both weaken our sense of self and our ability to create genuine friendships. -Sherry Turkle


Pushing Aside The Tech & Paper

1. Judge your success by people time.
2. Love your wastebasket.
3. Love your delete button.
4. Plan team retreats and off sites.
5. Take your people with you.
6. Go to people's homes!
7. See people as job #1.
8. Get out of your office.
9. Don't interrupt others.
10. Go on a cell phone vacation.
11. MBWA.


Bottom Line?
It's The People!



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