

THE TOP TEN MISTAKES LEADERS MAKE

And How To Avoid Them!

HANSFINZEL

4 No Room For Mavericks

Innovation

- Intelligence
- Inspiration
- Solution
- Creativity
- Vision
- Ideas


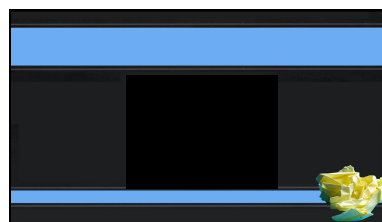
Mavericks?

- ◆ Samuel A. *Maverick* died in 1870. He was a Texas pioneer who did not brand his calves.
- ◆ Definition: "An independent individual who does not go along with a group or party."

Dreamers

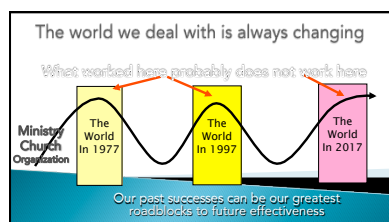
A Maverick is another name for...

- ◆ Visionary
- ◆ Dreamer
- ◆ Entrepreneur
- ◆ Change agent
- ◆ Non-conformist

Question?

- Does this apply to the church?


"In times of change, learners inherit the earth, while the learned find themselves beautifully equipped, to deal with a world that no longer exists"

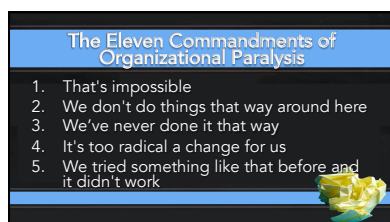
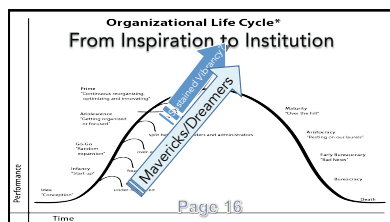
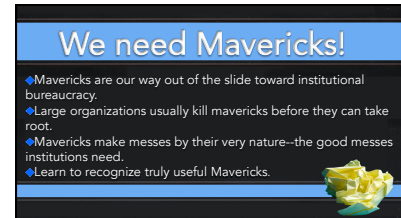
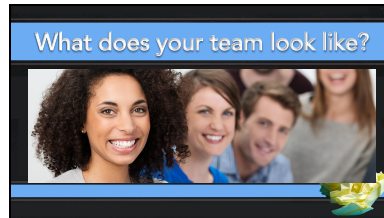
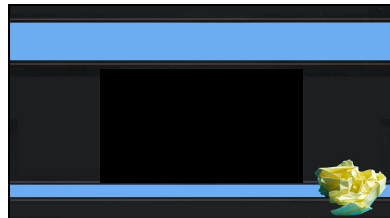
Eric Hoffer

Got Irrelevance?

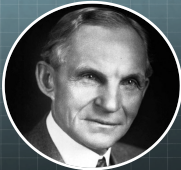
If you don't like change, you're going to like irrelevance even less.

General Eric Shinseki, Former US Army Chief of Staff (4 Star General)






Henry Ford
"If I'd have ask my customers what they wanted, they would have told me 'a faster horse!'"




Steve Jobs
"Our job is to read things that are not yet on the page."



Cultivate Mavericks

1. Look for them
2. Listen to them
3. Learn from them
4. Give them a chance
5. Put them in charge of something



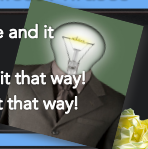

What We Should Fear

My greatest fear is becoming irrelevant.
 Irrelevancy is a bigger risk than inefficiency.

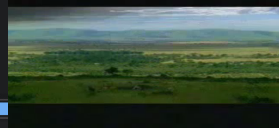




The Three Deadliest Phrases

1. We tried that before and it didn't work.
2. We've always done it that way!
3. We've never done it that way!

Don't Stop Them!

6 Dirty Delegation




I Hear This So Much





Dirty Delegation

- ◆ Over managing is one of the great cardinal sins of poor leadership.
- ◆ Nothing frustrates those who work for you more than sloppy delegation with too many strings attached.
- ◆ Delegation should match each worker's follow-through ability.



John Ortberg



I don't have a problem with delegation. I love to delegate. I am either lazy enough, or busy enough, or trusting enough, or congenial enough, that the notion leaving tasks in someone else's lap doesn't just sound wise to me, it sounds attractive.

Great Delegation

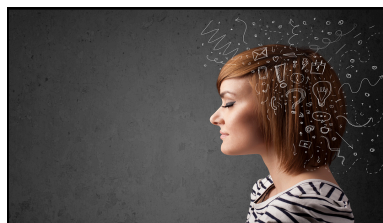
- It develops people
- It mentors others
- It taps into the collective genius
- It builds a strong team
- It spreads the load
- It empowers other to contribute
- It's about "we", not just about "me"

Why it's hard to Delegate

1. Fear of losing authority
2. Fear of work being done poorly
3. Fear of work being done better
4. Unwillingness to take the necessary time

Why its hard...


5. Fear of depending on others
6. Lack of leadership training and positive delegation experience
7. Fear of losing value in the organization
8. Fear of failure



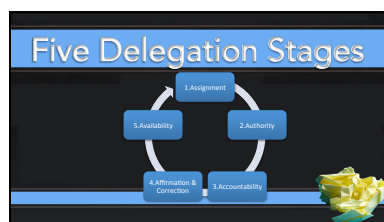
Four Questions

1. What am I supposed to do?
2. Will you let me do it?
3. Will you help me when I need it?
4. Will you let me know how I am doing?

Franklin Roosevelt



The best executive is the one who has sense enough to pick good men and women to do what he wants done, and self-restraint enough to keep from meddling with them while they do it.



Jesus Master Delegator



Acts 1:11

