

## Lessons on Leadership: Tic Long

### Random Thoughts on Leadership

- Leadership isn't Christian. Leadership = "Taking whatever you're in charge of and taking it to the next level."
  - What makes leadership Christian: where you're leading people and how you're doing it.
  - A Christian leader: Someone who inspires people to action for the kingdom of God.
- Managing is not leading.
- Doing is the enemy of leading. (A good leader can't get bogged down in the little details and the day-to-day stuff. You can't inspire people that way. Your job is not to catch up with your email.)
- NOT doing is also the enemy of leading. (You need to know what you're talking about, be humble and knowledgeable about what's going on.)
- There are charismatic leaders and positional leaders. (Some people have leadership bestowed on them by others even though they're not looking for it and some people are placed in position of leadership regardless of if people are following.)
- There are all types and all kinds of leaders. There is no such thing as one approach to leadership that works for everyone. Proverbs 14:28. Find your own style of leadership. Don't copy someone else.
- Sometimes being a leader sucks. Sometimes you have to make unpopular decisions and people will second guess you and your motives. 1 Peter 5:1

### Temptations of Leadership

- Believing your effectiveness as a leader somehow affects God's love for you. (It doesn't take much to fall into the performance trap.)
- Believing that if you are doing well as a leader you are doing well as a person. (We may be at our most vulnerable point when we believe we are kicking butt.)
- Believing outcome is the most important outcome. (This is where being a Christian leader comes in: being aware and concerned about how and where you're leading. Caring for and loving people is never optional or secondary for a Christian leader. Don't confuse building the kingdom of God with building your own kingdom. The journey matters, not just the outcome.)
- Believing your ideas about everything rock! (People often want to come up with their own ideas. If you come up with all the good ideas, it doesn't invite people into a process. Get people around you who are good at what you're not good at. Do you have an environment where the best idea always wins no matter whose idea it is?)
- Failing to recognize that most people are not honest with you. (It's hard for most people to stand against strong leaders, especially leaders who think all their ideas rock. Create an environment where people feel safe being honest with you and have freedom to give honest feedback.)
- Failing to recognize the difference between real friends and situational relationships. (When you are in charge, people kiss your butt. The more authority you have, the more it happens. It's not a level playing field for relationships.)

- Failing to recognize it's not all about you. (Pride comes before the fall. Leadership is about others, not about you. God is not interested in keeping people as top dogs. He is interested in using us for His purposes and it has nothing to do with us. Sometimes when we fail, maybe it's because God just wanted to use someone else.)

### Task of Leadership

- Developing people and empowering behaviors. (A good leader motivates, doesn't mislead and doesn't exploit people. Proverbs 16:10. The next place they serve should benefit from our sphere of influence.)
- Creating and carrying the culture. ("To change minds effectively, leaders make particular use of two tools: the stories they tell and the lives they lead." -- Howard \_\_\_\_ of *Changing Minds*.)
- Deflecting praise and accepting blame. (Accept blame because you are the leader. When you do that, people will take a bullet for you when they know you have their backs. They will follow you anywhere if they know you will take the heat for something that goes wrong.)
- Giving vision: seeing what's not there. (Anyone can execute the obvious, but a leader sees what is possible and what can happen and inspire others with that vision. A leader sees past the problems that are right in front of them. Leaders also look beyond what people are to what they can become.)
- A willingness to change and destroy and fail. (Change is the new reality. Change takes place before the curve. The wrong people will kill what you're trying to accomplish. Proverbs 20:26. This doesn't mean you get rid of people who push and challenge you, but sometimes they're just not the right people. Do you have the right people on the bus with you and are those people in the right seats? Do you have the right people with you and are you using them in the right way for their gifts and abilities. Sometimes you have to ask people to leave who just don't get it.)
- Willingness to be prophetic. (Good leaders speak the truth even when people don't want to hear it. Sometimes it's pointing out the obvious and other times it's speaking into the darkness where no one else sees it.)
- Willingness to maintain the big picture. (The leader reminds people of the final goal, makes sure the steps are leading to the final goal and carries the torch to the final goal. They don't let other programs and other things overshadow the main thing.)

Big final definition: Someone who creates a following by loving, inspiring, developing and empowering people in such a way that they are moved to action beyond what they had envisioned for the expansion for the kingdom of God in their lives and in the world.