

Leading With Your Indoor Voice

Desired Outcome: Engaged staff that have the opportunity and environment to live out Colossians 3:23 “Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.” We are ENTRUSTED with the staff we lead. We need to do it well.

Examples of Leadership including the most difficult and most impactful leaders in your life.

Influence vs Authority

- Reputational vs. Positional
- Servant Leadership

Pressure Quotes from Rob McKenna in *Composed*

- Pressure creates the opportunity to become better at leading other people.
- Pressure is a reality. How you respond is a choice.
- Pressure is an indicator that something is changing and how you respond or learn from the pressure could change your life and relationships.
- Most high-pressure situations we face not only require some sort of actual skill, but involve our confidence in our ability to do that skill.
- Be cautious in overstating your lack of preparation as a lack of the ability to learn a particular skill.

Knowing Yourself and Those You Lead

- Personality tests
- Codebreaker Technologies –
 - Blueprint – structure, systems, planning, responsibility, duty
 - Action - spontaneity, opportunity, competition, fun
 - Nurture - relationships, teamwork, community, harmony
 - Knowledge – learning, logic, expertise, R&D, technology

Creating Community tips – Mark Miller in *The Secret of Teams*

- Go slow – don’t force it
- Celebrate little things and big wins

- Express gratitude and appreciation freely
- Find ways to serve others on the team
- Put the need of the team ahead of your own
- Be vulnerable
- Think about activities you can do together outside the office
- Make building community a priority
- Never stop looking for ways to do life together

Communication Style

- Direct vs. passive
- Gregarious vs. subdued
- Deliberate vs. spontaneous

Fruits of the Spirit and applicability to leadership

What it doesn't mean

- Lack of accountability
- Lack of direction
- Indecisiveness
- Everyone has equal input

Coaching and Mentoring

Coaching – Professional Development

- Prescriptive
- Geared at outcomes, results, and change
- Leader driven

Mentoring – Personal Development

- Experiential
- Whole person
- Staff driven

John Maxwell *21 Indispensable Qualities of a Leader*

“Your growth determines who you are.

Who you are determines who you attract.

Who you attract determines the success of your organization.

If you want to grow your organization, you have to remain teachable.”

Parting thoughts

What is working well in your existing leadership style?

What may not be perceived well by your staff?

How can you improve?