



## **360-degree Leadership Resourcing Unit 20**

- **Lead Inward, Lead Up, Lead Across, Lead Down**

Leadership is a choice you make, not a place you sit

Leadership is about disposition more than position

Leadership is dynamic, and the right to lead must be earned individually with each person you meet.

Think Influence not position

- People follow leaders they trust – character  
(You cannot antagonize and influence at the same time)
- People follow leaders they respect – competent
- People follow leaders they can approach – consistent
- People follow leaders they can admire – commitment

**I**ntegrity – builds relationships on trust

**N**urturing – care about people as individuals

**F**aith – believes in people

**L**istening – values what others have to say

**U**nderstanding – sees from their point of view

**E**nlarging – helps others become bigger

**N**avigating – assists others through difficulties

**C**onnecting – initiates positive relationships

**E**mpowering – gives them the power to lead

### **Lead Yourself**

Lead yourself exceptionally well

Am I leading out of the overflow of time spent with God?

Is my calling sure?

Is my vision clear?

Is my passion hot?

Am I developing my gifts?

Is my character submitted to Christ?

Is my pride subdued?

Are interior issues undermining my leadership?

Is my pace sustainable?

Is my love for God and people increasing?

Lead:

Your emotions

Your time

Your priorities

Your energy  
Your thinking  
Your words  
Your personal life "leadership is having those closest to me love and respect me the most"

### **Leading Up**

Follow me, I'm right behind you  
"Leading up does not mean kissing up"  
Add value to the people above you

Can you live without the credit?  
"What's causing do much disharmony among the nations is the fact that some want to beat the big drum, few are willing to face the music, and none want to play second fiddle."

Adding value to your leader

- Develop a solid relationship with your leader
- Identify and appreciate your leader's strengths
- Commit yourself to adding value to your leader's strengths
- Get permission to develop a game plan to complement your leader's weakness
- Expose your leader to good leadership resources
- Publicly affirm your leader

Responding To Vision:

Ways leaders respond to vision from above (negative to positive):

- Attack it – criticize and sabotage the vision
- Ignore it – do their own thing
- Abandon it – leave the organizations
- Adapt to it find a way to align with the vision
- Champion it – take the leader's vision and make it reality
- Add value to it

Lighten Your Leader's Load

You can make your leaders load lighter or heavier

- Do your own job well first
- When you find a problem, provide a solution
- Tell leaders what they need to hear, not want they want to hear (start small and diplomatic)
- Go the second mile
- Stand up for your leader whenever you can
- Stand in for your leader whenever you can
- Ask your leader how you can lift the load
- Take the tough jobs
- Be content to work in obscurity

Invest in relational chemistry

- Listen to your leader's heartbeat (what makes them laugh, cry, sing)
- Know your leaders priorities
- Share your leader's enthusiasm (or let them catch yours)
- Connect with your leader's interests
- Earn your leader's trust
- Learn to work with your leader's weaknesses
- Respect your leader's family

Be prepared every time you take your leader's time

- Don't make your boss think for you
- Bring something to the table
- Learn to speak your boss's language

Know when to push and when to back off

Become a go-to player

- Produce when the pressure is on
- Produce when the resources are few
- Produce when the momentum is low
- Produce when the load is heavy
- Produce when the leader is absent

Be Better tomorrow than you are today

- Learn your craft
- Talk your craft with others
- Practice your craft

### **Leading Across**

Follow me, I'll walk with you

-Take an interest in people

"People always move toward someone who increases them and away from anyone who decreases them."

- Get to know people
- Respect people
- Add value to people
- Affirm people
- Succeed with people

"Great leaders don't use people so that they can win. They lead people so that they can all win together.

-Have a sense of humour

-Put complementing ahead of competing

Scarcity v abundance mindset

Acknowledge your natural desire to compete

-Put healthy competition in its place

-Avoid office politics

-Avoid gossip

-Stay away from petty arguments

-Stand up for what's right, not just for what's popular

-Look at all sides of the issue

-Don't protect your turf

-Say what you mean and mean what you say

Let the best idea win

-Listen to all ideas

-Never settle for just one idea

-Look in unusual places for ideas

- Don't let personality overshadow purpose
- Protect creative people and their ideas
- Don't take rejection personally

Don't pretend you're perfect

- Admit faults
- Ask for advice
- Worry less about what others think
- Be open to learning from others
- Put away pride and pretence

### **Leading Down**

Follow me; I'll add value to you

Walk slowly through the halls

- Slow down
- "To connect with people you travel at their speed"
- Express that you care

See everyone as a "10"

- See them as they can become
- Let them "borrow" your belief in them
- Catch them doing something right
- Build people up by encouragement
- Give people credit by acknowledgement
- Give people recognition by gratitude

Develop Your People

Celebrate the wins

Place people in their strength zones

Model the behaviour you desire

- Your behaviour determines the culture
- Your attitude determines the atmosphere
- Your values determine the decisions
- Your growth determines the potential

Transfer the Vision

"What do I want them to **know** and what do I want them to **do**"

Build teams

Summarised from:

John C Maxwell, *The 360-degree Leader*, Nelson, 2005

Michael Quicke, *360-degree Leadership*, Baker Books, 2006

Bill Hybels, *Courageous Leadership*, Zondervan, 2002

Next ICLD – Discovering and Developing Your Leadership Style