

The Role of the Administrator
Leading and Motivating Staff
from:
360° Leader
by John Maxwell

Based on Book
360° Leader
John Maxwell

Origin of this session

- Last Year's Church Administration Conference
- Request
- No definition for what is needed

What are our goals for today?

- There were no goals spelled out last year.
- Today we build a skeleton.
- So future sessions will be tailored to meet our needs.

Let's begin at the end...

- What questions do you hope we deal with today?

Conflict w/m staff

Departmentalization

Serving in an area where not jilted

Seven Myths on Leading From The Middle

- #1 The Position Myth: "I can't lead if I am not at the top."
- #2 The Destination Myth: "When I get to the top, then I'll learn to lead."
- #3 The Influence Myth: If I were on top, then people would follow me.

Rem 12: 1-2

Seven Myths on Leading From The Middle

- #4 The Inexperience Myth: "When I get to the top, I'll be in control."
- #5 The Freedom Myth: "When I get to the top, I'll no longer be limited."
- #6 The Potential Myth: "I can't reach my potential if I'm not the top leader."

Seven Myths on Leading From The Middle

- #7 The All-or-Nothing Myth: "If I can't get to the top, then I won't try to lead."

(from John Maxwell's book, "The 360° Leader.")

Do People Follow When You Lead?

Someone has wisely said, "If you are leading and no one is following, you're just out taking a walk!"

Suggestions On Being A Great Leader

Leaders are not only called upon to lead those subordinate to them, but they should also see themselves as leaders in regard to their superiors. Maxwell calls this *leading up*.

Suggestions On Being A Great Leader - Leading Up

- Lead Yourself Exceptionally Well
- Lighten Your Leader's Load
- Be Willing to Do What Others Won't
- Do More Than Manage – Lead!
- Invest in Relational Chemistry

Successful people do what others
aren't willing to do

Managers work the process + leaders
work the people

Suggestions On Being A Great Leader – Leading Up

- Be Prepared Every Time You Take Your Leader's Time
- Know When to Push and When to Back Off
- Become a Go-To Player
- Be Better Tomorrow Than You Are Today

Suggestions On Being A Great Leader – Leading Down

- Walk Slowly Through The Halls
- See Everyone As a "10"
- Develop Each Team Member
- Place People in Their Strength Zones
- Model the Behavior You Desire
- Transfer the Vision
- Reward for Results

What Questions Do You Have?

- Leadership Myths
- Leading Up
- Leading Across (Not Discussed Today)
- Leading Down
- Other

What Would Be Helpful For Next Year?

- Suggestions

The Five Levels of Leadership

John Maxwell's "The 360° Leader"

5. PERSONHOOD

Respect

People will follow because of who you are and what you represent.

NOTE: This step is reserved for leaders who have spent years growing people and organizations. Few make it. Those who do are bigger than life.

4. PEOPLE DEVELOPMENT

Reproduction

People follow because of what you have done for them.

NOTE: This is where long-range growth occurs. Your commitment to developing leaders will insure ongoing growth to the organization and to people. Do whatever you can to achieve and stay on this level.

3. PRODUCTION

Results

People follow because of what you have done for the organization.

NOTE: This is where success is sensed by most people. They like you and what you are doing. Problems are fixed with very little effort because of momentum.

2. PERMISSION

Relationships

People follow because they want to.

NOTE: People will follow you beyond your stated authority. This level allows work to be fun. Caution: Staying too long on this level without rising will cause highly motivated people to become restless.

1. POSITION

Rights – People follow because they have to.

NOTE: Your influence will not extend beyond the lines of your job description. The longer you stay here, the higher the turnover and the lower the morale.