

Lead Different.

Because Jesus-centered
leadership changes
everything.

Why Develop?

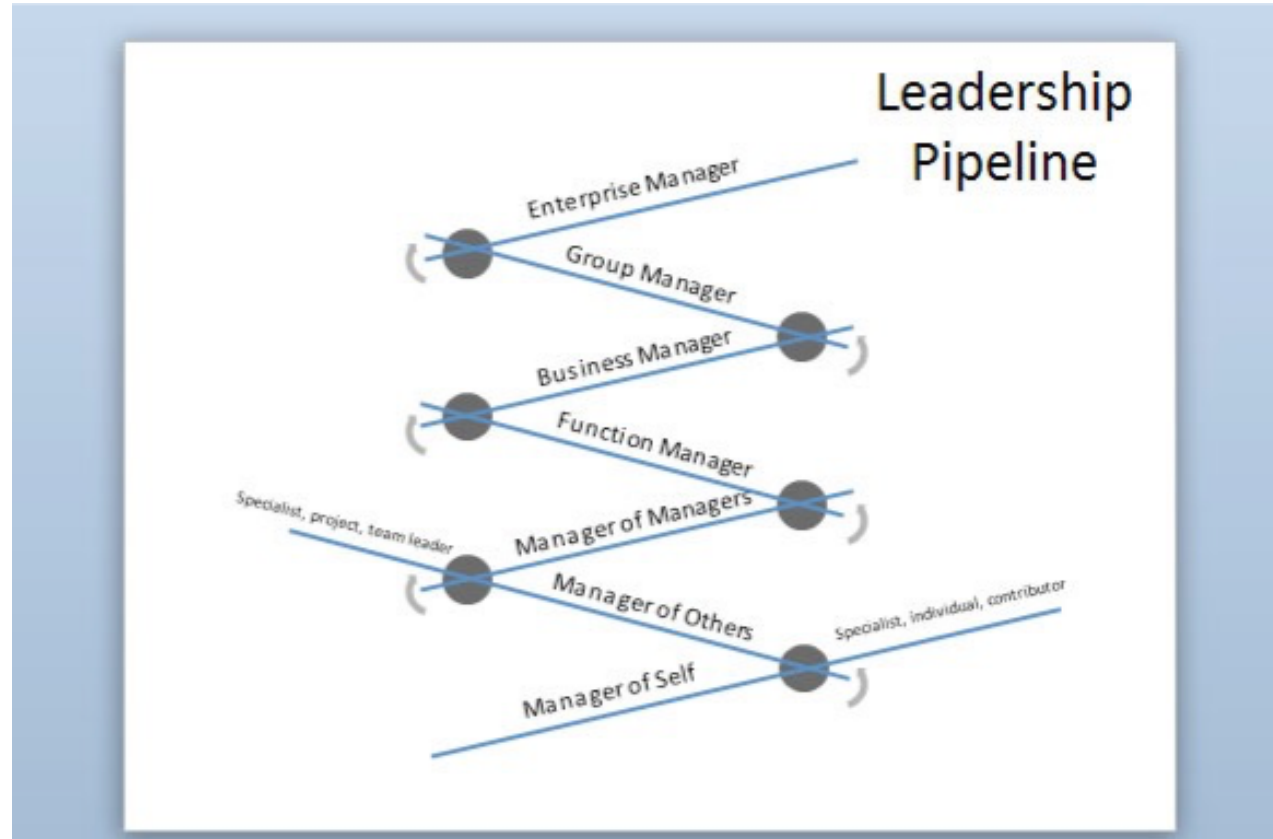
“If your employees believe their job
is to do what you tell them, you’re sunk.”

Susan Scott



Who To Develop?

1. Prayer
2. Proximity
3. Priority
4. Potential
5. Pipeline
6. Personal



Ram Charan, The Leadership Pipeline

Who To Develop?

ALL	SOME	FEW
On-boarding Clear Role Description Clear Key Deliverables Leaders Summit x2 Encouragement x12 Appreciation x2 Prayer x 12 Performance Review x2	Department Heads Monthly Peer Consulting City Gate Conference New Managers Management 101/201 Mentor for 6 months	Senior Team Bi-weekly 1 on 1 Podcast/Book Club Semi-Yearly Retreat Development Plan Coach/Spir. Director Degree/Courses

What To Develop?

	Bill	Shanera	Juan
Call			
Character			
Competence			
Connection			
Chemistry			

SAFE



STRETCH



STRESS

Components	Leadership Development Plan
Big Picture Objective with specific metrics	Become the CEO (Chief Encouragement Officer) of my team
Envisioned Future	I am known as an encouraging manager in the organization. People around me know they are noticed and appreciated.
Inspiring Verse	“Therefore encourage one another and build each other up...” 1Thessalonians 5:11
Current Reality	I am too task focused, underestimate how much encouragement my team need and overestimate how encouraging I am
Competing Commitments	I don't need much encouragement so I think others don't either.
One-Time Actions	Read <i>Appreciation in the Workplace</i> by Gary Chapman Watch Arrow Leadership video on CEO
On-Going Rhythms	2 x 60 second encouragement to individual staff/day Celebrate individual and team milestones/successes monthly
Evaluation	Am I taking time to see people and their contributions? Weekly - How many individual encouragements this week?

How To Develop?



1. Pray
2. Care/Love
3. Example
4. Perspective
5. Encouragement
6. Teaching

accountable administrative apostle attentive insightful innovative idealistic
agile adaptable articulate intelligent just joyful loyal kind integrity
brilliant available artistic attitude calm leader motivated objective loving meek
communicator bold compassionate listener obedient mentor
capable character committed content observant optimistic organized
cheerful competent connector cooperative partner original orderly
considerate complimentary courageous pastoral peaceful patient persuasive
confident curious conviction devoted persevering principled pure
creative dedicated developer discrete practical purposeful
dynamic decisive disciplined discerning prayerful protective reverent resourceful
discipler empowering example prophetic resilient reliable servant
exceptional enthusiastic sacrificial sage secure smart
energetic empathetic efficient evangelist self-control sensitive sincere strategic
endurance entrepreneur fearless shepherd selfless strong systematic
forgiving fit encouraging focused teachable submissive teacher technological
faithful fun generous fair thoughtful tactful thrifty thorough
friendly forthright gifted flexible thinker team player
giving gentle

Follow-Up Resources

Free Resources - www.sharpeningleaders.com

Presentation Slide Deck

150 Encouraging Words PDF

1st Chapter - Jesus Centered Book

Contact - steveb@arrowleadership.org, www.arrowleadership.org

