What Leaders Think About

Leaders must be thinkers!!! - They must be continually thinking about where the organization they lead IS and where the organization is GOING. Thinking is clearly a mark of leaders. Today's lesson focuses on what a leader must spend their time thinking about.

1. Leaders think People!
   🌟 Here is a thought - We should have a one word Mission Statement - “Others!”
   For leaders to help people they must first be willing to listen to their people.
   Leaders should pay attention to what their people are talking about. Leaders should ask questions to find out what are the concerns of their people. See Nehemiah 1:2-3.

   Four ways we help people
   - Find out what their needs are.
   - Find out what are they interested in.
   - Find out what are their concerns or fears.
   - Find out what are their desires.
   *As a speaker, you are almost certain to be a hit if you address one of these four questions.

2. Leaders think Big Picture!
   As a leader you are charged with the responsibility of bringing to your team a vision.
   ♦ Leaders will see things BEFORE others see them.
   ♦ Leaders will see MORE than others see.
   ♦ Leaders will see FURTHER than others.
   ♦ Leaders will help OTHERS see what they have seen so others can become part of the dream.

   Four questions to ask about your vision
   1) Do YOU have a clear picture of what you want to accomplish?
   2) Is the PICTURE clear to those who are helping you?
      If not, what needs to be cleared up with them?
      🌟 One of the toughest assignments a leader has is not coming up with the vision, but
      communicating the vision so that it is caught. Your success depends greatly on your ability to communicate (sell) your vision to others. See Neh. 1 and 2.
   3) Is the vision PERSONAL with the people?
      Your people need an answer to the question “what’s in this for me?”
   4) Is the vision POWERFUL? Does it have . . .
      ✅ CREATIVE power? Does your team begin to express IDEAS so the vision can
          be accomplished? If it is a great vision others will immediately share ideas on how to make it happen and even how to expand it.
      ✅ COMMITMENT power? Are you seeing team members rallying to accomplish the vision?
      ✅ CONTAGIOUS power? Do you see others wanting to be apart of the vision?
      ✅ CHANGING power? Do you see lives being changed by the vision?
      ✅ CONTINUING power? Do you see the future being brighter because of the vision?
3. Leaders think **Prayer!**

Nehemiah had a dream that was larger than he was. Without God He was surely doomed to fail. Nehemiah is an example of being a leader from the knees up. His vision began with prayer, was established by prayer, energized by prayer, continued by prayer, and accomplished by prayer. From beginning to end God brought a vision to completion through this man because he was a man of prayer.

It would be good for us to learn this saying – I can’t, but He can! I can’t, but He can!

4. Leaders think **Price!**

Every project has a cost and to be successful the leader has to know what that price is and then commit himself to paying that price. The leader has to be the first one to go the extra mile.

With every project you dream up you need to ask first am I willing to pay the price to see the project through and, secondly, can I find others who are willing to pay the price?

Most dreams end here because the dreamer is not willing to pay the price, or cannot find others who will pay the price. We should remember it is easy to dream a dream – implementation is the hard part!

5. Leaders think **Productivity!**

Leaders think bottom line. They are looking for results. Because they are looking for results they know how to get things done!

**PROVEN PRACTICES TO GET SOMETHING DONE**

1) **What Gets _______ talked _______ about _______ Gets Done.**

Excellent leaders create an environment through words that sends “the message” to their people.

We easily remember A T & T – Reach out and touch someone or American Express – Don’t leave home without it or Toyota – "Oh what a feeling" –I love what you do for me.

**How to Help People Remember What We Say**

The Four “R’s”

- **a.** Have a solid **Relationship (personal and professional)** with those you are leading – Who says it is important! By the way, the word “communication” in Latin is “Comminis.” It means common ground.

- **b.** Use **Repetition** – How often is it said matters!

  Direct Marketer, Christopher Ryan, reports on a study that shows a message must be heard eight times to be unforgettable. To make your message unforgettable:

  Repeat the message; Repeat the message; Repeat the message; Repeat the message; Repeat the message; Repeat the message; Repeat the message, and, oh yes -- Repeat the message.

  Nehemiah principle: Every 26 days repeat the mission statement. (Look for creative ways to say it.)

- **c.** Be **Relevant** – Does it apply to their lives?

  Seek to touch a person’s heart before asking for their hand. People want to know what’s in it for them.

- **d.** Have them **Respond** with action.

  We remember **10%** percent of what we hear.
  We remember **50%** percent of what we see.
  We remember **70%** percent of what we say.
  We remember **90%** percent of what we hear, see, say and do.
2) **What Gets trained for Gets Done.**

Notice some of the main REASONS why people fail to perform effectively:

- They do not know **what** they are supposed to do.
- They do not know **how** to do it.
- They do not know **why** they should.

There are obstacles **beyond** their control. (Note: three out of four deals with training.)

**Keys to training**

- The trainer does it ........................................ - you may be an example if someone is watching
- The trainer does it with trainee with them  - you are example and in the early stages of equipping.
- The trainee does it with trainer with them  - you equip them and you evaluate them.
- The trainee does it ........................................ - you empower them.

“**He who walks with the wise is wise, but a companion of fools suffers harm.**” (Prov. 13:20)

3) **What Gets Budgeted Gets Done.**

- No money, no value!

4) **What Gets Scheduled Gets Done.**

- Leaders must schedule the **time**.
  - We live in a day of many opportunities and for a project to be successful it must be put on the calendar. “Pay off” days need to be determined, promoted and protected. The competition for a person’s time is fierce!
  - Leaders must schedule the **space**.
  - Leaders must schedule the **people**.

(It is worth noting at this point that for one to be a successful leader they are going to need to have a say in the agenda, the personal, the budget and the schedule: time and space.)

5) **What Gets Measured Gets Done.**

“We judge ourselves by what we feel capable of doing; others judge us by what we have done.” (Longfellow)

- Every day of his adult life, Ben Franklin set aside the time to ask two questions. The morning question was, “What good shall I do today?” The evening question was, “What good have I done today?”

Unfortunately, we must remember that for the most part people do not do what is expected, but what is inspected!

To determine how often you must inspect, ask yourself:

a. How **Important** is the work?
b. How **Draining** is the work?
c. How **New** is the work?
d. How **New** is the worker?
e. How **Responsible** is the worker?

6) **What Gets confronted Gets Done.**

In confronting ask these questions of yourself:

1. Did I tell them how I **felt** about what they did wrong?
2. Did I give them a game plan to **fix** the problem?
   - Before transferring or terminating, trying training.
3. Did I **affirm** them as a person and a friend?
7) What Gets Rewarded Gets Done.

Rewards are for results, not effort. Encourage for effort - reward for results!

People are usually rewarded by prizes, pay increases and/or praises.

Pointers on Praising People:

- Look for opportunities
- Say it first - Don't wait
- Be genuine
- Do it privately
- Put it in writing
- Do it publicly
- Be specific

***I was greatly aided in the section by Dr. John Maxwell’s lesson on Proven Practices for Getting Things Done.

6. Leaders think Process!

Leaders are DETAILED ORIENTED. See Neh. 2:11-16

Every project is like a puzzle - leaders see how the puzzle fits together. Leaders understand that even the littlest of details can stall productivity. This is why MBWA (Management by Walking Around) is so important.

Leaders are always thinking about tomorrow while executing today's game plan.

7. Leaders think Priorities!

Their priorities are based on their purpose (the big picture) and they do not let anything detour them from that purpose. Nehemiah knew how to say "NO" to a request that would take him from his purpose. See Neh. 6:1-3.

8. Leaders think Progress!

Leaders want to know How they are doing. They value the steps toward a goal. They are big on evaluation and fine tuning. They continually think about how to improve! See Neh. 3.

9. Leaders think Positive even when faced with problems. See Neh. 4:7-23, 5.

Leaders understand Proverbs 14:4 which says, "Where no oxen are, the stall, or the manger, is clean. But much increase comes by the strength of an ox."

☑ Al Davis, owner of the Oakland Raiders said, "A great leader doesn't treat problems as special. He treats them as normal."

☑ Favorite quote of Dr. Falwell: Life is filled with glorious opportunities brilliantly disguised as insolvable problems.

10. Leaders think Perseverance.

Great leaders don't think failure. Failure is not a word you will hear spoken by them. They will see a set backs as only a set back. They will see mistakes as an opportunity to learn. Daily they press toward the goal they have set until it is achieved. See Neh. 6:15.

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2. Leaders think Big Picture!
3. Leaders think Prayer!
4. Leaders think Price!
5. Leaders think Productivity!
6. Leaders think Process!
7. Leaders think Priorities!
8. Leaders think Progress!
9. Leaders think Positive!
10. Leaders think Perseverance.