

360 LEADERSHIP

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A frustrated team is an unproductive team.

-Frustration for a team usually comes because of poor leadership and/or a lack of unity.

-Leadership Pressure= having a conversation with someone when you realize God is showing you something now or something that's coming that no one else can see.

-If you want a team that is led well, we must apply Leadership Pressure in the right time, in the right way.

Three Ways to apply Leadership Pressure:

01. Down
02. Peers/Sideways
03. Up

Psalm 78:70-72

Leading Down:

Putting leadership pressure on those under your lead.

01. Teach.
 - How can I teach them what I'm asking them to do?
 - Show them what we are trying to do or make?
 - Explain the Why's.
 - Teach attitude and effort by modeling it.
02. Equip.
 - Serve the needs of your team.
 - Define the Win. This is what I would consider a Victory.
 - AVV: Be Available. Be Valuable. Be Visible.
03. Listen. (The most important thing you can do as a leader is to listen to your team.)
 - Give time and access to the people you lead. Scheduled and Unscheduled time.
 - We all want to be heard.
04. Manage.
 - Be involved enough to keep the team moving toward the win.
05. Love.
 - You have to love the people on your team.
 - Vision.
 - My team should never wonder where we are going and how what they do fit into the vision.

-Vision must connect a person's gift to a purpose and that purpose to a cause greater than self achievement.

-Encouragement.

-Encouragement is straight talk. Tell them like it is. Honest feedback.

-Empowerment.

-My team should never have to wonder if I trust them or not.

-Being Guarded or Protected.

-My team should never wonder if I got their back. Your team should know you take bullets for them.

Management is about control. Leadership is about releasing.

Leading Sideways:

Putting leadership pressure on your peers.

01. Reflect.

-Before you talk to a peer about their leadership, go look in the mirror first.

02. Talk.

-Talk to and not about the person.

03. Love.

-Love assumes the best.

Leading Up:

Putting leadership pressure on your boss.

01. Love.

-Love Jesus and love the church before you love the person. Love Jesus and the church enough that you would risk conflict.

02. Protect.

-Matters of integrity (one on one) or matters of strategy (in a group).

03. Project.

-Project unity and confidence.

04. Trust.

-Trust God and the person.

*Ask questions to turn people's defensives off.

Questions to ask your team:

-How can I serve you better?

-What do you need from me?

-What do you need from me to make you better at what you do?

Confrontation

-As a leader you have to be good at confrontation, its essential to good leadership.

-If the person who is leading you doesn't confront you, he is not being a good leader.

-A leader challenges people and processes.